



The HR WIRE

ETC HR Employer Compliance News II *Making Compliance Connections*

February 2025

SECTION I: Notices, Reminders & Alerts & SECTION II: Noteworthy Compliance Happenings

Workplace Labor Notice Updates & New Releases

- CA** – Updated Family & Medical Leave & Pregnancy Disability [Employee Leave Poster](#)
NOTE: Employers should distribute Notice annually & provide a copy of Notice when applicable leave is known by the employer or an employee raises questions about Leave) Applicable for employers with 5 or more employees.
- DC** – **Employers must post the state's Universal Paid Leave/ Paid Family Leave Act Notice by Feb 2025 AND provide the Notice to Covered Employees - [Paid Family Leave Notice](#)** (previously published)
- MA** – Updated [Veterans Services Poster](#) (distributed/posted by employers with 51 or more full-time employees.) and [Earned Sick Time Notice](#)
- MI** – updated [Earned Sick Time Act Notice](#) & [Minimum Wage Notice](#)
- RI** – New [Veterans Benefit & Service Poster](#) (distributed/posted by employers with 51 or more full-time equivalent employees.
- NV** – updated notices:
https://labor.nv.gov/Employer/Employer_Posters/#Required%20Notices%20and%20Bulletins **Rules to be Observed by Employers Notice; Domestic Violence Leave; AB 307 Training Programs Notice; [The Pregnant Workers' Fairness Act Notice](#); [Nevada OSHA Notice](#);**
- CT** – updated [Discrimination is Illegal](#) Notice

Reminders & Alerts!

Reminder: OSHA Form 300A Accidents & Summary Posting Obligations

Applicable employers must post OSHA Form 300A Accident Summary in a public area annually from [February 1 through April 30](#) for previous year's accidents. More details schedule to be released through reminder e-blast reminders.

Reminder: Submit Form 300A Data to OSHA - March 2, 2025

Applicable employers must submit Form 300A Data to OSHA.

The following establishments must electronically submit their form 300A data to OSHA via the agency's Injury Tracking Application (ITA) by March 2nd of the year after the calendar year covered by the form:

- Establishments that had 250 or more employees in the previous calendar year that are currently required to keep OSHA injury and illness records, and
- Establishments that had 20-249 employees in the previous calendar year that are classified in certain industries.
- <https://www.osha.gov/injuryreporting/>



**Reminder: Calendar Year Benefit Plans:
Employer's CMS Part D Creditable Coverage Online Disclosure – March 1, 2025**

Update: IRS Issues Guidance on Alternative Distribution Method for Form 1095-C

As part of the Paperwork Burden Reduction Act, signed into law on December 23, 2024, Internal Revenue Code (IRC) sections 6055(c) and 6056(c) were amended to allow the use of **the alternative method for distributing Forms 1095-B and 1095-C**.

Basically stated, employers were given the green light to simply post a general notice of availability instead of being required to individually distribute Form 1095-C.

The guidance on using the alternative method to distribute Form 1095-C was issued by the IRS on February 21, 2025

For those employers considering utilizing this alternative method for distribution of Form 1095-C, here are some key points of the requirements:

- The notice must be reasonably accessible to all individuals for whom the ALE files a 1095-C, including current employees, former employees such as COBRA enrollees and retirees.
- The notice must include an email address, a physical address and phone number where individuals can request a copy of their Form 1095-C or seek assistance with any questions.
- The notice must be written in plain, non-technical terms and with letters of a font size large enough to call attention to the fact that the information pertains to Form 1095-C.
- The notice must be posted by the Form 1095-C due date for providing the form, including the automatic 30-day extension. For 2024 forms, that date is March 3, 2025.
- The notice must remain on the website through Oct. 15 of the year following the year which the Form 1095-C relates. For 2024 forms, that date is Oct. 15, 2025.

The Notice refers to the following example as a compliant notice:

- The ALE includes a link titled "Tax Information" on its main webpage that direct users to a secondary page. The secondary page prominently displays, in capital letters, "IMPORTANT HEALTH COVERAGE TAX DOCUMENTS," provides instructions on how employees may request a copy of Form 1095-C and includes the ALE's email address, mailing address and phone number.

