

Premium Workplace Surveys

Specialized, “Hot Topic” State-by-State Compliance Surveys

All too often what is enforceable in one state or locale may be questionable in another and entirely prohibited in the next. For organizations with offices in multiple jurisdictions, tracking the different rules and requirements can be a daunting task. To directly address this challenge, Seyfarth at Work, in association with Seyfarth, offers 50-state surveys on Paid Sick Leave, Paid Family Leave, Pay Equity, and Minimum Wage.

PAID SICK LEAVE SURVEY

The Paid Sick Leave Survey covers all existing state and local paid sick leave laws, as well as summarizes the Executive Order on federal contractor paid sick leave requirements. The survey is broken into more than 40 substantive topics, including:

- Definitions of “employee” and “employer”
- Employee eligibility
- Accrual rate
- Start of accrual
- Accrual cap
- Usage cap
- Year-end carryover
- Reasons for use
- Usage waiting period
- Minimum increments of use
- Covered “family members”
- Notice and posting requirements
- Record keeping requirements
- When employers can request documentation from employees
- The amount of notice employers can require employees to provide who intend to use available sick time
- Payment of sick time
- What, if anything, employers can do if they suspect employee paid sick leave abuse
- Potential penalties for violations

PAID FAMILY LEAVE SURVEY

The Paid Family Leave Laws Survey covers all existing state and local paid family leave and paid family medical leave laws and ordinances. The survey is broken into more than 30 substantive topics, including:

- Effective date
- Employee eligibility
- Employer coverage
- Calculation of 12-month period
- Covered reasons
- “Family member” definition
- Intermittent leave
- Use waiting period
- Amount of leave
- Amount and type of pay
- Claim filing process
- Job protection
- Interplay with employer paid leave policies
- Interplay with other laws
- Notice and posting
- Record keeping
- Funding mechanism
- Reporting and remitting
- Private plans
- Impact on collective bargaining agreements
- Penalties

PAY EQUITY SURVEY

The Pay Equity Survey covers all existing state and local pay equity laws, as well as summarizes other key information. The survey is broken into 12 topics, including:

- Citations to the current statute
- Citations to pending amendments/bills
- Protected status
- Comparison group
- Whether location can be considered
- Burden of proof
- Alternative defenses
- Statute of limitations
- Damages
- Length of back pay
- Remediation
- Comments or other notable differences from federal law

MINIMUM WAGE SURVEY

The Minimum Wage Survey covers all existing state and local minimum wage laws, excluding living wages and tip credits, as well as summarizes federal requirements. The survey is broken into nine substitute topics, including:

- Identification of local jurisdictions with higher minimum wages than state law
- Current minimum wage for state or local jurisdiction
- Identification of upcoming increase(s)
- If upcoming enacted increase(s), next date increase
- Minimum wage as of the next state of change
- Effective date(s) and minimum wage(s) of subsequent enacted increase(s), if any
- Identification of whether minimum wage is subject to indexed automatic annual adjustments
- If applicable, next date of indexed annual adjustment
- Other relevant upcoming or enacted laws (such as special rates for specific industries or new employees, and available health or child care credits)

Cost Per Survey: \$4,000 upfront payment. This payment covers: (1) Receiving a copy of a current Seyfarth Premium Survey (i.e., the 2021 Q1 version); and (2) The next three quarterly updates of the survey. Thereafter, it will cost \$1,000 to receive each subsequent quarterly update of the survey or \$4,000 to renew the annual subscription.

If you're interested in pricing for two or more premium surveys, please contact Rachel Guisinger at rguisinger@seyfarth.com.