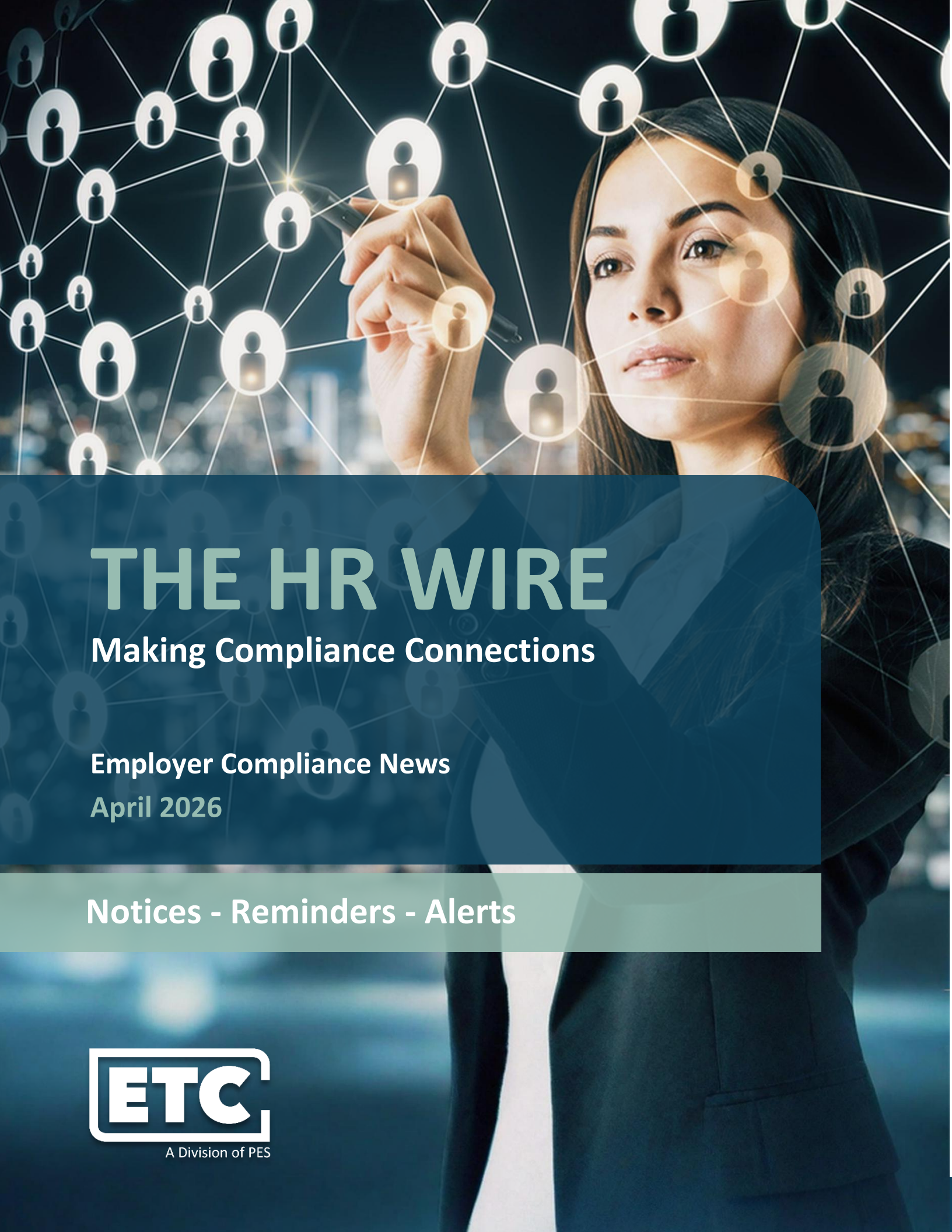




THE HR WIRE

Making Compliance Connections

Employer Compliance News

April 2026

Notices - Reminders - Alerts



A Division of PES

WORKPLACE LABOR NOTICES

FEDERAL NOTICE UPDATES

STATE NOTICE UPDATES

- **ALASKA** – The state has released several labor law posting updates
 - [ALASKA MINIMUM WAGE NOTICE](#) 7/1/2026
 - [WORKERS' COMPENSATION NOTICE](#) updated to address shortening the employee reporting deadline for workplace injuries from 30 days to 15 days
 - [SUMMARY OF ALASKA CHILD LABOR LAW NOTICE](#) updated with formatting and contact information changes.
- **OREGON** – The state has released an updated [PAID LEAVE NOTICE](#). The most notable change adds guidance for unforeseeable leave, requiring employees to notify their employer within 24 hours and provide written notice within three days. The update also clarifies that employees must continue paying their portion of health insurance while on leave. Access the State's website to locate Notice in Spanish as well as other Employer resources [HERE](#)
- **MAINE** – The state has released sample written notice (for new hires) and a labor poster regarding Paid Family & Medical Leave (PFML) in multiple languages and can be accessed on the state website accessible [HERE](#)
- **NEW YORK**
 - **NEW YORK CITY** – Reminder of City's released [PROTECTED TIME OFF NOTICE](#) that needs to be distributed to all New York City employees (previously released in the February WIRE State Section)
- **VERMONT** – The state has released an updated [UNEMPLOYMENT INSURANCE NOTICE](#) revised formatting, added a statutory reference, and expanded employee eligibility language to include protections related to sexual violence and stalking.

EMPLOYEE HANDBOOK POLICY & STATE ADDENDA UPDATES

STATE HANDBOOK ADDENDA UPDATES

CALIFORNIA STATE HANDBOOK ADDENDUM

- **Family Medical Leave Policy** updated to reflect recommended clarification verbiage edits

