

# THE *NOT-SO-UNITED* STATES

Managing a workforce that spreads across various states is not an easy task, especially when federal and state laws are changing left and right. And as old policies update and new bills are signed into law, the fight to stay compliant is more challenging now than ever before.

This is especially true for employers who have a multi-state workforce. Though federal laws apply to all workplaces, many states have their own unique laws. And when a company's workforce crosses state lines, HR teams are tasked with understanding—and complying with—every individual state law in which they have an employee.

After the **#MeToo** movement went global in 2018, several states started taking a strong stance on preventing harassment in the workplace. There are **currently 6 states** that have mandated sexual harassment training, and that number is expected to grow in 2020.

**Paid leave policies** have also evolved drastically over the years, and various states have adopted their own regulations. From paid sick leave to parental leave, these laws have revamped employee benefits.

As of January 1st, 2020, some states updated their labor laws as well. California's minimum wage was increased to **\$13.00**, making it the highest increase out of all the states in 2020.

With all of these changes, it's not surprising that 50% of HR professionals lack confidence in their ability to keep up with ever-changing rules and regulations—an intimidating thought, especially when it comes to the penalties related to non-compliance:

- For instance, non-compliance to the Affordable Care Act (ACA) could cost your company between \$2,000 and \$3,000 per employee per year, not including legal fees.
- In New York, failure to comply with any aspect of the Paid Family Leave law can result in **finest up to \$2,000 per violation**.
- In Maine, workplaces that do not provide the required sexual harassment training will **recieve a fine of \$1,000 to \$5,000**.

By staying up to date with these new regulations, you can avoid costly fines and other headaches that accompany non-compliance.

In this infographic, get a clear visual breakdown of the states that have unique compliance requirements related to:

- New gender discrimination and harassment laws
- Paid leave policies
- Employee pay regulations

# Gender Discrimination & Harassment:

**7 states + D.C.**

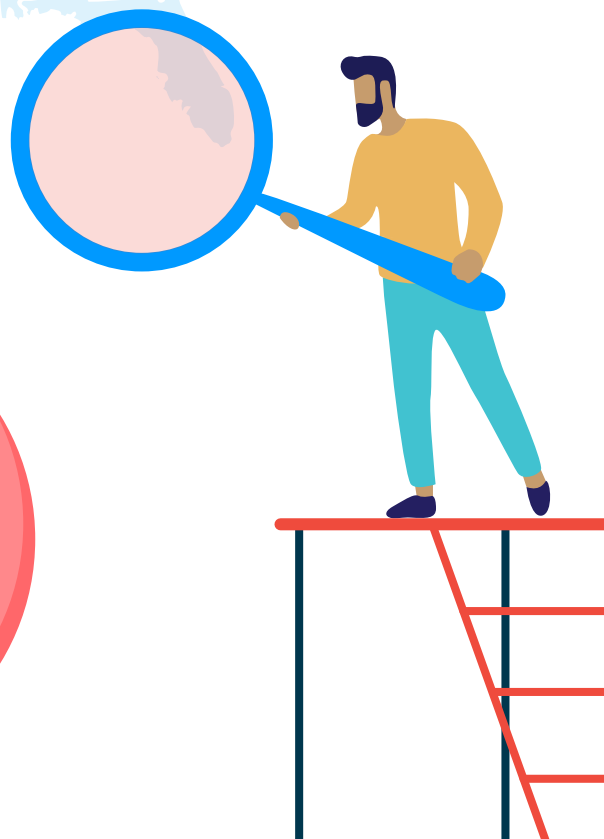
have mandated sexual  
harassment training.

**6 states + D.C.**

have pay-related  
provisions in their  
employment  
discrimination laws.

