

Staying compliant with employment laws, and avoiding disputes and litigation, is a constant challenge to business owners and managers.

No matter is too small to discuss the issue with a lawyer. The phrase an “ounce of prevention is worth a point of cure” applies directly to employment legal issues.

If you have questions about any employment matters, call Bret Rappaport or Justin Burtnett, both with substantial experience in employment law.



recommen this training specifically designed for your business. Not only is this training required, but it fosters a more inclusive work environment that increases productivity and helps to prevent discrimination in the workplace. Call Bret if you are interested in this for your business.

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Employment Law Hot Spots

Reminder – Paid Leave is Coming to Illinois

The *Paid Leave for All Workers Act* effective January 1, 2024, specifies that qualifying Illinois workers will accrue 1 hour of **paid time off** for every 40 hours worked. The time off can be used after 90 days of employment “for any reason.” There are other requirements to this law. If you have not reviewed and updated your policies, you should and call then with any questions.

New Federal Law for Cash Payments over \$10,000

Starting January 1, 2023, in keeping with e-filing regs, the IRS will require that all business report cash payments exceeding \$10,000 be submitted electronically (IR 2023-157). The form to use is Form 8300.

New Law on Accommodating Employees’ Religious Practices

On June 29, 2023, the Supreme Court, in *Groff v. DeJoy*, provided stronger employee protection for religious practices and beliefs ruling that employers must accommodate the religious practice (in the case it was Sunday’s off) unless the accommodation would cause a *substantial burden* to the business.

What this means is that employers must work with employees to accommodate their religious practices or beliefs and can only deny the request if there is a real and substantial burden. Bottom line is that if you have an employee with a religious request, call before taking action.

Sexual Harassment Training Deadline Is Soon! While Illinois has required annual sexual harassment training for some time, Chicago recently updated its training requirements. Now employers must also provide bystander training as well as an additional hour of training for managers. Even is not a Chicago located business, such manager training is a good idea.

For more than 25 years, we have provided customized in-person, on-site training that meets all these requirements. We strongly