MAINE STATE HANDBOOK ADDENDUM

- **Paid Family and Medical Leave (for [State Plans](#)) Policy** added. Employers have the option to choose Private Insurance Plan or a State Plan. As such Policies addressing each are now included in the State Addendum for employers to review and adopt as applicable to themselves

MASSACHUSETTS STATE HANDBOOK ADDENDUM

- **Harassment & Discrimination State Policy** updated to include updated contact details

NEW YORK STATE HANDBOOK ADDENDUM

- **New York City Safe & Sick Time Policy** updated to include 2 points of clarity

TENNESSEE STATE HANDBOOK ADDENDUM

- **Organ Donation Leave Policy** added due to newly adopted state regulations

WASHINGTON STATE HANDBOOK ADDENDUM

- **Paid & Family Medical Leave Policy** updated to reflect updated job protection eligibility language

COMPLIANCE ALERTS & REMINDERS

NEW! BENEFIT PLANS STARTING APRIL 1 - EMPLOYER'S CMS PART D CREDITABLE COVERAGE ONLINE DISCLOSURE – MAY 31, 2026

REMINDER: PREPARING FOR 2025 RXDC REPORTING – CMS DEADLINE JUNE 1, 2026 / CARRIER DEADLINES VARY

FEDERAL CONTRACTOR MINIMUM WAGE INCREASE EFFECTIVE MAY 11, 2026

Employers performing work on certain federal contracts should also be aware of an upcoming wage change. The U.S. Department of Labor announced that the minimum wage for workers on federal contracts covered by Executive Order 13658 will increase to \$13.65 per hour effective May 11, 2026.

This wage rate applies to contracts that were entered into, renewed, or extended between January 1, 2015, and January 29, 2022.

NEW! 2026 PCORI FEE AMOUNT ADJUSTED FOR 2026 & DUE JULY 31, 2026

The PCORI fee was created by the Affordable Care Act (ACA) and first applied for plan or policy years ending on or after October 1, 2012, and before October 1, 2029.

Fee Applicability

The fee is imposed on health insurance issuers and self-insured plan sponsors to fund comparative effectiveness research.

