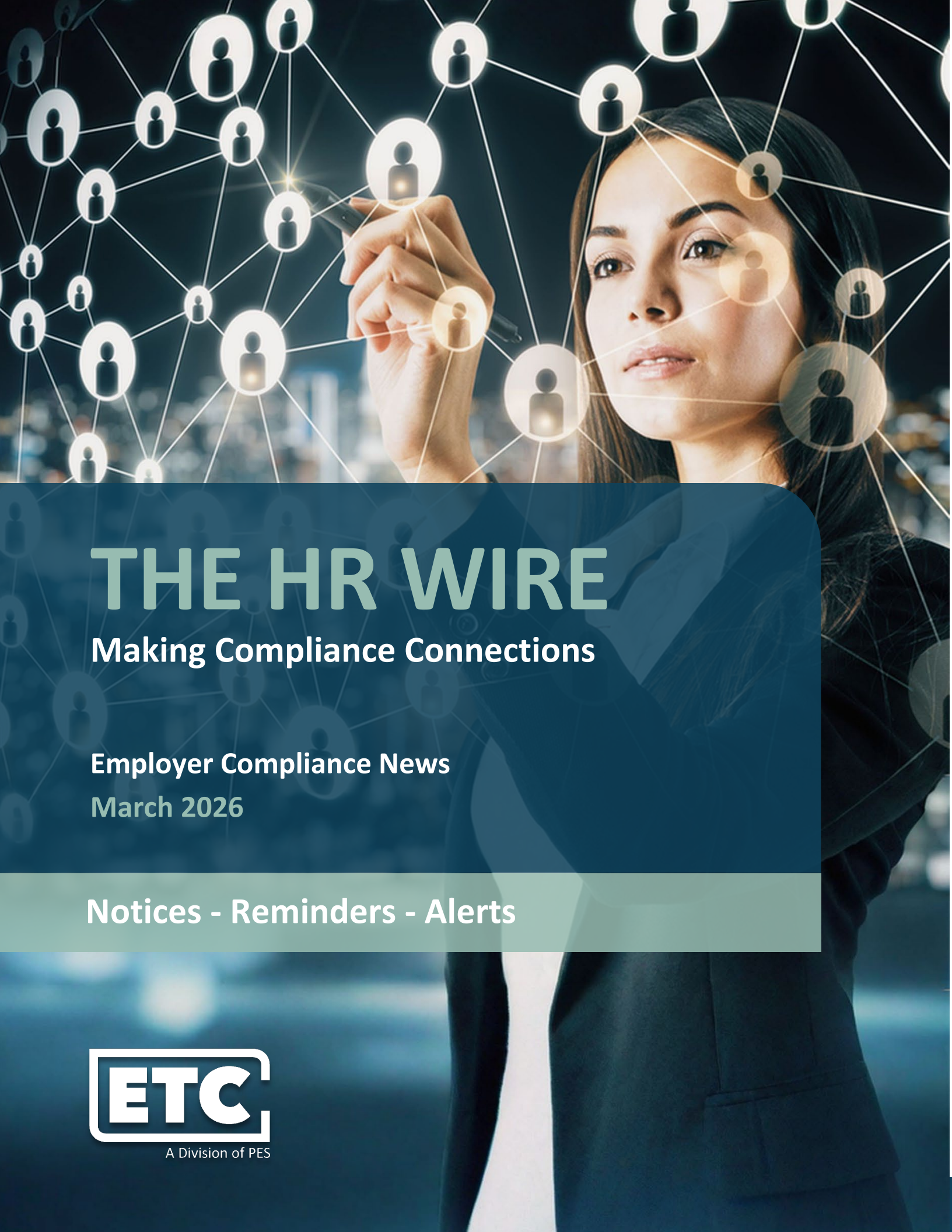




THE HR WIRE

Making Compliance Connections

Employer Compliance News

March 2026

Notices - Reminders - Alerts



A Division of PES

WORKPLACE LABOR NOTICES

FEDERAL NOTICE UPDATES

UPDATED Federal OSHA “Job Safety & Health” Notice

An [Updated OSHA Job Safety and Health “It’s the Law” Notice](#) has been released by the U.S. Department of Labor (DOL); however, the DOL has clarified that this update is not mandatory. The newly revised OSHA version is more concise and streamlined than previous edition, with simplified language intended to improve readability for employees. Employers can replace or keep posted older 2019 versions of the OSHA poster currently displayed in their workplace.

STATE NOTICE UPDATES

MINNESOTA – updated [Workers Compensation Notice](#) released

EMPLOYEE HANDBOOK POLICY & STATE ADDENDA UPDATES

STATE HANDBOOK ADDENDA UPDATES

- **MINNESOTA STATE HANDBOOK ADDENDUM –**
 - **Minneapolis Sick & Safe Time Policy** – policy updated to reflect carryover of Earned Sick & Safe Time at year's end up to the maximum allowable under the regulations.

COMPLIANCE ALERTS & REMINDERS

BENEFIT PLANS STARTING MARCH 1 - EMPLOYER'S CMS PART D CREDITABLE COVERAGE ONLINE DISCLOSURE – [APRIL 30, 2026](#)

[REMINDER ANNUAL HIPAA NOTICE OF PRIVACY PRACTICES \(NPP\) FOR SELF & LEVEL FUNDED HEALTH PLANS EFFECTIVE FEB 16, 2026](#)

PREPARING FOR 2025 RXDC REPORTING – CMS DEADLINE [JUNE 1, 2026](#) / CARRIER DEADLINES VARY

- Health plans and issuers are required to submit RxDC reports annually.
- Most employers rely on issuers, TPAs or PBMs to submit RxDC files for their health plans.
- If an issuer is required by written agreement to submit the RxDC report for a fully insured health plan but fails to do so, then the issuer (not the plan) violates the reporting requirements.
- The reporting liability stays with a self-insured health plan, even if a third party contractually agrees to submit the required information.

The RxDC report is comprised of several files, including those that require specific plan-level information, such as plan year beginning and end dates and enrollment and premium data. It also includes files that require detailed information about medical and pharmacy benefits. There are no major changes to the [reporting instructions](#) from the RxDC reporting that was completed in 2025.

Most employers contract with third parties, such as issuers, third-party administrators (TPAs) and pharmacy benefit managers (PBMs), to submit RxDC reports on behalf of their health plans. Employers may work with multiple third parties to complete the RxDC report for their health plans. For example, a self-insured employer may use both its TPA and PBM to submit different portions of the RxDC report. A health plan's submission is considered complete if CMS receives all required files, regardless of who submits them.

Employers should start reaching out to their issuers, TPAs or PBMs, as applicable, to confirm that they will submit the RxDC files for their health plans by June 1, 2026. Employers should also confirm that their written agreements with these third parties address this reporting responsibility.

Also, employers will likely need to provide their third-party vendors with plan-specific information, such as enrollment and premium data, to complete their RxDC submission. Employers should be on the lookout for these vendor surveys and promptly provide the requested information. Because employers with self-funded plans are ultimately responsible for RxDC reporting, they should monitor their TPAs' or PBMs' compliance with this reporting requirement.

More information on RxDC reporting, including updated reporting instructions, is available on CMS' RxDC [website](#).

APRIL IS WORKPLACE VIOLENCE PREVENTION MONTH

With April being designated as Workplace Violence Prevention Month, it is a great time for employers to not only understand that dangerous altercations can happen anywhere, even at work, but also assess the need for related handbook policies as violent acts are the third leading cause of injuries in the workplace.