Additionally, the Notice states that an ALE must furnish a copy of Form 1095-C within 30 days of the employee's request. The ALE may furnish the Form 1095-C electronically, if the employee consented to it.

By implementing a well-designed website notice, most employers will be able to satisfy their 1095-C distribution requirements without the cost and hassle of paper mailings.

Employers should review their current processes for distributing Forms 1095-C and determine if the alternative method of distribution is appropriate for their organization. Those electing to use the alternative method for distribution should ensure their website notices are posted before the March annual deadline for Form provision to employees.

IRS' recent released guidance [Notice 2025-15](#)

NLRB Rescinds Biden-Era Policy Guidance on Non-Compete Agreements

On February 14, 2025, NLRB Acting General Counsel William B. Cowan rescinded a number of active General Counsel Memoranda citing an increasing "backlog of cases [grown] to the point where it is no longer sustainable." Among those rescinded were a pair of memos issued by recently ousted NLRB General Counsel Jennifer Abruzzo that declare non-compete agreements between employers and workers illegal under the National Labor Relations Act (the "Act"). The rescission of these memos and other Biden administration policy memoranda reflect a marked shift in priorities of the agency under the Trump administration towards more pro-employer positions.



The rescission of these memos and other Biden administration policy memoranda reflect a marked shift in priorities of the agency towards more pro-employer positions. Although the NLRB maintains its authority to target individual restrictive covenants, employers are less likely to see wide-reaching agency rulemaking on non-competes in the foreseeable future. Unless Congress steps in to take action aimed at restrictive employment federally, employers are reminded that individual state regulations regarding non-competes should be adhered to by employers.

Update: Federal Court Blocks Aspects of Executive Orders Targeting DEI Efforts

On February 21, the U.S. District Court for the District of Maryland issued a nationwide preliminary injunction against three key provisions of two executive orders issued by President Trump that aim to terminate, restrict, and deter diversity, equity, and inclusion (DEI) programs in the federal government and the private sector.

The challenged executive orders are Executive Order 14151, "Ending Radical and Wasteful Government DEI Programs and Preferencing," and Executive Order 14173, "Ending Illegal Discrimination and Restoring Merit-Based Opportunity." The court's injunction applies to all of the named government defendants except for the president himself. While the court enjoined the Termination and Certification Provisions in their entirety, it only blocked a portion of the Enforcement Threat Provision.

The temporary injunction has nationwide effect and applies to all federal contractors and grantees as well as other private entities that may be subject to the Enforcement Threat Provision and will remain in effect until the court issues a final judgment on the merits of the case or until further order of the court. The Trump administration has 60 days to appeal the injunction to the U.S. Court of Appeals for the Fourth Circuit.

This case is likely to generate further litigation along with the legal challenge [filed](#) recently in Washington, D.C. federal court.

Update: Federal Government Contractors May No Longer Have 90 Days to Comply With Trump Administration's DEI Executive Order

As previously reported President Trump issued Executive Order 14173, "Ending Illegal Discrimination and Restoring Merit-Based Opportunity," issued on January 21, 2025. The Trump administration's new executive order revoked EO 11246 and expressly stated, "For 90 days from the date of this order, Federal contractors may continue to comply with the regulatory scheme in effect on January 20, 2025."

Update: On February 15, 2025, the **U.S. General Services Administration** ("GSA") issued two Federal Acquisition Regulations ("FAR") class deviations to "allow federal contracting officers to amend or modify current solicitations and contracts without penalty to the government or the contract holder." Therefore, GSA now has the power to shorten that 90-day timeline by modifying existing government contracts to include EO 14173 [before April 21, 2025](#).

To read more about recommended next steps for Government Contractors, access a recent, February 19th, article released by Arnall, Golden, Gregory, LLP [HERE](#) additionally, Little Mendelson also released a related article update on February 20th accessible [HERE](#)

Shifts in NLRB Strategic Goals & Policy

National Labor Relations Board (NLRB) Acting General Counsel (AGC) William B. Cowen on February 14, 2025, changed the course of the agency's strategic goals by rescinding more than a dozen memos penned by former General Counsel Jennifer Abruzzo.