Employers offering level funded or self-insured Plans which ENDED in 2025 have PCORI fees due by July 31, 2026.

Ex: Employer A offers a level funded medical plan and has a benefits plan year that started July 1, 2024. That Plan ended June 30, 2025. With a Level Funded benefit Plan/Plan Year ENDING in 2025, the PCORI fees would become due and payable by July 1, 2026.

Fee Payment & Reporting Deadline

PCORI fees are reported and paid annually on IRS [Form 720](#) (Quarterly Federal Excise Tax Return).

2026 Fee Adjustment

The Internal Revenue Service (IRS) has issued [Notice 2025-61](#) to increase the Patient-Centered Outcomes Research Institute (PCORI) fee amount for plan years ending on or after Oct. 1, 2025, and before Oct. 1, 2026.

PCORI Fee Calculation

The PCORI fees are calculated based on the average number of covered lives under the plan or policy. This generally includes employees and their enrolled spouses and dependents, unless the plan is an HRA or FSA. For 2026, the updated PCORI fee amount is **\$3.84 multiplied by the average number of lives covered under the plan.**

Resources:

- [PCORI Fee Overview Page](#)
- [PCORI Fee: Questions and Answers](#)
- [PCORI Fee Due Dates and Applicable Rates](#)
- [Chart: Application of the PCORI Fee to Common Types of Health Coverage or Arrangements](#)

NEW! ICE REVISES ENFORCEMENT APPROACH FOR FORM I-9 VIOLATIONS

Employers not complying with or incorrectly completing Form I-9 become subject to fines that can add up to potentially hundreds of thousands of dollars. Immigration and Customs Enforcement (“ICE”) classifies Form I-9 errors as either substantive or technical. In the event of an ICE audit, technical errors can be fixed so that employers can avoid fines as long as the errors are corrected. Substantive errors, however, are not correctable and will result in fines.

Recently, US Immigration and Customs Enforcement (ICE) has significantly revised its enforcement approach to violations, reclassifying numerous common errors as substantive violations subject to immediate penalties.

Examples of errors that were previously classified as technical but now substantive include:

- Failure to date Section 1
- Missing the date of birth in Section 1
- Missing the date of hire in Section 2
- Missing the name and title of employer representative in Section 2
- Failure to date Section 2
- If utilizing remote verification, failure to check the alternative procedure box
- Using the Spanish version of Form I-9 outside of Puerto Rico
- Failure to record correctly List A, B and C data in Section 2
- Failure to participate in E-Verify when using remote verification procedure
- Failure to have adequate audit trails and electronic signature protocols when using electronic Form I-9

Employers cannot avoid fines for these types of errors because they are no longer considered technical violations. Without an opportunity to cure, mistakes like these will increase fines. Because ICE assesses fines per-form and per-violation, for employers with a large workforce, the cumulative exposure could be substantial. Currently, fines per violation range from \$288 to \$2,861 **per violation.**

For additional details, access the USCIS’s [Form I-9 Inspection Under Immigration and Nationality Act § 274A Fact Sheet](#)

Employer Takeaway: To minimize risk, employers should ensure that they have robust compliance practices. Annual internal Form I-9 audits can assist employers with remaining in compliance. If an employer is using remote verification, it should confirm proper enrollment in E-Verify. Lastly, if electronic Form I-9s are used, it is imperative that employers ensure full compliance with federal Form I-9 requirements.

