

From Vaccine Policies to Diversity in Leadership - what you need to know in 2021

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Our Speakers Today...

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What We'll Cover Today

- Vaccination policies
- Diversity in leadership
- Leave benefits
- Training
- Marijuana and the workplace

What you need to know in the new year

EEOC guidance on COVID-19
vaccinations

Diversity

Leave benefits

State-specific training
requirements

Drug policies



Vaccination policies in 2021

Evaluate what type of vaccine policy and support is best for your company

- Mandatory policy vs policy encouraging vaccines
 - EEOC Guidance
 - Ways to Encourage Employees to get vaccinated
- Continue to monitor evolving policy requirements



Diversity in leadership in 2021

Know your diversity requirements

By State:

- California
 - SB 826
 - AB 979
- Washington
 - Washington Business Corporation Act



Leave benefits in 2021

State and Local Municipalities continue to establish paid leave programs

- Maine requires paid time off
- Expanded paid sick leave/family leave
 - California
 - Colorado
 - Massachusetts
 - New York
- Expanded California Family Rights Act (CFRA)
- Health Families Workplace Act
 - Colorado



Harassment Prevention Training

Know your specific training requirements for 2021

By State:

- California
- Connecticut
- Washington (Industry-specific)



Marijuana in the workplace in 2021

Ensure your Drug Free Workplace policies are compliant:

By State:

- Alaska
- California
- Colorado
- Illinois
- Maine
- Massachusetts
- Michigan
- Montana
- New Jersey
- Washington D.C.



In summary: 2021 HR regulations you need to be aware of

- Vaccination policies
- Diversity in leadership
- Leave benefits
- Harassment prevention training
- Marijuana and the workplace

Q&A