The repeal of several specific memos signals a shift away from the more union-friendly litigation strategy pursued by the prior general counsel. Additionally, the reasoning for scaling back the prior GC priorities was attributed to the expansive backlog of NLRB cases as well as other prior memos pending further review and guidance. The AGC's Rescission Memo reverses many of the former GC's policies, which, since 2021, were the cause of protracted litigation and expensive outcomes for employers. Cowen noted, the "unfortunate truth is that if we attempt to



accomplish everything, we risk accomplishing nothing.” Based on the memo, the change signals a return to a more institutionalist enforcement philosophy.

Shift in DOL Wage & Hour Unpaid Overtime Claims & Burden of Proof

A recent decision from the U.S. Court of Appeals for the Seventh Circuit offers a welcome measure of protection for employers in overtime claims brought under the Fair Labor Standards Act.

The court’s opinion highlights the need for employees to provide specific and detailed evidence when pursuing claims for unpaid overtime, even when the employers fail to maintain accurate time records, versus the previous standard of employers having to disprove an employee’s verbal claim of unpaid overtime.

Overview of the Case: *Osborn v. JAB Management Services, Inc.*

The Seventh Circuit affirmed the lower court’s grant of summary judgment in favor of JAB, saying that Ms. Osborn failed to meet her initial burden of proving she worked any uncompensated overtime hours, finding her evidence to be vague and lacking specifics about the time spent on tasks and her overall work schedule. This lack of specificity meant that even under the relaxed “just and reasonable inference” standard for damages established in *Mt. Clemens*, Ms. Osborn could not demonstrate the amount and extent of her alleged overtime worked.

Employer Takeaway: Even though the burden of proving liability ultimately rests with the employee, this case underscores the importance of maintaining accurate time records for all employees, particularly those who work remotely or those whose hours may fluctuate, regardless of whether they’re salaried nonexempt or hourly employees.

DOL Releases ERISA Enforcement 2024 Audit Results

The U.S. Department of Labor (DOL) has released the results of its Employee Benefits Security Administration’s (EBSA) [enforcement actions](#) during fiscal year (FY) 2024.

Through its enforcement of the Employee Retirement Income Security Act (ERISA), the EBSA oversees approximately 2.6 million health plans, 801,00 private pension plans, and 514,000 other welfare benefit plans. According to the audit, these plans cover 156 million workers, retirees and dependents.

Enforcement Statistics

In FY 2024, EBSA recovered nearly 1.4 billion dollars for plans, participants and beneficiaries. Other key EBSA enforcement results include the following:

EBSA closed 729 civil investigations. Of these, 71% resulted in monetary results for plans or other corrective actions;

EBSA referred 53 cases for civil litigation and closed 177 criminal investigations; and

EBSA’s criminal investigations led to the indictment of 68 individuals and convictions or guilty pleas of 161 individuals—including plan officials, corporate officers and service providers—for offenses related to employee benefit plans.

Enforcement Resources

The EBSA has a dedicated [enforcement webpage](#), which includes outlines of ERISA civil violations and criminal provisions, as well as enforcement accomplishments and national enforcement priorities and projects. There is also an [agency enforcement results archive](#) for prior fiscal years.

Employer Takeaway: ETC partners with employers to secure compliant and current ERISA compliance documents. Should you need updated compliance documents, reach out today to the HR team at HR_Help@etctracking.com

Resources

- HR Compliance Overview: Best Practices for Reducing Wage & Hour Claims
- HR Compliance Overview: Best Practices for Immigration Raids
- SHRM Checklists: What to Do to Prepare For & During an ICE Immigration Visit



Previously Announced Reminders:

- **Reminder:** OSHA Form 300 Accidents, Posting and Submission Compliance Obligations – **Feb-March 2025**
- **Reminder:** Creditable Coverage Determination 2025
- **Reminder:** Part D Creditable Coverage Online Disclosure to CMS – **March 1, 2025 (for calendar year benefit plan years)**
- **Reminder:** DOL Opinion Letter: FMLA & State PFML Management of PTO Usage
- **Reminder:** DOL Opinion Letter: Managers & Tip-pool for Nonsupervisory Time
- **Reminder:** ACA Reporting Requirement Changes
- **Reminder:** Executive Order: Illegal DEI Efforts – Federal Contractors - **April 21, 2025**
- **Reminder:** Article: Best Practices for Employers in Managing USCIS Administrative Onsite Inspections, ICE Raids & Form I-9 Audits.
- **Reminder:** Supreme Court: Clarifies Evidence Standard for FLSA Overtime Exemption Disputes
- **Reminder:** DOL Announces Dual Jobs Final Rule
- **Reminder:** OSHA Revises PPE Standard for Construction Industry
- **Reminder:** Form I-9: EAD Automatic Extension Period Lengthened
- **Reminder:** 2025 IRS Mileage Reimbursement Rate
- **Reminder:** Corporate Transparency Act (BOI Disclosure Requirements) Halted Ahead of Jan 1 (as of Dec 26, 2024)
- **Reminder:** Gag Clause Attestation - **Dec. 31, 2024**
- **Reminder:** PCORI Fee Amount Adjusted for 2025 – **Due July 31, 2025**
- **Reminder:** Federal: DOL's 2024 Exempt Salary Rule Struck Down
- **Reminder:** NLRB Prohibits Captive Audience Meetings
- **Reminder:** NLRB Expands Definition of "Unlawful Communication" to Employees Concerning Effects of Unionization on Employer-Employee Relationship
- **Reminder:** Federal Retirement & Benefit Limits – **2025**
- **Reminder:** Draft Forms & Instructions for 2024 ACA Reporting Now Available
- **Reminder:** ACA & Affordability - **2025**
- **Reminder:** HIPAA Policies/Practices for New Reproductive Health Care Rights

See the "[*Previously Reported Regulatory Matters*](#)" Attachment for details pertaining to above referenced reminders.



SECTION III:

Noteworthy State/City Compliance

New Regulatory Announcements & Reminders

California

Reminder: State's Pay Data Report Filing Platform Opens **Feb 3, 2025 & Filing Due May 14**

Colorado

Reminder: State Enacts Comprehensive AI Legislation **Eff Feb 1, 2025**

Senate Bill (SB) 24-205 was the first state to pass comprehensive artificial intelligence (AI) regulation. The enacted regulations require businesses to use reasonable care to avoid discrimination when using AI for consequential decision-making (such as hiring, termination and other employment decisions).

District of Columbia

Reminder: Universal Paid Leave Act's Paid Family Leave Notice – **Feb 1, 2025**

The District of Columbia's Office of Paid Family Leave has published the program's 2025 Notice to Employees on its website. Employers must post the notice and provide a copy to covered employees by Feb. 1, 2025.

District of Columbia Paid Family Leave

The district's Universal Paid Leave Act requires virtually all employers to fund a paid family leave benefit for employees through employer-paid payroll taxes.

The program provides eligible employees with cash benefits for up to:

- Twelve weeks of parental bonding leave;
 - Twelve weeks of family leave to care for ill family members;
 - Twelve weeks of medical leave for an employee's own serious health condition; and
 - Two weeks of prenatal leave.
- Of note, this program does not provide job-protected leave.

Illinois

Reminder: Navigating New E-Verify and I-9 Compliance Requirements

Effective January 1, 2025, Illinois employers face updated regulations under Public Act 103-0879, altering the landscape of E-Verify and Form I-9 compliance.

NOTE: This law applies to companies located in Illinois and any employer with employees working in Illinois, regardless of where the company is headquartered. It does **not** extend to employees working outside of Illinois for an Illinois-based company.

The Illinois Department of Labor has clarified that the law does not prohibit private employers from using E-Verify. However, it does reaffirm current federal E-Verify requirements and impose several additional obligations to protect workers and ensure fair practices.

Key Compliance Updates:

Expanded Employee Protections:

- Employers must notify employees when their work eligibility or documentation is questioned.
- Employers are required to inform the entire workforce in case of a federal I-9 audit.



Prohibited Practices:

- E-Verify cannot be used to prescreen applicants.
- Employers cannot act on tentative non-confirmations without following federal procedures.
- Employers must follow specific state and federal guidelines if they receive tentative non-confirmation notifications to ensure fair treatment and due process for all their employees.

State Penalties for Non-Compliance:

- Violations of the law may lead to penalties, emphasizing the importance of strict adherence.

Contrary to some misconceptions, the law does not prevent private employers from using E-Verify. Rather, it regulates its use to uphold anti-discrimination policies, safeguard worker rights, and protect businesses. A number of the law's provisions mirror those that have always been part of the E-Verify program, but employers (especially those in Illinois or with employees working in Illinois) should review their practices to ensure compliance with the state and federal requirements.