NEW! UPDATE ONE BIG BEAUTIFUL BILL ACT (OBBBA) - LIST OF OCCUPATIONS QUALIFYING FOR NO TAX ON TIPS EFFECTIVE JUNE 12, 2026

On April 13, 2026, the U.S. Department of the Treasury (Treasury) and IRS issued [final regulations](#) on the “No Tax on Tips” provision enacted under the [One Big Beautiful Bill Act](#) (OBBBA). The final regulations are effective on **June 12, 2026**. The Act allows certain workers an above-the-line deduction for “qualified tips” and “qualified overtime compensation” for taxable years beginning after December 31, 2024, and ending for taxable years beginning after December 31, 2028. Individuals must earn \$150,000 or less (\$300,000 if married filing jointly) in 2025 to be eligible for the tip deduction. The maximum deduction for tip income is capped at \$25,000 per year, and the deduction applies only to cash tips, which include tips that are charged and tips received under a tip-sharing agreement.

Key Highlights

List of Occupations That Receive Tips

The final regulations list more than 70 occupations of tipped workers that may qualify for the deduction. Qualifying occupations fall into one of the following eight categories, classified by the Treasury Tipped Occupation Code system:

- 100s—Beverage and food services;
- 200s—Entertainment and events;
- 300s—Hospitality and guest services;
- 400s—Home services;
- 500s—Personal Services;
- 600s—Personal appearance and wellness;
- 700s—Recreation and instruction; and
- 800s—Transportation and delivery.

The final regulations expand the list to include visual artists and floral designers in the personal services category and add gas pump attendants in the transportation and delivery category.

Qualified Tips Definition

A worker may only claim the deduction for qualified tips. To be a qualified tip, the tip must be received by a worker in an occupation on the List of Occupations That Receive Tips. The final regulations clarify that qualified tips must satisfy certain requirements, including the following:

- Qualified tips must be paid in cash or an equivalent medium, such as a check, credit card, debit card, gift card, tangible or intangible tokens that are readily exchangeable for a fixed amount in

cash, or another form of electronic settlement or mobile payment application denominated in cash;

- Qualified tips must be received from customers or, in the case of an employee, through a mandatory or voluntary tip-sharing arrangement, such as a tip pool; and
- Qualified tips must be paid voluntarily by the customer and not be subject to negotiation. Qualified tips do not include service charges unless the customer has the option to disregard or modify the service charge. For instance, in the case of a restaurant that imposes an automatic 18% service charge for large parties and distributes that amount to waiters, bussers and kitchen staff, if the charge is added with no option for the customer to disregard or modify it, the amounts distributed to the workers from this service charge are not qualified tips.

Importantly, workers can take the deduction only for qualified tips that are included on Form W-2, Form 1099-NEC, Form 1099-MISC, Form 1099-K or reported by the worker on Form 4137. Gig workers and other self-employed individuals can qualify for this deduction if their occupation is on the List of Occupations That Receive Tips and the other statutory and regulatory requirements are met.

The regulations limit the deduction for self-employed individuals to the individual's net income.

Employer Takeaway: Employers should review their payroll systems to ensure they accurately track and report qualifying tips and overtime compensation on employees' Forms W-2.

NEW! OSHA UPDATES HEAT-RELATED HAZARDS NATIONAL EMPHASIS PROGRAM

On April 10, 2026, OSHA updated its [National Emphasis Program](#) (NEP) to address indoor and outdoor heat hazards by focusing inspections and outreach on high-risk industries and workplaces. The revised NEP prioritizes on-site inspections for complaints and employer-reported hospitalizations, reserving rapid response investigations for limited cases with area director approval. The updated NEP is effective immediately and will remain in place until April 10, 2031.

WHAT TO EXPECT

Establishments identified for programmed inspections will, where possible, have heat-related hazard inspections conducted concurrently with other programmed inspections. For employers with multiple locations engaged in similar operations, OSHA may notify corporate entities of any heat-related inspection and provide relevant information on required protective measures. Inspections will follow standard OSHA procedures, including an opening conference, walkaround and closing conference.

OSHA launched its original NEP on April 8, 2022. Through the program, OSHA conducts workplace inspections to identify heat-related hazards before workers suffer preventable injuries, illnesses or fatalities.

The NEP establishes heat priority days, when the heat index is expected to be 80 degrees Fahrenheit or higher.