Anyone who comes in contact with your business – employees, customers, contractors, vendors and even parties connected to employees – can create a safety risk, and at present, there are no federal regulations mandating that employers take steps to prevent or respond to workplace violence. However, employers are still expected to maintain a hazard-free workplace under the Occupational Safety and Health Act's General Duty Clause. When it comes to enforcement, the Occupational Safety and Health Administration (OSHA) typically looks at whether an employer knew or should have known of a serious risk and failed to act. **At the state level, it's a different story.** More than half of the states have issued their own workplace violence prevention rules for employers, but many are limited to healthcare settings. These rules vary broadly and typically apply to different sectors. The common thread among these state rules is that they require employers to develop comprehensive plans, implement training, keep records, and remediate after the incident.

Employers are encouraged to review their policies and determine whether they would benefit from adopting a Workplace Violence Policy and/or ensuring their policies address related employee expectations as to prohibited conduct and/or weapons. Additionally, multi-state employers are encouraged understand any applicable state regulations and/or requirements related to workplace violence.

STATE COMPLIANCE REGULATORY ANNOUNCEMENTS & REMINDERS

CALIFORNIA

REMINDER: PAY DATA REPORTING TEMPORARY TEMPLATES & FAQs RELEASED DEADLINE MAY 13, 2026 & PORTAL OPENS FEB 2, 2026

California's annual pay data reporting submission this year is due on May 13, 2026. California law requires private employers of 100 or more employees and/or 100 or more workers hired through labor contractors to annually report pay, demographic, and other workforce data to the Civil Rights Department (CRD). This reporting is required under Government Code section 12999, as amended by Senate Bill 1162. Filing Portal Open Feb 2nd [California Pay Data Reporting homepage](#)

REMINDER: EMPLOYEE DESIGNATION OF EMERGENCY CONTACT MARCH 30, 2026

On October 12, 2025, Governor Gavin Newsom signed ([Senate Bill \("SB"\) 294](#)) into law, which codifies the Workplace Know Your Rights Act.

- By February 1, 2026, employers must provide the [2026 Know Your Rights Notice](#) to all current employees.
- By **March 30, 2026**, employers must give employees—and any new hire—the opportunity to designate an emergency contact to be reached in the event of the employee's arrest.

NEW! SAN FRANCISCO ANNUAL REPORT FORM HCSO REPORTING DUE MAY 2, 2026

The San Francisco Health Care Security Ordinance (SF HCSO) requires that employers spend a minimum amount each calendar quarter on their employees' healthcare or health coverage. The required amount is called the *spending requirement*—a dollar amount per hour—based on the number of hours the employee works within the boundaries of the city and county of San Francisco.

Covered Employers

The SF HCSO applies to all businesses with 20 or more employees and all nonprofits with 50 or more employees, regardless of where the headquarters or main worksites are located. Employers must comply if they have even one employee working in San Francisco, whether the company is based elsewhere in California or outside the state.

Employer Size

For determining employer size, all individuals performing work for compensation during a quarter—whether seasonal, permanent, temporary, full time, part time, contracted through an agency, or commissioned—including owners receiving any form of compensation, must be counted. This count is not limited to covered employees and includes workers both inside and outside San Francisco. Employers with a fluctuating workforce must determine size based on the average number of individuals per week working for compensation during the quarter. Additionally, all individuals employed by a controlled group of corporations (as defined in Internal Revenue Code § 1563(a)), or

by related non-corporate entities meeting the same definition, are aggregated to determine total employer size.

The spending requirement dollar amount is based on an employer's total number of employees as outlined in the table below.

Employer Healthcare Spending Requirement			
Employer Size	Total Employees	2025	2026
Large	All: 100 or more	\$3.85/hour	\$4.11/hour
Medium	Business: 20–99 Nonprofit: 50–99	\$2.56/hour	\$2.74/hour
Small	Business: 0–19 Nonprofit: 0–49	Exempt	Exempt

Covered Employees

A *covered employee* is any individual who:

- Is entitled to at least minimum wage;
- Has been employed for at least 90 days; and
- Performs at least eight hours of work per week in San Francisco for a covered employer.

The employer's spending requirement is calculated based on the number of hours worked within the city and county of San Francisco. Paid time off, such as vacation and holidays, counts as work hours. Employers should not count more than 172 hours in a month (or 516 hours in a quarter) for any one employee.

The spending requirement does *not* apply to the following employees:

- New hires during their first 90 days of employment;
- Employees who averaged fewer than eight hours per week in San Francisco during the calendar quarter;
- Certain managerial, supervisory, and confidential employees who earn more than \$125,405 annually or \$60.29 per hour effective January 1, 2025, and \$128,861 annually or \$61.95 per hour effective January 1, 2026;
- Trainees of a nonprofit organization for up to one year while in a bona fide training program consistent with federal law;
- Employees who are eligible for Medicare or TRICARE;
- Employees covered by the San Francisco Health Care Accountability Ordinance (HCAO); and
- Employees who have signed an [HCSO Employee Voluntary Waiver Form](#).

Required Actions by Employers

Employers that are subject to the SF HCSO must:

- Satisfy the spending requirement by making healthcare expenditures on behalf of all covered employees, such as:
 - Payments to a third party to provide group health coverage, such as medical, dental, or vision insurance premiums;
 - Benefit payments made by the employer's self-funded health plan;
 - Contributions to a union trust fund, counting only the part contributed for healthcare;
 - Contributions made to the employee's health savings account (HSA); and
 - Costs paid for the direct delivery of healthcare services.
- Display the SF HCSO poster in all workplaces with covered employees. Covered employees without a physical job site must be provided a copy of the poster. Note: The poster is updated annually (effective each January 1) and can be downloaded from the SF HCSO [website](#).
- Submit the online annual reporting form (available on the SF HCSO website each April 1) to the City and County of San Francisco Office of Labor Standards Enforcement (OLSE) by April 30 each year.
- [Maintain records](#) for four years starting with the employee's hire date to document the employer's compliance with the spending requirement.

For details, see [HCSO Rules 5.9 and 5.10](#).

COLORADO

REMINDER: STATE AMENDS RULES ON PAY DURING PAID SICK LEAVE EFF FEB 1, 2026

The Colorado Department of Labor and Employment has revised the [rules](#) for calculating pay during employee leave under the Healthy Families and Workplaces Act (HFWA), the state's paid sick leave law and clarifies the pay rate for different employee groups. The amended rules address specific scenarios, such as when employees are paid by commission, piece rate, salary or a combination, and when employees work at multiple rates.

The HFWA statute states that leave must be paid at the same rate the employee normally earns during hours worked, not including overtime premiums, bonuses or holiday pay.

The rules provide implementation guidance, with the amendments addressing specific groups of employees, as follows:

- **Employees paid solely on a salary, commission, or piece-rate basis:** These workers do not earn additional compensation solely for using leave, if the leave does not impact their total salary, commissions or piece pay;
- **Employees who receive a wage plus commissions:** The sick leave pay rate does not include commissions for these workers;
- **Employees who work at multiple rates (including shift differentials and separate jobs for the same employer):** These employees are paid the rate they would have earned during the period of leave;
- **Employees for whom the pay rate for the period of leave is unknown:** This rate is calculated based on:
 - The employee's pay over a "lookback" period of the 30 calendar days preceding the leave;

- (At the employer's option), the most recent full pay period; or
- Workweeks totaling 28 to 31 days.

The pay rate calculation for these workers includes hourly or salary rates, shift differentials, tip credits and commissions (except where excluded per above), but not overtime premiums, bonuses or holiday leave pay. If an employee has not yet worked a full lookback period, then the period consists of all days worked before the leave.

