

## Legislative Updates

January 17, 2023

### Arkansas

#### *Unemployment Insurance Program*

On January 10, 2023, Gov. Sarah Huckabee Sanders signed an [executive order](#) to ensure that the Secretary of the Department of Commerce enhances the integrity of the Unemployment Insurance Program by cross-checking applicant eligibility through state and federal incarceration records, state death records and the multi-state Integrity Data Hub. In addition, the department will conduct additional review and investigation of claims filed from a single internet protocol address using a similar mailing address or bank account and confirm that claims made from out-of-state applicants are strictly verified prior to approval and payment.

### California

#### *Data Sharing – Physicians and Medical Groups*

By January 31, 2023, physician practices and medical groups must sign CalHHS's [Data Sharing Agreement](#) allowing information to be shared between medical practices, hospitals, health plans and human service organizations.

### California

#### *State Taxes*

Employers statewide directly affected by the winter storms may request up to a two-month extension of time from the [Employment Development Department-EDD](#) to file their state payroll reports and/or deposit payroll taxes without penalty or interest. This extension was granted under section 1111.5 of the California Unemployment Insurance Code (CUIC). A written request for extension must be received within two months from the original delinquent date of the payment or return.

### California

#### *Federal Taxes*

On January 11, 2023, the IRS [announced](#) that California storm victims now have until May 15, 2023, to file various federal individual and business tax returns and make tax payments. The IRS relief is being offered to people in areas designated by the Federal Emergency Management Agency (FEMA).

Individuals and households that reside or have a business in Alameda, Colusa, Contra Costa, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Los Angeles, Madera, Marin, Mariposa, Mendocino, Merced, Mono, Monterey, Napa, Orange, Placer, Riverside, Sacramento, San Benito, San Bernardino, San Diego, San Francisco, San Joaquin, San Luis Obispo, San Mateo, Santa Barbara, Santa Clara, Santa Cruz, Solano, Sonoma, Stanislaus, Sutter, Tehama, Tulare, Ventura, Yolo and Yuba counties qualify for tax relief.

In addition, penalties on payroll and excise tax deposits due on or after January 8, 2023, and before January 23, 2023, will be abated as long as the tax deposits are made by January 23, 2023.

The [Disaster Assistance and Emergency Relief for Individuals and Businesses](#) page has details on other returns, payments and tax-related actions qualifying for the additional time.

## California

### *City of Mountain View*

Effective immediately, employers are required to adhere to the city's wage theft ordinance. Moving forward, when applying for or renewing a business license, an employer must fill out a [wage theft affidavit](#).

## Colorado

### *City of Denver*

On January 9, 2023, the City Council passed a wage theft ordinance allowing victims to file a complaint with the city auditor allowing Denver Labor to investigate the claim. Denver Labor will be allowed to assess penalties on employers.

## Connecticut

### *Cannabis Sales*

On January 10, 2023, Gov. Ned Lamont [announced](#) that the first legal retail sales in Connecticut of adult-use cannabis to all adults aged 21 and over began this morning at several retailers that have been licensed to sell the products.

## Illinois

### *Workplace Safety*

On January 9, 2023, Gov. JB Pritzker signed [IL S.B. 1720](#), the state's budget. The legislation included the creation of a Warehouse Safety Standards Task Force.

## Indiana

### *City of Bloomington*

On January 10, 2023, – the Department of Economic and Sustainable Development is providing grant funding of up to \$25,000 and technical assistance for organizations and small businesses to improve building efficiency and install solar through the 2023 Solar, Energy Efficiency & Lighting (SEEL) Program. Nonprofits, community organizations, and small businesses are invited to apply beginning January 18, 2023. Nonprofit organizations, schools, early childhood centers, libraries, healthcare facilities, grocery stores, and small businesses with under 500 full-time employees that own at least one facility that is at least 3,000 square feet within city limits are eligible to participate.

More information about the program and the application form link is available at [bloomington.in.gov/sustainability/seel](https://bloomington.in.gov/sustainability/seel)

## Massachusetts

### *City of Cambridge*

On January 9, 2023, the City announced that applications are now available for a new grant to help businesses improve their web presence. Businesses can receive up to \$4,000 in relief funds to improve their website, add services like online ordering or booking, and other eligible expenses. Applications will be accepted on a rolling basis from January 9, 2023 until August 21, 2024 (or until funds are exhausted) and are available at [cambridgema.gov/web-grant](https://cambridgema.gov/web-grant).

## Minnesota

### *Employer Taxes*

On January 12, 2023, Gov. Tim Walz signed [MN HF 31](#) providing tax cuts for businesses receiving Shuttered Venue Operator Grants. The program requirements are targeted to live theater and performing arts organizations that suffered reductions in revenue due to COVID-19 related closures. In addition, the legislation provides an exclusion from income for emergency loan and grant assistance programs that were enacted by the federal government, including forgiveness of economic injury disaster loans for impacts of COVID-19, restaurant revitalization grants and additional loan assistance programs of the small business association.