Massachusetts

Reminder: State Pay Transparency Employer Obligations – Feb & July 2025

The legislation also requires private employers with 100 or more Massachusetts employees to submit EEO and pay data to the Commonwealth annually, February 1, for purposes of aggregated public reporting by the Massachusetts Department of Labor.

Employers must submit their first round of EEO and pay data to the Commonwealth by **February 3, 2025**. (Feb 1 falls on a Saturday). The state's Executive Office of Labor and Workforce Development has released [FAQs](#) for the workforce data reporting. The link to submit the report through the Secretary of State's web portal will be posted on the FAQs page when it's available.

See also January's The HR WIRE publication or the HR WIRE Previously Published reference resource for additional details

Michigan

Update & Reminder: Paid Sick Leave – Eff February 21, 2025

Just hours before the new laws were to take effect on February 21, Michigan passed amendments ([SB 8](#) and [HB 4002](#)) to both minimum wage and sick leave. The changes took effect immediately when signed by the governor a few hours later. The key changes and clarifications included below:

The future minimum wage increases are now a little bigger and coming a little sooner.

Min Wage Rates are now:

- \$13.73 per hour starting January 1, 2026
- \$15 per hour starting January 1, 2027

And now, instead of fully phasing out the tip credit, it will only be reduced to 50% of minimum wage by 2031. The future base minimum wage increases and tip credit changes are covered in this minimum wage [FAQ](#).

PAID SICK LEAVE

The legislature did *not* drastically overhaul the sick leave law (like they did back in 2018), but did make it a little easier to manage for small employers. They also added to or clarified a few aspects of the law.

Key changes:

- The definition of "small employer" is now an employer with 10 or fewer employees (instead of nine or fewer)
- Small employers don't have to comply until **October 1, 2025**
- Small employers only need to provide 40 hours of paid sick leave per year (the additional 32 hours of *unpaid* sick leave is not required)



- Employers can make new hires wait until their 120th day of work to use accrued earned sick time (EST) (instead of their 90th day)
- Employers now have until **March 23** to provide employees with notice of their EST rights (instead of February 21)
- Employees who are rehired within two months (instead of six) need to have their unused EST restored, unless it was paid out at termination

Key clarifications—many of these provisions would have been assumed even though they were omitted, but now they are crystal clear:

- Frontloading is expressly allowed and alleviates the need for carryover
- When EST is used, it should be paid at the employee's regular hourly rate or minimum wage (whichever is greater)—overtime, commissions, tips, and bonuses are expressly excluded
- Employers are expressly allowed to take disciplinary action against employees who use EST for inappropriate purposes
- Employers who opt to have a single bank of paid time off only need to treat 72 hours of it like EST (or 40 for small employers)

The [notice poster](#) provided by the state has been updated, as have the [FAQs](#).

Access the amended law [here](#).

Missouri

Reminder: State Earned (Paid) Sick Leave – May 1, 2025

The state of Missouri has issued [FAQs](#) for the upcoming state's enacted earned sick leave requirements in response to Ballot initiative [Proposition A](#) which was approved November 5, 2024. As a reminder, the effective date of this new private employer requirement is May 1.

- Employees will start accruing 1 hour for every 30 hours worked at that time.
- The state will be releasing a workplace Notice and must post this notice by **April 15, 2025**. ETC will monitor and advise once the poster is released.
- ETC will release a State Handbook Addendum inclusive of the new required workplace policy in advance on May 1.

New York

Reminder: State Requires Retail Workplace Violence Prevention Measures Eff June 2, 2025

New York's Retail Worker Safety Act ([A 01678](#)), signed by the governor on February 14, will take effect on June 2, 2025. The law will require employers with 10 or more *retail employees* (defined as those who work in retail stores) to adopt a written workplace violence prevention policy and provide employee training. Employers with 500 or more retail employees in the state will also be required to provide silent response buttons. *Retail stores* don't include those that primarily sell food to eat on-site.

This law was originally scheduled to take effect on March 4, 2025, but has been amended to change some employer requirements and delay the effective date to June. The details below reflect the most recent version of the law.