CONNECTICUT

NEW! STATE WAREHOUSE QUOTA LAW EFF JULY 1, 2026

Warehouse Quota laws require certain employers operating warehouses and distribution centers to provide notice to employees of any productivity quotas, along with an identification of the adverse employment actions which could be imposed for failure to meet a quota.

Connecticut's new law applies only to non-exempt employees who work at "warehouse distribution centers," at which the employer employs at least a defined number of employees, and only within operations identified by specific codes within the North American Industry Classification System (NAICS).

Impacted employers are urged to ensure understanding and compliance with this industry-specific compliance obligation. To learn more, access Littler Mendelson's ASAP online release from March 10, 2026, [HERE](#) Additional related Links: [SB 298, Secs. 50-57](#) and [Bill Notification 2026-2 \(3.6.26\)](#)

ILLINOIS

REMINDER: ANNUAL PAY CERTIFICATION REPORTING DEADLINE APRIL 24, 2026

Illinois law requires private businesses with 100 or more employees in the State of Illinois to submit an application to obtain an Equal Pay Registration Certificate (EPRC) by providing certain pay, demographic, and other data to the Illinois Department of Labor (IDOL) by March 24, 2024, and to recertify every two years after the first submission.

After receiving an initial Equal Pay Registration Certificate, businesses are required to recertify every two years from the date their last certificate was issued. IDOL will contact businesses by email to all email addresses provided in your EPRC account 180 days prior to recertification deadlines.

- Equal Pay Registration Certificate (EPRC) [FAQs](#)
- <https://labor.illinois.gov/laws-rules/conmed/eprc.html>

INDIANA

NEW! STATE LAW IMPOSES EMPLOYMENT ELIGIBILITY REQUIREMENTS EFF JULY 1, 2026

On March 5, 2026, Indiana enacted [Senate Bill \(SB\) 76](#), which prohibits employers from knowingly or intentionally recruiting, hiring or continuing to employ unauthorized workers in the state. The new

law takes effect on July 1, 2026. The law does not apply to the hiring, recruitment or employment of unauthorized workers that occurred before July 1, 2026.

NEW YORK

REMINDER: STATE RESTRICTS USE OF CREDIT HISTORY EFFECTIVE APRIL 18, 2026

UPDATE! WORKPLACE FIRST AID REQUIREMENTS IN NEW YORK STATE TO INCLUDE OPIOID ANTAGONISTS EFFECTIVE DECEMBER 12, 2026

As previously reported, New York expanded its workplace first aid requirements through Senate Bill S5922-A/A2725-A requiring certain employers to include opioid antagonists, such as Narcan, as part of their workplace emergency preparedness efforts.

On February 13, 2026, amendments (A9453/S8770) were signed which provided additional clarification for employers. Under the updated regulations, private employers covered by OSHA and required to maintain first aid supplies must also ensure opioid antagonists are available for emergency use in the workplace. Employers are not required to place opioid antagonists in every individual first aid kit, only where first aid is administered.

Employers should begin evaluating current first-aid protocols, identifying where opioid antagonists will be stored, and planning for potential training programs once regulations are released.

NEW! STATE MANDATORY RETIREMENT SAVINGS PROGRAM EFFECTIVE MARCH 16, 2026

Though ETC does not monitor or report on Retirement or Pension matters, it is important that New York employers who do not offer a retirement plan are aware of a new compliance obligation. The New York Secure Choice Savings Program requires covered private-sector employers to automatically enroll their employees in a state-facilitated Roth IRA through payroll deduction. With the first compliance deadline arriving on March 16, 2026, employers should assess their obligations now. New York joins a growing list of states that mandate retirement savings plans: California (CalSavers), Colorado (SecureSavings), Connecticut (MyCTSavings), Delaware (Delaware EARNs), Illinois (Secure Choice), Maine (MERIT), Maryland (MarylandSaves), New Jersey (Secure Choice), Oregon (OregonSaves), Vermont (VT Saves), and Virginia (RetirePathVA). Employers with questions are advised to engage their Retirement Benefits advisor or reach out to the applicable state agency over the mandatory state retirement program.

Covered Employers & Employees

private-sector employers, whether for-profit or nonprofit, that are located in New York State, have been in business for at least two years, have employed ten or more employees in New York State in the past 12 months, and do not already offer a qualified retirement plan to their employees such as a 401(k), 403(b), or similar arrangement. Employers cannot drop an existing qualified plan to participate in Secure Choice instead. Covered employers must automatically enroll eligible employees in the program, although employees may opt out from participation or change their contribution rate

or investment option, at any time. Eligible employees are those age 18 or older who receive taxable wages from a covered employer.

The program uses a phased rollout based on employer size:

<u>Employer Size</u>	<u>Compliance Deadline</u>
30 or more employees	March 16, 2026
15–29 employees	May 15, 2026
11–14 employees	July 15, 2026

Covered employers should take the following steps: automatically enroll eligible employees in the program, facilitate payroll deductions at the default contribution rate of 3% of gross wages (or as adjusted by the employee, subject to federal IRA limits), remit contributions to the program, and provide required informational materials and disclosures to employees upon commencement of the program and upon hire.

Employers may not contribute to employee accounts. However, employers are not fiduciaries under the program and bear no liability for employees' participation choices, investment decisions, or outcomes. The program is overseen by the New York Secure Choice Savings Program Board which has the fiduciary responsibility to act in the best interests of participants.

Penalties for Non-Compliance

The program's enabling legislation authorizes the Secure Choice Savings Program Board to determine enforcement of penalties but the website for the program does not currently address penalties for non-compliance. Employers should monitor guidance from the Board and the program's website at securechoice.ny.gov for specific information regarding enforcement procedures and penalties as the compliance deadlines approach.

NEW! STATE AI REGULATIONS EFFECTIVE JANUARY 1, 2027

New York has enacted the Responsible **AI Safety and Education (RAISE) Act (A6453A)** effective January 1, 2027. Among other things, the RAISE Act requires large AI developers to create and publish information about their safety protocols and report critical safety incidents to the state within 72 hours. Large developers must inform employees of their rights and obligations under the law within 90 days of the effective date or upon becoming a large developer (whichever is later), at the start of employment and by posting a conspicuous workplace notice. Covered employees are also protected from retaliation for disclosing or threatening to disclose information or concerns about unreasonable or substantial risk of critical harm. Further clarification, including standardized AI safety frameworks and critical incident reporting can be expected ahead of the 2027, effective date.

OHIO

REMINDER: CONSTRUCTION CONTRACTORS REQUIRED TO VERIFY EMPLOYEES' WORK ELIGIBILITY THROUGH THE FEDERAL E-VERIFY PROGRAM EFFECTIVE MARCH 20, 2026

WASHINGTON

NEW! STATE MINI-WARN REGULATIONS AMENDED EFFECTIVE MARCH 17, 2026

On March 17, 2026, Washington State Governor Bob Ferguson signed legislation ([Engrossed Senate Bill \(ESB\) 6106](#)) that amends the state's analogue of the federal Worker Adjustment and Retraining Notification (WARN) Act by changing the definition of "employer" and adjusting the notice requirements to better protect the names and addresses of affected employees. The bill also changes the notices that must contain the names and addresses of employees affected by layoffs. Lastly, the amended mini-WARN Act also stops disclosure under the Public Records Act of the names and addresses of affected employees. The amendments take effect immediately, so employers will want to update their notice forms to accommodate those changes when employers with 50 or more full-time employees in the state have a mass layoffs or business closures impacting 50 or more employees.

