



September 5, 2018

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2019 Winter Meeting

The Make plans to join us join us for the Association's 120th Anniversary and Winter Meeting at the [Barbados Hilton Resort](#)! The dates are Saturday January 26 - Wednesday January 30, 2019. This Meeting will be a wonderful opportunity to relax and network with your fellow industry members.

Note the reservation deadline is October 19, 2018, and we expect a great turnout! For additional meeting information feel free to contact our travel advisor, Donna Falk, at (732) 571-1960.

Please download the registration form and details [here](#)

New Sexual Harassment Law

Every employer in NYS is required to adopt a sexual harassment prevention policy. An employer that does not adopt the model policy must ensure that the policy that they adopt meets or exceeds the State's minimum standards. Training must start by October 9, 2018 and all current employees, full and part-time, must be trained by January 1, 2019. New employees must be trained within 30 days of hire.

Link to NYS site featuring the latest model policy, complaint form, training requirements and FAQ's [here](#)

In light of the new Sexual Harassment Law, now is a good time to consider Employment Practices Liability Insurance (EPLI) to protect your business should you be sued for any type of sexual harassment. Sexual harassment is explicitly excluded in General Liability policies, therefore, no defense is provided should an alleged sexual harassment claim take place.

EPLI not only provides coverage for sexual harassment, but also for many other employment related concerns, like wrongful termination, wrongful demotion, breach of an employment contract, employment related retaliation, humiliation, and defamation, and many others.

Cool Insuring has partnered on behalf of our state association with several key insurance companies who specialize in EPLI. Coverage is now being made easily available to you with excellent coverage and discounted rates for our members.

An indication of cost can be quickly secured by emailing or calling Colleen Parmelee at Cool Insuring at cmparmelee@coolins.com or (518) 698-9033. The only items needed from you to secure a quote indication are the number of employees, part-time vs. full-time currently, as well as one year prior.

Legislative Update

Review of the 2018 NYS Legislative session by legislative counsel Kenneth Riddett.

Download highlights of legislative session [here](#)

Workers' Comp Rate Relief

The State of New York has approved an overall rate decrease of 11.7%, while individual industry class codes may move more or less than the average. Effective with policies renewing on or after October 1, 2018, the loss cost for Electrical Wiring code 5190 will decrease 13.7% from 6.57 to 5.67. This marks the second straight year of rate decreases. The NYS Assessment charge is also reduced (on January 1, 2018) from 12.2% to 12.1% of premium.

The loss cost rate, multiplied by a carrier loss cost multiplier yields the total rate charged by the carrier. Each carrier's final rates will vary based upon their approved multiplier.

For those who qualify for Payroll Limitation, the weekly payroll "cap" of \$1,305.92 will be revised to \$1,357.11 effective with renewals October 1, 2018 and after.

Benefits for injured workers are indexed to 2/3 of the average statewide weekly wage. Effective July 1, 2018, the weekly maximum benefit for injured workers is \$905.19, up from \$871.05. For many years the weekly maximum was held constant at \$400.

If you would like further information on Workers' Compensation rates or a quote from the Association's Workers' Compensation Group, contact Jay Mangione at the Association office.

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Contact:

Jay F. Mangione

(518) 852-0154

jfm@nysaec.org