- Employers will be required to adopt a written workplace violence prevention policy that identifies workplace risks, outlines violence prevention methods, explains legal protections, and states that retaliation is unlawful. The state will provide a model policy that employers can use.
- Employers will be required to provide retail employees with workplace violence prevention training that's interactive and includes information such as emergency procedures, de-escalation tactics, and instructions on how to use emergency devices such as security alarms or silent response buttons. The state will provide a model training program that employers can use. As part of this training, employers must also provide retail employees with a site-specific list of emergency exits and meeting places.



The training must be provided upon hire and annually thereafter. However, employers with 49 or fewer retail employees only need to provide the workplace violence prevention training upon hire and every two years thereafter.

- Employers will be required to provide retail employees with the workplace violence prevention policy and the information presented in the training in writing upon hire and at each workplace violence training. They must be provided in English and the employee's primary language.
- By **January 1, 2027**, employers with 500 or more retail employees *in the state* must provide silent response buttons to employees that enable them to request immediate help from a security officer, manager, or supervisor during work. This requirement can be satisfied by installing the button in an easily accessible location in the workplace or providing employees with wearable or mobile phone-based buttons. Phone-based buttons can only be installed on employer equipment and wearable buttons can't be used to track employees except when the button has been activated.

The model policy and training are expected to be available on the New York Department of Labor's website before the effective date of June 2, 2025.

Reminder: State Enacts Retail Workplace Violence Prevention Law – March 25, 2025

On Sept. 4, 2024, New York enacted the Retail Worker Safety Act (the Act) ([S8358C/A8947C](#)). The Act is aimed at enhancing worker safety and mitigating the risk of workplace violence in retail environments. It applies to employers that have 10 or more employees working in a retail store. Under the Act, a "retail store" is defined as a store that sells consumer commodities at retail and is not primarily engaged in the sale of food for consumption on the premises.

Important Upcoming Dates:

March 3, 2025 - Employers must have their workplace violence prevention policy and training implemented.

January 1, 2027 - Employers with 500 or more retail employees nationwide must provide panic-button access to employees.

Regulatory Requirements

- Employer must implement written workplace violence prevention policies that address workplace violence risk factors and prevention methods.
- Additionally, they are required to provide information and interactive training to employees on various workplace violence issues. These include "measures that retail employees can use to protect themselves when faced with workplace violence," such as de-escalation tactics, active shooter drills, emergency procedures, security alarms, panic buttons, and other emergency devices. Employers will have to provide this training to each employee upon hire, and then at least annually thereafter.
- Also, employers must provide access to panic buttons. This provision goes into effect on **January 1, 2027**, and it applies to any employer with 500 or more retail employees *nationwide*. Employers that must comply with this section may choose to provide panic buttons throughout their workplaces or mobile phone-based panic buttons.

Key Takeaways: New York retail employers should review the requirements of the Act and create a workplace violence prevention policy or adopt the model policy developed by the NY DOL by **March 3, 2025**. Retail employers that have a current workplace violence prevention policy should ensure their policies meet or surpass the minimum requirements of the NY DOL model policy. Retail employers should ensure that employees receive workplace violence prevention training as required under the Act. In addition, employers with 500 or more employees should prepare to have panic buttons implemented by Jan. 1, 2027, to comply with the Act's requirements.

See the “*Previously Reported Regulatory Matters*” Attachment
for details regarding state-specific reported matters

Alaska

- **Reminder:** New Paid Sick Leave Regulations - **July 1, 2025**
- **Reminder:** State Votes in Favor of Captive Audience Ban – **July 1, 2025**