NEW! STATE PASSES LAW ADDRESSING PFML TAXATION

Washington state has enacted [House Bill \(HB\) 2345](#) in response to an IRS revenue ruling on the federal tax treatment of contributions and payments under state paid family and medical leave (PFML) programs. The new state law modifies the distribution of employer and employee contributions under Washington PFML between family and medical leave premiums. The law is intended to ameliorate tax obligations under the revenue ruling, but **it does not affect how the total premium is divided between employees and employers**. HB 2345 was signed into law on March 11, 2026.

Revenue Ruling 2025-4

IRS Revenue Ruling 2025-4 issued in January 2025, treats mandatory state PFML benefit amounts attributable to employer contributions for medical leave as income subject to federal income taxes and wages subject to federal employment taxes, including Social Security, Medicare, and Federal Unemployment Tax Act taxes.

The ruling does not treat family leave benefit amounts attributable to employer contributions as wages subject to federal employment taxes, although they are subject to federal income taxes.

The revenue ruling stated that it would not be enforced for calendar year 2025. In December 2025, the IRS extended the enforcement relief through the end of calendar year 2026 for medical leave benefits attributable to employer contributions.

HB 2345

The new Washington law was passed at ESD's request for the purpose of:

- Swapping employer contributions through a technical accounting adjustment from the program's medical leave premiums to the family leave portions; and
- Leaving total contributions unchanged for Washington workers and employers.

HB 2345 allows employers to withhold up to 100% of the **family leave** premium from employees' wages. For the **medical leave premium**, the law allows employers to withhold an amount equal to the difference between:

- The full amount of the premium required for family leave plus 45% of the full amount of the premium required for medical leave; and
- The full amount of the premium required for medical leave.

In an [announcement](#) about the law, ESD explained that because employer contributions for paid family leave are not subject to employment taxes, moving employer contributions from medical to family prevents additional federal tax liability. ESD said that had the measure not been passed, up to \$30 million annually in tax liabilities would have been drawn from the state's paid leave trust fund or passed on to Washington employers.

ESD also said that HB 2345 allows employers to avoid significant changes to their business practices that would otherwise be required under the revenue ruling.

Next Steps for Employers

The new law will impact the 2027 premium rate split but does not affect the 2026 premium rate or contribution split. ESD said it will provide information to employers on how to implement the new premium split later this year.

ESD also said it will announce the 2027 premium and detailed premium calculations by mid-November of this year for implementation by employers.

NEW! STATE PASSES LAW BANNING ALL NONCOMPETE AGREEMENTS EFFECTIVE JUN 30, 2027

State House Bill 1155 bans noncompetition agreements for all workers in the state, effective June 30, 2027.

- Under new legislation, all noncompetition covenants in Washington will be void and unenforceable as of June 30, 2027, regardless of when they were executed.
- Noncompetes are defined broadly to include some customer non-solicitation agreements, as well as agreements to repay or forfeit pay or benefits if the individual engages in lawful business activity.
- The law applies retroactively and requires employers to notify affected employees and independent contractors by October 1, 2027.
- Statutory damages and attorney fees are potentially available to aggrieved workers, and the Attorney General may bring enforcement actions.
- Certain agreements, including narrowly defined non-solicitation covenants, confidentiality agreements, and covenants tied to the sale of a business, are not prohibited by the new legislation.

**THE HR WIRE IS FOR INFORMATIONAL PURPOSES ONLY AND SHOULD NOT BE
CONSTRUED AS LEGAL ADVICE.**

OVERVIEW PREVIOUSLY PUBLISHED REMINDERS & ALERTS

FEDERAL

- **DOL Issued** new model Employer CHIP Notice
- Benefit Plans Starting February 1 - Employer's CMS Part D Creditable Coverage Online Disclosure – [Mar 31, 2026](#)
- Annual HIPAA Notice of Privacy Practices (NPP) for Self & Level Funded Health Plans – Eff [Feb 16, 2026](#)
- Federal Mileage Reimbursement Rates Released for 2026
- Update NLRB Reinstates the 2020 Joint Employer Rule
- Update DEI-related 2025 Executive Orders–4th Circuit Vacates Injunction of Trump DEI Executive Orders
- DOL Announces New Minimum Wage Covered by EO 13658 - Eff [May 11, 2026](#)
- VETS-4212 Data Included in New DOL Portal
- Benefit Plans Starting January 1 - Employer's CMS Part D Creditable Coverage Online Disclosure – February 28, 2025
- ACA 1095 Tax Form Distribution Due [Mar 2, 2026](#)
- IRS Releases FAQs Addressing New Deduction for Qualified Overtime (OBBS)
- Non-competes & 2026 State Compensation Thresholds
- 2026 Federal Poverty Levels Impact Employer Liability Under ACA Pay-or-Play Rules
- DOL Recovers More Than \$295 Million in Back Wages in FY 2025
- DOL Clarifies Applicable Minimum Wage & Tip Compensation for Exempt Commissioned Employees
- DOL Issues Opinion Letter & Clarifies Learned Professional Exemption
- EEOC Rescinds *Enforcement Guidance* on Harassment in the Workplace
- EBSA's 2026 National Employee Benefit Plan Enforcement Projects
- 'Stay or Pay' Contractual Repayment Provisions Under State Scrutiny
- OSHA Clarifies Key Compliance Expectations Through 7 Letters of Interpretation
- OSHA Extends Its Hazard Communication Standard Compliance Dates
- Update Benefit Limits & Obligations 2026
- Federal: OSHA Form 300A Posting Begins February 1 & Electronic Reporting Due March 2
- Benefit Plans Starting December 1 - Employer's CMS Part D Creditable Coverage Online Disclosure – [Jan 31, 2025](#)
- Looking ahead to January 2026 – Updated Benefit Limits & Obligations
- USCIS Updates Certain Validity Periods for EAD (Employment Authorization Documents)
- US Postal Services Changes Regarding Postmark Date System – Eff [Dec 24, 2025](#)
- 2026 Federal EEO Trends
- Executive Order Restricting State Regulations of Artificial Intelligence
- Employment Policies to Review Ahead of 2026
- 2026 Has 27 Bi-Weekly Pay Periods: What That Means for Employers
- EEOC Releases Guidance on National Origin Discrimination and Anti-American Bias
- Update: "One Big Beautiful Bill Act" (OBBSA) IRS Gives Employers Relief on 2025 Tip & Overtime Reporting
- Annual Gag Clause Attestations – Deadline [Dec 31, 2025](#)
- EEOC Increases Penalty for Violations of "Know Your Rights: Workplace Discrimination" Notice-posting Requirements – Final Rule Published [Sep 30, 2025](#)
- DHS Ends Automatic Extension of Employment Authorization – [Oct 30, 2025](#)
- Benefit Plans Starting September 1 - Employer's CMS Part D Creditable Coverage Online Disclosure – [Oct 31, 2025](#)
- Treasury Dept Issues List of Jobs Qualifying for new Tip Income Deduction under "One Big Beautiful" Act
- IRS Raises ACA Affordability Threshold for 2026 Plan Year
- DOJ Defines "Illegal DEI," Warns Recipients of Federal Funds to Take Notice
- DOL Ceases Enforcement of Liquidated Damages in FLSA Investigations
- FTC Ends Pursuit of Non-Compete Prohibition