The purpose of OSHA's updated NEP is to ensure that workers in high-hazard industries are protected from indoor and outdoor heat hazards that may cause serious illness, injury or death. The program applies OSHA-wide and focuses on:

- General industry;
- Construction;
- Maritime; and
- Agriculture.

Heat-related illnesses range from heat cramps to heat stroke, which can be fatal when body temperature exceeds approximately 104 degrees Fahrenheit. The heat index, used by the National Weather Service (NWS), combines temperature and humidity to reflect how hot conditions feel:

- Caution: <80 degrees Fahrenheit;
- Warning: 80-94 degrees Fahrenheit; and
- Danger: ≥95 degrees Fahrenheit.

The [OSHA-NIOSH Heat Safety Tool App](#) may be used to monitor heat conditions. A heat priority day occurs when the heat index is expected to be 80 degrees Fahrenheit or higher.

Employer Take-away: Employers should review the updated NEP and any existing heat illness prevention program to ensure their policies are adequate and current.

OVERVIEW: STATE EMPLOYEE LEAVE LAW DEVELOPMENTS

Since the beginning of the year, brand-new paid family and medical leave programs have been launched in Delaware and Minnesota, and a significant redesign of the Washington paid family and medical leave program took effect.

Smaller expansions to existing leave rights have gone into effect since January in states such as California, Colorado, Connecticut, Oregon and Rhode Island.

Employers are strongly encouraged also keep their eye on the near-term horizon, as more changes in the employee leave landscape are anticipated this year, particularly in Illinois, Maine and New Jersey. Employers engaging directly with ETC for HR Compliance Support engagements will continue to receive state regulatory updates assisting multi-state employers remain "in the know."

STATE COMPLIANCE REGULATORY ANNOUNCEMENTS & REMINDERS

CALIFORNIA

REMINDER: PAY DATA REPORTING TEMPORARY TEMPLATES & FAQs RELEASED DEADLINE MAY 13, 2026 & PORTAL OPENED 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: 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.

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](#).

CONNECTICUT

REMINDER: STATE WAREHOUSE QUOTA LAW EFFECTIVE 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. Impacted employers are urged to ensure understanding and compliance with this industry-specific compliance obligation.

KENTUCKY

NEW! TIPPED EMPLOYEE DEFINITION UPDATED EFFECTIVE APRIL 10, 2026

Employer Takeaway: Employers with tipped employees in Kentucky should review and update payroll processes to reflect the updated definition of “tipped employee” & “tip pooling arrangements” to ensure compliance with new regulations.

On April 10, 2026, Kentucky passed a [law](#) updating the definition of “tipped employee” and rules regarding tip pools. In Kentucky, tipped employee wages are calculated using a cash wage, a tip credit and the state minimum wage rate. The cash wage in Kentucky is \$2.13 per hour. The cash wage is determined by subtracting the tip credit from the minimum wage rate. State law requires that employers make up the difference when an employee’s tips, combined with the employee’s cash wage, fall below the minimum wage.

Updated Definition of “Tipped Employee”

In Kentucky, a **tipped employee** is any employee engaged in an occupation in which the employee customarily and regularly receives more than \$30 per month in tips. The law updates the definition of a “tipped employee” by requiring a tipped employee to also:

- Perform work that directly supports or is itself the service function for which a customer would tip, regardless of whether the employee performs the service function; or
- Directly supports the service function that involves any amount of direct customer interaction or is performed in the direct line of sight of customers.

The new law also clarifies that a tip pooling arrangement may include tipped employees but must exclude salaried employees, managers or supervisors.

MAINE

NEW! STATE ENACTS WAGE TRANSPARENCY REGULATIONS EFFECTIVE JULY 1, 2026

The enactment of [LD 54](#), Maine will mandate wage transparency in job postings. All employers with 10 or more employees will be required to include a prospective “range of pay” in any job posting. The new law covers electronic and printed job postings made by an employer directly or through a third party. In addition to mandating wage transparency in job postings, LD 54 also requires that upon the

request of an employee, an employer shall disclose the range of pay the employer offers for the position the employee currently holds.