California

- **Reminder:** Stat’s Pay Data Report Filing - Platform Open **Feb 3, 2025** & Filing Due – **May 14, 2025**
- **Reminder:** California’s Bird Flu State of Emergency Notice Requirements
- **Reminder:** San Diego County Fair Chance Ordinance - **Oct 10, 2024**
- **Reminder:** Upcoming Local Minimum Wage Ordinance Increases – **Jan1, 2025**
- **Reminder:** State Expands Discrimination Protections – **Jan 1, 2025**
- **Reminder:** State Passes Freelance Worker Protections Act – **Jan 1, 2025**
- **Reminder:** Paid Sick Leave Expansion – **Jan 1, 2025**
- **Reminder:** State Amends Victim Leave for Employees – **Jan 1, 2025**
- **Reminder:** Jury & Witness Duty Leave Oversight & Enforcement Change– **Jan 1, 2025**
- **Reminder:** State Passes Captive Audience Ban – **Jan 1, 2025**
- **Reminder:** Expanded Use of CA Paid Sick Leave – **Jan 1, 2025**
- **Reminder:** CA Employers Lose Option to Require Vacation Leave Before PFL – **Jan 1, 2025**
- **Reminder:** Workplace Safety Enacted Provisions Effective **Jan 1, 2025**
- **Reminder:** CA Disability Insurance Updates – **Jan 1, 2025**
- **Reminder:** Small Employer Mediation Program – Permanent – **Jan 1, 2025**
- **Reminder:** CA PAGA FAQ Published
- **Reminder:** State Transparency Requirements-Child Labor Practices–**Jan 1, 2025**

Colorado

- **Reminder:** State FAMLI Rules Include Coordination of Benefits with other Leave Benefits & Employer Penalties
- **Reminder:** Holiday Incentive Pay in Regular Rate of Pay Calculation

Connecticut

- **Reminder:** State Issues FAQs in New Paid Sick Leave Requirements – **Jan 1, 2025**
- **Reminder:** Expands Family Violence Leave – **Oct 2024**
- **Reminder:** Connecticut Expands Paid Sick Leave Law (HB 5005)– **Jan 1, 2025**

Delaware

- **Reminder:** State Adds Housing Status as a Protected Characteristic – **Sept 26, 2024**
- **Reminder:** Key Deadlines Approaching for Paid Family Medical Leave (19 DAC 1401)– **Dec 1 & 2; Jan 1, 25**
- **Reminder:** State Added Housing Status as a Protected Characteristic “Housing Status” – **Sept 26, 2024**

District of Columbia

- **Reminder:** Universal Paid Leave Act’s Paid Family Leave Notice – **Feb 1, 2025**

Illinois

- **Reminder:** Expanded Employee Protections (HB 2161 amending Illinois Human Rights Act) for “Family Responsibilities” – **Jan 1, 2025**
- **Reminder:** State Enacts Whistle Blower Act – **Jan 1, 2025**
- **Reminder:** State Issues FAQs – Pay Transparency Law – **Jan 1, 2025**
- **Reminder:** Cook County Updates Paid Leave Guidance Issued – **Oct 24, 2024**
- **Reminder:** IL Amended Right to Privacy in the Workplace Act (SB 508) – **Jan 1, 2025**



- **Reminder:** State Grants Employees the Right to Inspect Pay Stubs Upon Request (SB 3208 & HB 3763) – Jan 1, 2025
- **Reminder:** Worker Freedom of Speech Act – Captive Audience Prohibition (SB 3649)- Jan 1, 2025
- **Reminder:** Human Rights Act Amended - Expansion of Protected Classes (HB 4867, HB 1261, SB 3310 & HB 5371) – Jan 1, 2025
- **Reminder:** State Enacts New Child Labor Laws (SB 3646) – Jan 1, 2025
- **Reminder:** Illinois Wage Payment and Collection Act (IWPCA) Amended - Employees the Right to Inspect Pay Stubs Upon Request (SB 3208) – Jan 1, 2025
- **Reminder:** State Pay Transparency Laws & Equal Pay Act applicable to smaller employers (HB 3129) – Jan 1, 2025

Maine

- **Reminder:** Paid Family & Medical Leave – [PFML Final Rule](#) Issued by State with Payroll withholdings commencing Jan 1, 2025 (Benefits Available 5/1/26)
- **Reminder:** Maine's Paid Family & Medical Leave (PFML) Launches (Wage withholding, Workplace Poster & Written Notice requirements) – Jan 1, 2025

Maryland

- **Reminder:** State's Family and Medical Leave Insurance (FAMLI) Program/Time to Care Act – Expended Leave Rights – July 1, 2025 & 2026
- **Reminder:** Multiple Employment Laws Updated Effective – Oct 1
- **Reminder:** Maryland Adopts Heat Stress Standards – Sept 20, 2024