- Navigating Employee Political Speech: Considerations for Employers
- One Big Beautiful Bill Act: Overtime and Tips Taxes
- One Big Beautiful Bill Act: Expanded Telehealth Relief and Student Loan Repayment Benefits
- One Big Beautiful Bill Act: Workplace Immigration Enforcement
- OSHA Issues Updated Penalty & Debt Collection Guidelines to Support Small Businesses – Eff [Jul 14, 2025](#)
- E-Verify: E-Verify Users Must Generate Status Change Reports to ID Terminated Work Authorizations - Eff [Jun 23, 2025](#)
- Compliance Reminder: PCORI – Due [Jul 31, 2025](#)
- DOL Relaunches Option Letters Program
- State Court Ruling Remote Employee Sues MA Employer for Violating MA Employment Laws and Wins
- Court Scraps EEOC Guidance on Pronoun, Restroom & Dress
- DOL Retracts Biden-Era Independent Contractor Classification Rule
- Trump Admin Will Not Enforce Final Rule on Mental Health Parity
- Exec Order: Aim to Reduce Drug Costs
- RxDC Reporting Carrier Deadlines – [Jun 1, 2025](#), Filing
- 2024 EEO-1 Reporting – [May 20-June 24, 2025](#)
- President Trump Issues Executive Order Aimed at Eliminating Disparate Impact Liability
- ADA Accommodations, Even if Employees CAN perform Essential Functions
- President Trump & DEI Executive Orders
- EEOC & DOJ Issue Guidance on DEI-related Discrimination
- Update: IRS Issues Guidance on Alternative Distribution Method for Form 1095-C
- Corporate Transparency Act – Enforcement Paused
- NLRB Rescinds Biden-Era Policy Guidance on Non-Compete Agreements
- Update: Federal Court Blocks Aspects of Executive Orders Targeting DEI Efforts
- Update: Federal Government Contractors May No Longer Have 90 Days to Comply With Trump Administration's DEI Executive Order
- Shifts in NLRB Strategic Goals & Policy
- Shift in DOL Wage & Hour Unpaid Overtime Claims & Burden of Proof
- DOL Releases ERISA Enforcement 2024 Audit Results
- OSHA Form 300 Accidents, Posting and Submission Compliance Obligations – [Feb-March 2025](#)
- Creditable Coverage Determination 2025
- Part D Creditable Coverage Online Disclosure to CMS – [Mar 1, 2025 \(for calendar year benefit plan years\)](#)
- DOL Opinion Letter: FMLA & State PFML Management of PTO Usage
- DOL Opinion Letter: Managers & Tip-pool for Nonsupervisory Time
- ACA Reporting Requirement Changes
- Executive Order: Illegal DEI Efforts – Federal Contractors - [Apr 21, 2025](#)
- Article: Best Practices for Employers in Managing USCIS Administrative Onsite Inspections, ICE Raids & Form I-9 Audits.
- Supreme Court: Clarifies Evidence Standard for FLSA Overtime Exemption Disputes
- DOL Announces Dual Jobs Final Rule
- OSHA Revises PPE Standard for Construction Industry
- Form I-9: EAD Automatic Extension Period Lengthened
- 2025 IRS Mileage Reimbursement Rate
- Corporate Transparency Act (BOI Disclosure Requirements) Halted Ahead of Jan 1 (as of Dec 26, 2024)
- Gag Clause Attestation - [Dec 31, 2024](#)
- PCORI Fee Amount Adjusted for 2025 – Due [Jul 31, 2025](#)
- Federal: DOL's 2024 Exempt Salary Rule Struck Down
- NLRB Prohibits Captive Audience Meetings
- NLRB Expands Definition of "Unlawful Communication" to Employees Concerning Effects of Unionization on Employer-Employee Relationship
- Federal Retirement & Benefit Limits – [2025](#)
- Draft Forms & Instructions for 2024 ACA Reporting Now Available
- ACA & Affordability - [2025](#)
- HIPAA Policies/Practices for New Reproductive Health Care Rights

BY STATE

ALASKA

- State Paid Sick Leave Regulations take Effect – Eff [Sep 25, 2025](#)
- State's Captive Audience Ban – Eff [Jul 1, 2025](#)
- Updated Min Wage & Saley Exempt Salary Threshold – [Jul 1, 2025](#)
- New Paid Sick Leave Regulations - [Jul 1, 2025](#)
- State Votes in Favor of Captive Audience Ban – [Jul 1, 2025](#)

ARIZONA

- State Increases Minimum Wage – Eff [Jan 1, 2026](#)

CALIFORNIA

- Pay Data Reporting Temporary Templates & FAQs Released Deadline [May 13, 2026](#) & Portal Opens [Feb 2, 2026](#)
- State Issues New Workplace Poster for Paid Sick Leave
- State's Annual Workplace Rights Notices – Deadline [Feb 1 & Mar 30, 2026](#), deadlines
- Increased Minimum Wages – Eff [Jan 1, 2026](#)
- State Increases Computer Professional Exemption Wage Rate – [Jan 1, 2026](#)
- State Adds Leave Rights: Jurors, Witnesses & Crime Victims (AB 406) – [Oct 1, 2025 & Jan 1, 2026](#)
- State Amends Annual Pay Data Reporting Requirements (SB 464) – [Jan 1, 2026 & 2027](#)
- State Amends Annual Pay Transparency & Equal Pay Laws (SB 642) – [Jan 1, 2026](#)
- State Bans TRAPs & Stay-or-Pay Provisions (as seen in many Sign-On Bonus Programs) (AB 692) – [Jan 1, 2026](#)
- State Expands CalWARN Notice Content Requirements (SB 617) – [Jan 1, 2026](#)
- State Law Expands Unpaid Wage Judgement Enforcement – [Jan 1, 2026](#)
- State Regulation IVF Coverage Mandate – Eff [2026](#)
- Los Angeles Updates Freelance Worker Protections Ordinance
- Personnel Records Changes – Incl Education & Training Records (SB 513) – Eff [Oct 11, 2025](#)
- State Expands PFL Eligibility to "Designated Persons" (SB 590) – Eff [Jul 1, 2026](#), with Funded Benefits Available [Jul 1, 2025](#)
- State Increases Computer Professional Exemption Wage Rate – [Jan 1, 2026](#)
- State Adds Leave Rights (right to use paid sick leave under the Healthy Workplaces, Healthy Families Act applies to the juror and witness leaves – [Oct 1, 2025](#)
- State Adds Leave Rights for Victims of Specific Crimes (AB 2499) – Time off to attend judicial proceedings – Can use PTO, Personal Lave & Paid Sick Leave – Eff [Jan 1, 2026](#)
- State Amends Annual Pay Data Reporting Requirements – Modifying Storage Requirements [Jan 1, 2026](#)
- State Amends Annual Pay Transparency & Equal Pay Laws (SB 642) – Clarify Pay Scale on Job Postings - [Jan 1, 2026](#)
- State Bans TRAPs & Stay-or-Pay Provisions in Employment Contracts – bans certain training and retention repayment provisions (TRAPs) and other stay-or-pay provisions in employment contracts [Jan 1, 2026](#)
- Immigration Rights Notice & Named Emergency Designee – [Feb 1 & Mar 30, 2026](#)
- State Expands CalWARN Notice Content Requirements – [Jan 1, 2026](#)
- State Law Expands Unpaid Wage Judgement Enforcement – [Jan 1, 2026](#)
- Upcoming Minimum Wage Increases – Eff [Jan 1, 2026](#)
- State Publishes Required Victim Leave Notice – [July 1, 2025](#)
- State Regulation IVF Coverage Mandate - 2026
- Regulations Addressing AI & Employment Discrimination - [Oct 1, 2025](#)
- Min Wage Increases – [Jul 1, 2025](#)
- State's Pay Data Report Filing - Platform Open [Feb 3, 2025](#) & Filing Due – [May 14, 2025](#)
- San Fransciso Health Care Security & Fair Chance Ordinance Annual Reporting – [May 2, 2025](#)
- California's Bird Flu State of Emergency Notice Requirements
- San Diego County Fair Chance Ordinance - Oct 10, 2024
- Upcoming Local Minimum Wage Ordinance Increases – [Jan 1, 2025](#)
- State Expands Discrimination Protections – [Jan 1, 2025](#)
- State Passes Freelance Worker Protections Act – [Jan 13, 2025](#)

