

Compliance Checklist: 5 Tips for 2022



New Minimum Wage Rates

At the start of 2022, more than 20 states and over 45 combined cities and counties updated their minimum wage rates. Are you on top of the updates? Working with payroll teams to ensure minimum wage compliance is a major challenge for large employers. With separate rates by employee type, wages for tipped employees, and even increases to increases, you should check your locations' jurisdictions for the exact rates.



Checking on Paid Leave Laws

Though not on a more regular update schedule like minimum wage, paid leave laws still require attention at Jan. 1 each year. Requirements for carryover — paid leave laws that allow employees to rollover accrued, unused paid leave from one year to the next — must be monitored. You should calculate how much paid leave employees have used and accrued, determine whether applicable jurisdictions let them carryover unused hours, and act accordingly.



Updated Labor Law Posters

What do new laws that go into effect at the start of the year also include? Updated labor law postings. A flurry of posting updates are usually announced in the months before the new year. Beyond minimum wage and paid leave laws, these include a multitude of information employers must display, including human trafficking in Texas, pregnancy rights in Louisiana and health and safety protection in Virginia. Check for updates to ensure labor law posting compliance for 2022.



New and Extended COVID-19 Laws

Even as the U.S. Supreme Court blocked the federal vaccine mandate, jurisdictions across the country are still revising laws regarding the pandemic. From the vaccine mandate imposed in New York City to Washington, D.C., requiring employers to give workers time off to get the vaccine, complying with new and extended COVID-19 laws needs constant monitoring. While there is hope the pandemic could be in retreat, employers should double check for any new or revised regulations where they have locations.



Remote Work Compliance

Last on our checklist, we have compliance with remote workers. Many employers are still evaluating and revising their work-from-home policies, but there are many additional items to consider: paid leave laws based on employee jurisdiction, payroll taxes, reimbursing employees for business expenses, vaccine mandates, labor law postings... You should check where your employees are located, research applicable laws and round out your compliance efforts.