

# Compliance Alert



We are halfway through 2021, and although COVID-19 is still at the forefront of the legislative landscape, there have been numerous new laws or requirements that will go into effect in the coming months. Below are summaries of what to expect and prepare for beginning July 1, 2021 through December 31, 2021.

## HCM Mid-Year Review

Federal Compliance Alerts



Virginia Compliance Alerts



Connecticut Compliance Alerts



Washington Compliance Alerts



New York Compliance Alerts



**For more information on recent tax legislation,  
see the [2020 Year End Alert](#) or [PCTY-95311](#).**

Thank you for choosing Paylocity as your Payroll Tax and HCM partner.

This information is provided as a courtesy, may change and is not intended as legal or tax guidance. Employers with questions or concerns outside the scope of a Payroll Service Provider are encouraged to seek the advice of a qualified CPA, Tax Attorney or Advisor.

## Compliance Alerts

# Federal

### PCORI Fee for Self-Insured Health Plans

- Trust fund fees for the Patient-Centered Outcomes Research Institute (PCORI) are fees on issuers of certain health insurance policies and plan sponsors of applicable self-insured health plans, that help fund the Institute.
- PCORI fees are reported and paid each year using IRS Form 720 (Quarterly Federal Excise Tax Return). These annual fees are due by July 31 of the year following the last day of the plan year. For example, PCORI fees are due by July 31, 2021 for plan years ending in 2020.

#### [Additional Information](#)

PEAK ID: PCTY-94470



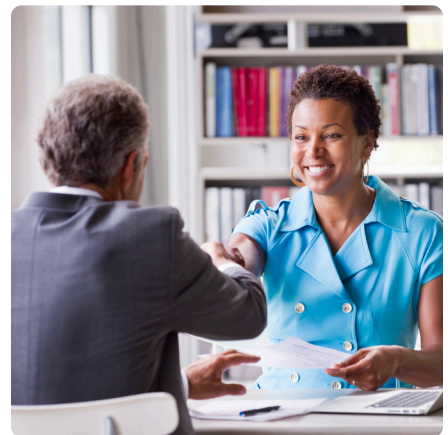
# Connecticut

### Disclosure of Pay Range for Vacant Positions

- Effective October 1, 2021, employers must provide wage ranges for open positions receiving applications by whichever of the following occurs first:
  - The applicant's request, or
  - Prior to or at the time the applicant is made an offer of compensation
- A wage range is the actual continuum of wages for employees with comparable positions or the employer's budgeted amount for the position.

#### [Additional Information](#)

PEAK ID: PCTY-101205



# New York

## New York City Amendments to the Fair Workweek Act

- Effective July 4, 2021, New York City fast food employers are prohibited from terminating or substantially reducing the hours of fast food workers in the absence of the employees' demonstrated failure to satisfactorily perform job duties or employee misconduct.
- Employers must provide employees with a written reason for termination.
- Employees must be compensated for scheduling premium pay\* for shifts lost due to termination.

### Additional Information

PEAK ID: PCTY-62733

\* Premium pay means a schedule change premium required pursuant to section 20-1222 of the Fair Workweek Law, or the payment a fast food employer is required to pay to a fast food employee who works a "clopening" (i.e. two shifts with fewer than 11 hours between them, and the first shift ends the previous calendar day or spans two calendar days) pursuant to section 20-1231 of the Fair Workweek Law.



# Virginia

## Paid Sick Leave for Home Health Workers

- Effective July 1, 2021, eligible employees must receive at least 1 hour of paid sick leave for every 30 hours worked.
- Eligible employees must work at least 20 hours per week, or 90 hours per month.
- Employees may accrue and use up to 40 hours of paid sick leave for eligible reasons per 12 month benefit period.

### Additional Information

PEAK ID: PCTY-99206

## Overtime Wage Act

- Effective July 1, 2021, this act requires employers to pay one and a half times the employee's regular rate for any hours in excess of 40 per workweek.
- The regular rate differs for Salaried and Hourly employees.

### Additional Information

PEAK ID: PCTY-99663



# Washington

## PFML Pandemic Assistance Grant

- A new, temporary amendment to the existing Paid Family Medical Leave (PFML) law creates pandemic leave assistance grants for specific employees and employers.
- The effective date for employers to apply for these grants is August 1, 2021, with an expiration date of June 30, 2023.

### Additional Information

PEAK ID: PCTY-101156