- Paid Sick Leave Expansion – [Jan 1, 2025](#)
- State Amends Victim Leave for Employees – [Jan 1, 2025](#)
- Jury & Witness Duty Leave Oversight & Enforcement Change– [Jan 1, 2025](#)
- State Passes Captive Audience Ban – [Jan 1, 2025](#)
- Expanded Use of CA Paid Sick Leave – [Jan 1, 2025](#)
- CA Employers Lose Option to Require Vacation Leave Before PFL – [Jan 1, 2025](#)
- Workplace Safety Enacted Provisions Effective [Jan 1, 2025](#)
- CA Disability Insurance Updates – [Jan 1, 2025](#)
- Small Employer Mediation Program – Permanent – [Jan 1, 2025](#)
- CA PAGA FAQ Published
- State Transparency Requirements-Child Labor Practices–[Jan 1, 2025](#)

COLORADO

- State Amends Rules on Pay During Paid Sick Leave – Eff [Feb 1, 2026](#)
- State FAMLI Headcount Report Filing Due [Feb 28, 2026](#)
- Updated FAMLI Notice Released & Upcoming Coverage of Neonatal Care
- Minimum Wage Increases – [Jan 1, 2026](#)
- State Adds to FAMLI Leave – NICU Baby Stays (SB 25-144) - [Jan 1, 2026](#)
- State Clarifies Gender Expression - [May 16, 2025](#)
- State Clarifies Job Protection Rules Under FAMLI Leave – [Jul 1, 2025](#)
- Biometric Information Requirements – [Jul 1, 2025](#)
- State Enacts Significant Wage & Hour Amendments – [Aug 6, 2025](#)
- State Enacts Comprehensive AI Legislation - [Feb 1, 2025](#)
- State FAMLI Rules Include Coordination of Benefits with other Leave Benefits & Employer Penalties
- Holiday Incentive Pay in Regular Rate of Pay Calculation

CONNECTICUT

- State Increases Minimum Wage – Eff [Jan 1, 2026](#)
- Updated State Paid Sick Leave Regulations – Eff [Jan 1, 2026](#)
- State Expands Victim Protections – Eff [Oct 1, 2025](#)
- State Issues FAQs in New Paid Sick Leave Requirements – [Jan 1, 2025](#)
- Expands Family Violence Leave – [Oct 2024](#) (Updated State Handbook Addendum released 7.2024)
- Connecticut Expands Paid Sick Leave Law (HB 5005) – [Jan 1, 2025](#)

DELAWARE

- State Enacts Pay Transparency – Eff [Sep 26, 2027](#)
- Paid Family & Medical Leave Labor Notice – Distribution Deadline [Dec 2, 2025](#) & Benefits Effective [Jan 1, 2026](#)
- Key Deadlines Approaching for Paid Family Medical Leave (19 DAC 1401)–[Dec 1 & 2; Jan 1, 2025](#)
- State Added Housing Status as a Protected Characteristic “Housing Status” – [Sep 26, 2024](#)

DISTRICT OF COLUMBIA

- Tipped Minimum Wage Increase & Changed Effective Date– Moved to [Oct 1](#) & Tipped Min Wage [Jun 30, 2025](#)
- Minimum Wage Increase –[Jul 1, 2025](#)
- Universal Paid Leave Act’s Paid Family Leave Notice – [Feb 1, 2025](#)

FLORIDA

- State Minimum Wage Increases – Eff [Sept 30, 2025](#)
- State’s Non-Compete Bill Becomes Law – [July 2025](#)

GEORGIA

- State Eliminates Subminimum Wage – [Jul 1, 2025](#)

HAWAII

- State Minimum Wage Increases – [Jan 1, 2026](#)

ILLINOIS

- Annual Pay Certification Reporting – Deadline [Apr 24, 2026](#)
- Expanded Protections Under The Right to Privacy in the Workplace Act – Eff Immediately, [Dec 12th](#)
- Updated State Regulations: Neonatal Intensive Care Leave, Military, Funeral Honors and Paid Break Time for Nursing Mothers
- State’s Changes to Employee Blood & Organ Donation Leave Act – Eff [Jan 1, 2026](#)

- State's Paid Break Time for Nursing Mothers – Eff [Jan 1, 2026](#)
- Changes in State Insurance Law Extends Coverage to Certain Parents of Insured Individuals – [Jan 1, 2026](#)
- State's Neonatal Intensive Care Leave – Eff [Jun 1, 2026](#)
- Amended Wage Transparency Act – Eff [Jan 1, 2026](#)
- State Passes Safety & Workplace Act – (Private employers in Illinois must continue to follow the original, more protective OSHA standards if federal rules are weakened) Retro Eff [Aug 14, 2025](#)
- State's Military Funeral Honors Detail Leave Law – Eff [Aug 1, 2025](#)
- State Amends Equal Pay Act to Separate It from Federal EEO-1 Reporting
- State Expands Annual Equal Pay Registration Certificate Requirements
- City of Chicago Minimum Wage & Fair Workweek Threshold Increase Regulations - [Jul 1, 2025](#)
- City of Chicago Updated Paid Sick Leave Payouts – [Jul 1, 2025](#)
- State Amends 1 Day in 7 Act to Prohibit Retaliation
- Cook County Revises Mandatory Paid Leave Rules – Issued April 10, 2025
- Court Decision: Pay Calculations for Nondiscretionary Performance Bonuses & OT
- Navigating Updated State E-Verify and I-9 Compliance Requirements – [Jan 1, 2025](#)
- Expanded Employee Protections (HB 2161 amending Illinois Human Rights Act) for “Family Responsibilities” – [Jan 1, 2025](#)
- State Enacts Whistle Blower Act – [Jan 1, 2025](#)
- State Issues FAQs – Pay Transparency Law – [Jan 1, 2025](#)
- Cook County Updates Paid Leave Guidance Issued – [Oct 24, 2024](#)
- IL Amended Right to Privacy in the Workplace Act (SB 508) – [Jan 1, 2025](#)
- State Grants Employees the Right to Inspect Pay Stubs Upon Request (SB 3208 & HB 3763) – [Jan 1, 2025](#)
- Worker Freedom of Speech Act – Captive Audience Prohibition (SB 3649)- [Jan 1, 2025](#)
- Human Rights Act Amended - Expansion of Protected Classes (HB 4867, HB 1261, SB 3310 & HB 5371) – [Jan 1, 2025](#)
- State Enacts New Child Labor Laws (SB 3646) – [Jan 1, 2025](#)
- Illinois Wage Payment and Collection Act (IWPCA) Amended - Employees the Right to Inspect Pay Stubs Upon Request (SB 3208) – [Jan 1, 2025](#)
- State Pay Transparency Laws & Equal Pay Act applicable to smaller employers (HB 3129) – [Jan 1, 2025](#)

INDIANA

- State Enacts Employee Conference Leave – Eff [Jul 1, 2025](#)

IOWA

- State Requires Equal Treatment for Employees Who Adopt Children (Parity for Adoptive Parents) - [Jul 1, 2025](#)
- State Drug Testing Regulatory Updates – [Jul 1, 2025](#)