## Nevada

### *State Licensing*

On January 12, 2023, Gov. Joe Lombardo issued an [executive order](#) directing all state occupational and professional licensing boards to suspend the issuance of any new regulations, show cause for all occupational licensing requirements and to provide a recommended pathway for facilitating licensure reciprocity.

## New Jersey

### *Employee Layoff*

On January 10, 2023, Gov. Phil Murphy signed [NJ A.B. 4768](#) the Millville Dallas Airmotive Plant Job Loss Notification Act or NJ WARN Act. The legislation had been put on hold due to the COVID-19 pandemic. Through the Act an employer with over 100 employees and laying off 50 or more employees must:

- give at least 90 days' notice to employees of a pending mass layoff, facility closing or moving
- provide severance pay equal to one week of pay for each full year of employment

The 100-employee (for a covered employer) and 50-employee thresholds both need part-time workers to be included (for a termination of operations or a mass layoff). Like full-time employees, part-time workers now have the same rights to severance pay and 90 days' advance notice of termination.

## New Jersey

### *Prescription Contraceptives*

On January 13, 2023, Gov. Phil Murphy signed [NJ S.275](#) the Freedom of Reproductive Choice Act allowing pharmacists to dispense self-administered hormonal contraceptives (pills, patches, rings) to patients without requiring a prescription.

## New Jersey

### *County of Mercer*

On January 12, 2023, County Executive Brian Hughes announced the Mercer County Small Business Grant Program. The program is designed to assist businesses that have experienced hardship due to the COVID-19 pandemic. The focus will be on businesses that have physical storefronts in Mercer with a maximum amount of \$10,000 allocated per grant. Information on the program can be found [here](#).

## New York

### *Workplace Poster*

On January 9, 2023, the New York State Department of Labor (NYSDOL), in partnership with the New York State Division of Veterans' Services (NYS DVS), announced all New York state employers with more than 50 employees are now required to display a new veteran benefits and services poster. Posters can be downloaded and printed from the [NYSDOL website](#).

## New York

### *Workplace Poster*

The State requires that employers post the "Allowed Time to Vote Poster" 10 working days prior to an election. In addition, the poster must also be either posted to the employer's website or sent to employees via email. The poster is available through the New York Board of elections [website](#).

## Oregon

### *Grants*

Effective January 23, 2023, applications will be accepted for grants through Business Oregon and the CCD Business Development Program. Small and micro businesses can receive up to \$30K in funding. Applications and information are available [here](#).

## Pennsylvania

### *Reporting Requirements*

Effective January 2, 2023, for-profit and non-profit entities (organized or authorized to do business in Pennsylvania) will be required to file their annual reports on an annual basis. Previously, the filing needed to be done every ten years to the Department of State. If not filed, a business runs the risk of losing their right to the use of their name. [PA H.B. 2057](#)

The following information is required in the annual report.

- Entity Name
- Jurisdiction
- Principal office
- Entity or ID number
- Names/Titles of principle officers
- Governor name

## Texas

### *City of Harlingen*

The City announced a new grant program designed for small business to be called Revitalize Harlingen. The program will focus on entities in the following areas of the city: West Jackson to West Harrison Ave, West Van Buren to West Jackson, West Harrison to M Street, West Tyler to M Street, and F Street to West Jackson. Additional information can be found at <https://harlingenedc.com/revitalize-harlingen>.

## Texas

### *Harris County*

On January 9, 2023, County Attorney Christian Menefee announced a plan to require contractors working on county projects to provide safety training for employees. In addition, contractors with poor safety records may be prohibited from working on county projects.

## Texas

### *City of San Antonio*

On January 11, 2023, the City Council announced the COVID-Construction Recovery Grants Program designed to assist small business effected by road projects or the COVID-19 pandemic. Information on the program can be found [here](#). Applications will be accepted in mid-February.

## Virginia

### *Prince Edward County*

Effective January 1, 2023, the County's 6% food and beverage tax takes effect. The tax is on prepared food and beverages sold or delivered in the county by retail stores, restaurants or caterers. Included are, convenience stores, sporting venues, food trucks, bars, breweries, wineries, distilleries and taverns.

## Virginia

### *Prince William County*

On January 10, 2023, the County began its IGNITE Startup Grant program for new businesses located in Alexandria, Arlington, Fairfax City, Fairfax, Falls Church, Fauquier County, Loudoun, Manassas or Manassas Park. Additional information and an application can be found [here](#).

## Washington

### *City of Tukwila*

Effective July 1, 2023, the minimum wage for an employer with 501 or more employees is raised to \$18.99 per hour. The minimum wage for an employer with 500 or less employees is \$16.99 per hour.

*The information contained in this article is intended for educational purposes and to provide a general understanding of regulatory events, legislative changes and the law – not to provide specific legal advice. Employers are advised to discuss and/or receive counsel from their licensed legal or accounting professional, prior to implementing any new policy or policy change.*