



## HR Director's Report April 4, 2022

Dear Board of Directors:

### Staffing:

#### **New Hires – 3/1/22 – 3/25/22**

Family Development – 1 (1- Rehire Teacher's Aide)

Administration – Executive Director

#### **Turnover – 3/1/22 – 3/25/22** - average of 115 employees including substitutes and youth.

Terminations in the months of 3/1/22 – 3/25/22:

Family Development – 2 Substitutes

#### **Vacancies –**

#### **Family Development – as of 3/25/2022**

<i>Center</i>	<i>Open Position(s)</i>	<i>Date of Vacancy</i>	<i>Interviewing</i>	<i>Offered</i>	<i>Paper-work</i>	<i>Date In Process</i>	<i>Start Date</i>
<b>RIVER</b>	EHS Assistant Teacher	1/1/22	X				
	Home Visitor (52 weeks)	12/9/21	X				
	HS Floater Teachers Aide	12/1/21	X				
	Home Based Visitor	12/9/21	X				
	Long-Term Temp Family Adv	4/16/21	No	Applicants			
	Mental Health Counselor	4/16/21	No	Applicants			
<b>CAMB</b>	Family Advocate	4/4/22					
	Home Based Visitor	12/8/21	X				
	EHS Assistant Teacher	10/18/21	No	Applicants			
	HS Floater Teacher's Aide	7/14/20	X				
	Temp Center Aide	9/14/21	No	Applicants			
	HS Teachers Aide	8/19/21	X				
	HS Lead Teacher	12/24/20	X				
<b>DIX</b>	Inclusion Aide	3/7/22					
	HS Lead Teacher	3/11/22	No	Applicants			
	Home Based Visitor (52)	1/17/22	X				
	Home Based Visitor (52)	12/24/21	X				
	Home Based Visitor (44 )	10/17/21	X				
	Temp Center Aide	9/30/21	No	Applicants			
	HS Assistant Teacher	8/30/21	No	Applicants			
	Specialized Sub – HV		No	Applicants			
<b>GRAN</b>	HS Teacher	7/28/21	X				
<b>WH</b>	EHS Lead Teacher	11/3/21	No	Applicants			
	Floater Teacher's Aide						
	Child Health Nurse, RN	3/18/22	OFFERED	WAITING	FOR	APPLICANT	REPLY

	HS Teacher's Aide						
--	-------------------	--	--	--	--	--	--

**Career & Family Services** – as of 2/25/22 Community CARES Coordinator

**Paid Family Leave –0**

**FMLA – 5**

**Disability – 1**

**Workers Comp – 0**

**HR Latest News:**

## **1. NY HERO Act Designation of COVID-19 Ended**

March 18, 2022

On March 18, 2022, the NYS Department of Labor updated its NY HERO Act [website](#) to confirm that the NYS Commissioner of Health's designation of COVID-19 as a "highly contagious communicable disease that presents a serious risk of harm to the public health" ended on March 17, 2022.

As previously reported, the NY HERO Act requires all private employers in New York State to adopt a compliant airborne infectious disease exposure prevention plan (Plan). The law requires that employers activate or implement their Plan when the NYS Commissioner of Health designates an airborne infectious disease or agent as a "highly contagious communicable disease that presents a serious risk of harm to the public health." The NYS Commissioner of Health first issued such a designation on Sept. 6, 2021 and continued to extend the designation most frequently through 30 day extensions through March 17, 2022. In deciding whether to continue the designation, the NYS Commissioner of Health referenced the [CDC](#) community spread, and referencing when the State was identified as an area of "high" or "substantial" transmission. Accordingly, it comes at relatively no surprise that in light of the most recently reported data on the CDC's website indicating that most, if not all of the state of New York is identified as an area of "low" transmission, that the Commissioner of Health decided not to continue the designation.

While this news means that private employers no longer need to have their Airborne Infectious Disease Prevention Plans in place, employers should not forget that there are other obligations under this part of the NY HERO Act (NY Labor Law Section 218-b) that remain even when no designation is in effect. These obligations include: creating an airborne infectious disease exposure prevention plan (if a business is new, new to doing business in the state, or otherwise has not adopted a plan); giving a copy of the Plan to employees within 30 days after creating one; giving a copy of the Plan to any new employees when they are hired; posting the Plan in each work site so employees can view it; and updating the Plan as necessary.

## **2. Update on Amendments Strengthening Protections for New York Employees**

March 18, 2022

On March 16, 2022, Gov. Kathy Hochul signed three bills into law that effectively amend the New York Human Rights Law (HRL) to increase sexual harassment protections for employees in New York.

Assembly Bill [A.2483B](#), originally introduced as S.3395A in the 2021 session, amends the definition of “employer” under the HRL to explicitly include the State and all public employers. The new law will take effect immediately and be deemed to have been in full force and effect as of the effective date of Chapter 161 of the laws of 2019.

Senate Bill [S.5870](#) amends the HRL to include the release of an employee’s personnel file because the employee opposed any practices forbidden under the HRL or because the employee filed a complaint, testified, or assisted in any proceeding to possibly constitute “retaliation” prohibited under law. The new law will take effect immediately.

Assembly Bill [A.2035B](#), originally introduced as S.812A in the 2021 session, amends the HRL to require that the New York State Division of Human Rights establish a toll-free confidential hot line for complainants of workplace sexual harassment. The new law will take effect in 120 days.

Respectfully submitted,  
Mary Jarvis-Caro