MAINE

- New Restrictions on Workplace Monitoring – Expected [Jul 2026](#)
- State Increases Minimum Wage – Eff [Jan 1, 2026](#)
- Updates: Reporting Time Pay & Earned Paid Leave – Eff [Sep 24, 2025](#)
- Paid Family & Medical Leave – PFML Final Rule Issued by State with Payroll withholdings commencing [Jan 1, 2025](#) (Benefits Available [May 1, 2026](#))
- Maine's Paid Family & Medical Leave (PFML) Launches (Wage withholding, Workplace Poster & Written Notice requirements) – [Jan 1, 2025](#)

MARYLAND

- State Expands Deployment Leave – [Oct 1, 2025](#)
- State's Mandatory Notice Requirements in Effect for Mass Layoffs or RIFS – [Oct 1, 2025](#)
- State Amends Parental Leave Act – [Oct 1, 2025](#)
- State's Family and Medical Leave Insurance (FAMLI) Program/Time to Care Act – Expanded Leave Rights – **Updated effective dates:** [Jan 1, 2027](#) & [Jan 2028](#)
- Multiple Employment Laws Updated Effective – [Oct 1, 2024](#)
- Maryland Adopts Heat Stress Standards – [Sep 20, 2024](#)

MASSACHUSETTS

- State EEO Wage & Workforce Data Reporting Due [Feb 1, 2026](#)
- State Issues Rate and PFML Notice + Workplace Poster Eff – [Dec 2, 2025](#) & [Jan 1, 2026](#)

- Upcoming Annual Wage Data Reporting Obligations – Eff [Feb 1, 2026](#)
- MA Paid Family & Medical Leave Updates from the Department (Portal Updates & updated Exempt Private Employer Reporting Deadline) - [Aug 31, 2025](#)
- State Enacts Salary Range Transparency Obligations – [Oct 29, 2025](#)
- Pay Transparency Annual Submission of EEO Data to State – [Feb Annually](#) (ERs >100 Employees submit EEO Data) & [Jul 2025](#) (ERs with 25 or more Employees must disclose salary ranges in job postings)
- Employers Must Complete HIRD Form - [Dec 15 Annually](#)
- PFML Rate Sheets & Employee Notices – [Dec 2, 2024](#)
- Amended State Earned Sick Time to Cover Reproductive Loss – [Nov 21, 2024](#)
- MA 2025 PFML Benefit to Increase – [2025](#)

MICHIGAN

- State Increases Minimum Wage - Eff [Jan 1, 2025](#)
- State's Amended Earned Sick Time – ~~Feb 21, 2025~~ **UPDATE: Mar 23 & Oct 1 (Small Employers)**
- State Expands Child Labor Protections – [Apr 2 & Oct 2, 2025](#)
- State Issues FAQs and Other Materials for Earned Sick Time Act – [Feb 21, 2025](#)
- State Supreme Court Increases Minimum Wage and Paid Sick Leave Requirements – [Feb 2025](#)

MINNESOTA

- Paid Family & Medical Leave in Effect – [Jan 1, 2026](#)
- State's Meal & Rest Break Amendment in Effect – [Jan 1, 2026](#)
- Change in Sick & Safe Leave Notice Requirement Changes – [Dec 31, 2025](#)
- State Releases Paid Family Leave Notice – Distribute by [Dec 1, 2025](#) & benefits effective [Jan 1, 2026](#)
- Minneapolis & St Paul Paid Sick Leave Ordinances Align with State PSL Regulations – Eff [Dec 31, 2025](#)
- State Issues Guidance on Meal & Rest Break Amendments - Eff [Jan 1, 2026](#)
- State Amends Paid Sick Leave & PFML – [Jul 1, 2025](#)
- St. Paul's Increased Minimum Wage – [Jul 1, 2025](#)
- Minneapolis Amends Anti-Discrimination Regulations - [Aug 1, 2025](#)
- State Amends Meal & Rest break Requirements – [Jan 1, 2026](#)
- State's Leave Guidance Issued for Option Out – Private Plans
- State Makes Several Changes to Work Comp Laws – [Aug & Oct 2024](#)
- State Paid Leave Wage Reports - [Oct 31, 2024](#)
- Pay Transparency (Wage Disclosure Protection Law) - [Jan 1, 2025](#)
- State Amends Sick Leave, Paid Family and Medical Leave (SF 5234/HF 5247)

MISSOURI

- State Minimum Wage Increase – [Jan 1, 2026](#)
- State Legislature Repeals State's Paid Sick Leave - Eff [Aug 28, 2025](#)
- State Passes Earned Paid Sick Leave Initiative (Proposition A) – Notice to Employees – [Apr 15, 2025](#) & Leave Accrual Starts [May 1, 2025](#)

MONTANA

- Montana Adds Protections for Volunteer Firefighters and EMTs – [Oct 1, 2025](#)
- State Expands Protections for Elected Officials – Retro Effective Date [Jan 1, 2025](#)

NEBRASKA

- State Minimum Wage Increase – [Jan 1, 2026](#)
- State Enacts & Amends Paid Sick Leave – [Sept 15, 2025](#) (Notice to Employees) & [Oct 1, 2025](#), for Leave

NEVADA

- State Requires Civil Air Patrol Leave – [Oct 1, 2025](#)
- State Restricts Working Hours for 16 to 18 Year Olds – [Oct 1, 2025](#)
- State's Employee Savings Trust Retirement Program Enacted – [Jul 1, 2025](#)
- State Approves New Heat Illness Regulation & Employer Obligations – [Nov 15](#) & Enforcement [+90 Days](#); Updated Guidance to be enforced starting [Apr 29, 2025](#)

NEW HAMPSHIRE

- State Provides Protections for Military Spouses – [Jan 1, 2026](#)
- State Creates Leave for Childbirth & Postpartum Care – [Jan 1, 2026](#)
- State Adds Lactation Protections – [Jul 1, 2025](#)

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

NEW JERSEY

- Changes to New Jersey Family Leave Act (NJFLA) (AB 3451) – Eff [Jul 2026](#)
- State Increases Minimum Wage – Eff [Jan 1, 2026](#)
- State Bans Mandatory Employee (Captive Audience) Meetings – [Dec 2, 2025](#)
- Employers' Use of AI Tools to Comply with State's Anti-discrimination Laws
- Expanded Pay Transparency Regulations (SB 2310) – [Jun 1, 2025](#)
- New Jersey Family and Disability Insurance Leave Rates to Increase – [2025](#)
- Upcoming Deadlines for RetireReady NJ - [Sep & Nov 2024](#)
- New Jersey Family and Disability Insurance Leave Rates to Increase – [Jan 1, 2025](#)

NEW MEXICO

- Santa Fe and Santa Fe County Minimum Wage Increases – Eff [Mar 1, 2026](#)