Massachusetts

- **Reminder:** Pay Transparency Annual Submission of EEO Data to State – Feb 2025 & July 2025
- **Reminder:** Employers Must Complete HIRD Form - Dec 15, 2024
- **Reminder:** PFML Rate Sheets & Employee Notices – Dec 2, 2024
- **Reminder:** Amended State Earned Sick Time to Cover Reproductive Loss – Nov 21, 2024
- **Reminder:** MA 2025 PFML Benefit to Increase – 2025

Michigan

- **Reminder:** State Expands Child Labor Protections – April 2 & Oct 2, 2025
- **Reminder:** State's Earned Sick Time – Eff Feb 21, 2025
- **Reminder:** State Issues FAQs and Other Materials for Earned Sick Time Act – Feb 21, 2025
- **Reminder:** State Supreme Court Increases Minimum Wage and Paid Sick Leave Requirements – Feb 2025

Minnesota

- **Reminder:** State's Leave Guidance Issued for Option Out – Private Plans
- **Reminder:** State Makes Several Changes to Work Comp Laws – Aug & Oct 2024
- **Reminder:** State Paid Leave Wage Reports - Oct 31, 2024
- **Reminder:** Pay Transparency (Wage Disclosure Protection Law) - Jan 1, 2025
- **Reminder:** State Amends Sick Leave, Paid Family and Medical Leave ([SF 5234/HF 5247](#))

Missouri

- **Reminder:**
- **Reminder:** State Passes Earned Paid Sick Leave Initiative ([Proposition A](#)) – Notice to Employees – April 15, 2025 & Leave Accrual Starts May 1, 2025

Nebraska

- **Reminder:** State Enacts Paid Sick Leave – Oct 1, 2025

Nevada

- **Reminder:** State Approves New Heat Illness Regulation & Employer Obligations – Nov 15 & Enforcement +90 Days

New Hampshire



- **Reminder:** Firearms in Employee Vehicles ([HB 1336](#)) State Regulation – Jan 1, 2025

New Jersey

- **Reminder:** Employers' Use of AI Tools to Comply with State's Anti-discrimination Laws
- **Reminder:** Expanded Pay Transparency Regulations ([SB 2310](#)) – June 1, 2025
- **Reminder:** New Jersey Family and Disability Insurance Leave Rates to Increase - 2025
- **Reminder:** Upcoming Deadlines for RetireReady NJ - Sept & Nov 2024
- **Reminder:** New Jersey Family and Disability Insurance Leave Rates to Increase – Jan 1, 2025

New York

- **Reminder:** State Establishes Warehouse Workers Injury Reduction Program Act – June 1, 2025
- **Reminder:** State Publishes FAQs for New Paid Prenatal Leave Requirement – Jan 1, 2025
- **Reminder:** NY Expands Protections for National Guard Service – Sept 27, 2024
- **Reminder:** New York PFL Contribution and Benefit Rates to Increase in 2025
- **Reminder:** Clean Slate Act (Expanded Criminal History Protections - [NY S 940](#))– Nov 16, 2024
- **Reminder:** Mandated Paid Prenatal Leave ([A08805](#)) – Eff Jan 1, 2025

Ohio

- **Reminder:** State Enacts Wage Statement Regulations – Eff April 9, 2025

Oregon

- **Reminder:** State Updates Administrative Rules for Paid Leave – Jan 1, 2025
- **Reminder:** Paid Leave Oregon & OFLA Leave Change - Jan 1, 2025
- **Reminder:** State Warehouse Quota Notification Requirements – Jan 1, 2025

Pennsylvania

- **Reminder:** PA Now Permits Direct Deposit Payment of Workers' Compensation Benefits

Rhode Island

- **Reminder:** State Amends Temporary Caregiver Insurance (TCI) Law – Jan 1, 2025
- **Reminder:** State Enacts New Consumer Data Privacy Law – Jan 1, 2025

Washington

- **Reminder:** State Announces PFML Premium Rate for 2025 – Jan 1, 2025
- **Reminder:** State Expansion of Paid Sick Leave ([SB 5793](#)) – Jan 1, 2025

Vermont

- **Reminder:** State Requires Pay Ranges in Job Postings ([VT H 704](#))– July 1, 2025

The HR WIRE is for informational purposes only and should not be construed as legal advice.