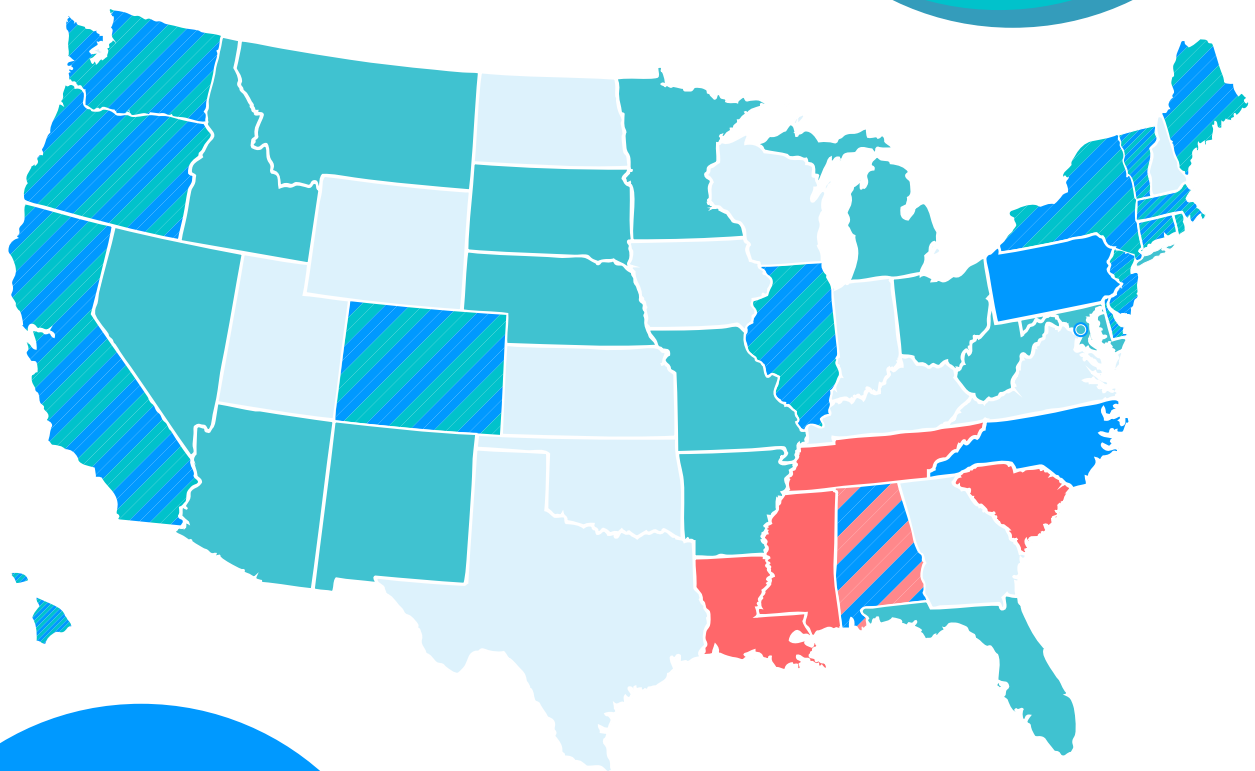


## Leave:

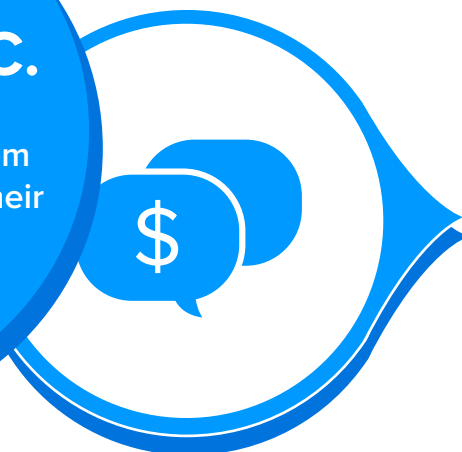
**12 states + D.C.**require that employers provide **paid sick leave**.**8 states + D.C.**currently mandate **paid family leave**.**8 states**require **payout of PTO** at termination.

have **not**  
**adopted** a  
state minimum  
wage

have **minimum wages**  
**above the federal**  
**minimum wage**



have state-wide laws  
**prohibiting employers from  
asking applicants about their  
previous salaries.**



**Still concerned about compliance? Want to learn more about the laws mentioned above?**

Check out the specifics of the laws you need to know by clicking on one of the topics below:

[Sexual Harassment Training State Laws](#)

[Paid Sick Leave Laws](#)

[Family Leave State Laws](#)

**About Comply Advice & Action**

With Namely's new people risk management solution, staying compliant has never been easier.

[Comply Advice & Action](#) is designed to give mid-sized companies the same level of coverage and up-to-the-minute insights that enterprise businesses benefit from—at a fraction of the cost. With Comply Advice & Action, you'll have access to:

- **Live Expert HR Advisors:** SPHR and PHR certified advisors providing trustworthy guidance to prevent and resolve challenging people situations and compliance issues.
- **A Living Employee Handbook:** Connects advanced technology, authoritative content, and seasoned HR experts; three critical components to ensure policies and procedures remain compliant as an organization grows and as regulations change.
- **A Learning Management System With Delivered Compliance Trainings:** Offers a broad array of training solutions for proactive and reactive risk management, for both employees and management, including tracking for completion and effectiveness.
- **OSHA Logs:** Record workplace injuries and illnesses and quickly export the incidents onto Form 300 and 300A to submit to OSHA.
- **Robust Compliance Content**

Staying current with legislation and policy changes that impact your company's HR practices is a full-time job. Comply Advice & Action keeps you in check with these changing regulations so that you can spend your time focusing on other HR processes.

**Want to learn more about Comply Advice & Action?**

[Click here to watch a personalized demo.](#)

## About Namely

Namely is the #1 HR Software company that empowers midsize businesses to build better workplaces. Its cloud-based software brings HCM, benefits, insights, payroll, and time into a single-view platform to help modern HR teams make data-driven decisions about their people and understand what's really going on in their workforce.

The Namely ecosystem includes powerful integrations with market-leading applicant tracking, identity management, ERP, compliance, E-Verify solutions, and more. Serving more than 1,400 clients with 280,000 employees globally, the company is backed by leading investors, including Altimeter Capital, GGV Capital, Matrix Partners, Scale Venture Partners, Sequoia Capital, Tenaya Capital, and True Ventures.

For more information, visit [www.Namely.com](https://www.Namely.com) to see how Namely's HR software can help your organization.