NEW YORK

- State Amends & Delays Trapped at Work Act – Now Eff [Feb 13, 2027](#)
- **NY City** issued an updated set of Frequently Asked Questions, as well as an updated Notice of Employee Rights
- **NY City** Reminder: NYC Updated Safe & Sick Time & Scheduling Laws - Eff [Feb 22, 2026](#)
- State Restricts Use of Credit History in Employment Decisions Eff [Apr 18, 2026](#)
- Covered Employers Required to Include Opioid Antagonist in First Aid Kits – Eff [Jun 10, 2026](#)
- State Expands Paid Family Leave for Construction Workers Eff [Jan 2027](#)
- "Trapped at Work Act" Prohibits Employers from Requiring Certain Repayments for Early Separations ("Stay or Pay Agreements) Eff [Dec 19, 2025](#)
- NYC Enacts New Pay Data Reporting Requirements-Employer Obligations **Years Away**
- State to Institute Workplace Violence Prevention Program Requirements for Hospitals & Nursing Homes
- State Increased Minimum Wage – [Jan 1, 2026](#)
- State's PFL Contribution & Benefit Rates to Increase in 2026 – [Jan 1, 2026](#)
- **NY City** Expands Scheduling & Workplace Protections for Service and Delivery Workers
- **NY City** Updates 2026 Earned Safe and Sick Time Act (ETTS) – [Feb 22, 2026](#)
- State Passes Regulations Resulting in Mini State Labor Relations Boards
- State Sunsets Covid-19 Sick Leave – [Jul 31, 2025](#)
- State Increases Jury Duty Pay – [Jun 8, 2025](#)
- State Retail Workplace-Violence Prevention Obligations - [Jun 2, 2025 & Jan 1, 2027](#)
- State Establishes Warehouse Workers Injury Reduction Program Act – [Jun 1, 2025](#)
- **NY City** Amends Paid Sick Leave Rule for Prenatal Leave – [Jul 2, 2025](#)
- **NY City** Amends Lactation Accommodation Policy - [May 8, 2025](#)
- State Publishes FAQs for New Paid Prenatal Leave Requirement – [Jan 1, 2025](#)
- NY Expands Protections for National Guard Service – [Sep 27, 2024](#)
- New York PFL Contribution and Benefit Rates to Increase in 2025
- Clean Slate Act (Expanded Criminal History Protections - NY S 940)– [Nov 16, 2024](#)
- Mandated Paid Prenatal Leave (A08805) – Eff [Jan 1, 2025](#)

OHIO

- Construction Contractors Required To Verify Employees' Work Eligibility Through the Federal E-Verify Program Eff [Mar 20, 2026](#)
- State Increases Minimum Wage – Eff [Jan 1, 2026](#)
- Columbus Enacts Pay Transparency (Pay Ranges in Job Postings) Law - Eff [Dec 3, 2025](#), with Enforcement starting [Jan 1, 2027](#)
- State Enacts Mini-WARN Act Requiring Notice Components in Addition to Federal WARN – [Sep 2, 2025](#)
- State Allows Electronic Labor Notice Postings – [Jul 21, 2025](#)
- **Cleveland** Bans Employer Salary Inquiries & Pay Transparency – [Oct 27, 2025](#)
- State Enacts Wage Statement Regulations – [Apr 9, 2025](#)

OKLAHOMA

- State Increases Tip Credit – Eff [Nov 1, 2025](#)

OREGON

- Workplace Violence Prevention for Healthcare Employers– Eff [Jan 1, 2026](#)
- State Expands Wage Statement Requirements to Time of Hire – [Jan 1, 2026](#)
- State Allows Sick Leave Use for Blood Donation – [Jan 1, 2026](#)
- State Expands Age Discrimination Protections – [Sep 28, 2025](#)
- Updated Min Wage – [Jul 1, 2025](#)
- State Expands Age Discrimination Protections – [Sep 28, 2025](#)
- State Updates Administrative Rules for Paid Leave – [Jan 1, 2025](#)
- Paid Leave Oregon & OFLA Leave Change - [Jan 1, 2025](#)
- State Warehouse Quota Notification Requirements – [Jan 1, 2025](#)

PENNSYLVANIA

- State Amends “Crown Act” Regulations /Expanded Protections for Race & Religion – Eff [Jan 24, 2026](#)
- **Philadelphia** Expands Its “Ban the Box” Restrictions – Eff [Jan 6, 2026](#)
- **Pittsburg** Increases Paid Sick Leave – [Jan 1, 2026](#)
- **Philadelphia** Enacts POWER Act Expanding Worker Protections – [May 27, 2025](#)
- State Now Permits Direct Deposit Payment of Workers’ Compensation Benefits

RHODE ISLAND

- State Minimum Wage Increase – Eff [Jan 1, 2026](#)
- Temporary Caregiver Insurance (Paid Medical Leave) Expands – Eff [Jan 1, 2026](#)
- State Rules Clarify Sunday & Holiday Premium Pay Calculations – [Aug 17, 2025](#)
- State Enacts Accommodations for Menopause, Expanded Protections for Race, Captive Audience Restrictions - [Jun 24, 2025](#)
- State Enacts New Written Notice – Payment of Wages – [Jan 1, 2026](#)
- State Amends Temporary Caregiver Insurance (TCI) Law – [Jan 1, 2025](#)
- State Enacts New Consumer Data Privacy Law – [Jan 1, 2025](#)

SOUTH DAKOTA

- State Increases Minimum Wage – [Jan 1, 2026](#)

TEXAS

- Texas Attorney General Releases Opinion Letter Related DEI
- State Enacts New Law for Employers Using Artificial Intelligence – [Jan 1, 2026](#)
- State Enacts Healthcare Non-competes in Texas – [Sep 1, 2025](#)
- State Expands Medical Marijuana Law – [Sep 1, 2025](#)

VERMONT

- State Expands Parental & Family Leave – [Jul 1, 2025](#)
- State Requires Pay Ranges in Job Postings (VT H 704)– [Jul 1, 2025](#)

VIRGINIA

- State Increases Minimum Wage – [Jan 1, 2026](#)
- Penalties for Failure to Respond to State Unemployment Claims – [Jul 1, 2025](#)
- State Enacts New Healthcare Workplace Violence Incident Reporting Requirements – [Jul 1, 2025](#)

WASHINGTON

- Notice of Job Protection/Notice of Reinstatement Released related to amendments to PFML (HB 1213) effective Jan. 1, 2026
- Enhanced Workplace Safety Standards for Applicable Isolated Employees - Eff [Jan 1, 2026](#)
- New Workplace Violence Law for Healthcare Settings - Eff [Jan 1, 2026](#)
- State Announces PFML Premium Rate for 2026 – Eff [Jan 1, 2026](#)
- Min Wage & Salary Exemption Thresholds Increase – [Jan 1, 2026](#)
- State Regulations Related to Transportation Network Companies – Eff [Sep 1, 2025](#) & [Jul 1, 2026](#)
- State Expands Domestic Violence Leave – [Jan 1, 2026](#)
- State Amends Paid Family & Medical Leave Requirements – [Jan 1, 2026](#)
- Updated Local Minim Wage Changes – [Jul 1, 2025](#)
- Protection from Coercion Based on Immigration Status – [Jul 1, 2025](#)
- Limits of Driver’s License Requirements – [Jul 1, 2025](#)
- State Enacts Mini-WARN Act – [Jul 2025](#)

- Equal Pay & Opportunities Act & Amendments – Salay Ranges on Job Postings - [Jul 1, 2025](#)
- Employee Access to Personnel Records Regulations – [Jul 27, 2025](#)
- State Paid Sick Leave to Cover Immigration Proceedings – [Jul 27, 2025](#)
- State Expands Criminal History Law – Eff [Jul 1, 2026](#) & [Jul 1, 2027](#)
- State Amends PFML to Limit Stacking & Expansion of Job Protection – [Jan 1, 2026](#)
- State Passes Leave, Job Protections for Hate Crimes – [Jan 1, 2026](#)
- State Announces PFML Premium Rate for 2025 – [Jan 1, 2025](#)
- State Expansion of Paid Sick Leave (SB 5793) – [Jan 1, 2025](#)

WEST VIRGINIA

- State Regulatory Changes – Hiring Preference Military Spouses & Work Permit Requirements for Minors - [Jul 2025](#)

WISCONSIN

- Wisconsin Arrest Record Protections Clarified by State Supreme Court – Reported May 2025

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