The law defines “range of pay” as:

the range of pay that an employer anticipates relying on in setting wages for a position, including, but not limited to:

- (1) Any applicable pay scale;
- (2) A previously determined range of wages for the position;
- (3) The actual range of wages for those currently holding equivalent positions; or
- (4) The budgeted amount for the position.

26 MRSA §622-A(1)(B).

Employer Takeaway: Covered employers should review any current (as of July) job postings to ensure required disclosure of pay ranges and update processes to ensure future job postings meet compliance requirements.

REMINDER: STATE PAID FAMILY & MEDICAL LEAVE BENEFITS EFFECTIVE MAY 1, 2026

As a reminder, Maine’s paid family and medical leave (PFML) benefits will be available to employees beginning May 1, 2026. Employees who work for at least 120 consecutive calendar days prior to taking leave will generally be entitled to job protection.

Notice and Posting Requirements

- Employers are required to provide new hires with a written notice within 30 days of hire in the employee’s primary language.
- Employers are required to display a poster in a conspicuous place in English and in any language that is the primary language of at least three employees
- See State Labor Notice Updates Section in April’s HR WIRE to access Notices

ETC released an updated **State Handbook Addendum** which includes the State PFML Policy, February 2026

MARYLAND

NEW! STATE PUBLISHES FAMLI CONTRIBUTION RATES, PRIVATE PLAN DATES & FAQs

CONTRIBUTIONS START JAN 1, 2027 & BENEFITS START NO LATER THAN JAN 3, 2028

Following the publication of [final regulations](#) for the state’s paid family and medical leave insurance (FAMLI) [program](#), the Maryland Department of Labor has announced the initial FAMLI contribution rate. It has also issued [answers to frequently asked questions](#) (FAQs) about the program and given a

time window during which employers may submit a declaration of intent (DOI) to file an application for an equivalent private insurance plan.

- Enacted in April 2022 the program provides partially compensated, job-protected employee leave for reasons related to the health and well-being of employees and their family members.
- **Nearly all employers are covered.**
- Program is funded through contributions from employers and employees. Employers will remit FAMLI contributions via the [FAMLI website](#).
- Employers with fewer than 15 employees are not required to contribute
- The FAMLI statute and regulations allow employers to maintain an [equivalent private insurance plan](#) for their employees in lieu of participating in the state FAMLI plan. Private plans must be approved by the state and must provide benefits and a claims experience that are the same as, or better than, those of the state plan. Private Plans must submit a DOI between September 1, 2026, and November 15, 2026.

NEW YORK

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

N.Y.S. 03072 (2025) amending N.Y. Gen. Bus. Law Sec. 380.

REMINDER: STATE MANDATORY RETIREMENT SAVINGS PROGRAM EFFECTIVE **MARCH 16, 2026, MAY 15TH & JULY 15TH** (BASED ON EMPLOYER SIZE)

NEW! STATE'S TRAPPED AT WORK EFFECTIVE DATE IN QUESTION- EFFECTIVE **DECEMBER 19, 2026 OR FEBRUARY 13, 2027?**

The amendments signed February 2026 adjusted the effective date of the Trapped at Work Act, which had originally taken effect “immediately” upon its signing into law on December 19, 2025. The amendments replace “immediately” in the act with “one year after it shall have become law,” thereby apparently fixing the effective date to December 19, 2026.

There is a question as to whether the amendments are intended to delay the effective date to one year after they were signed, which would set the effective date to February 13, 2027. ETC has reported both effective dates and will continue to monitor the situation for clarity.

OREGON

NEW! STATE ENACTS IMMIGRATION-RELATED EMPLOYEE PROTECTIONS EFFECTIVE **JUNE 5, 2026**

On April 6, 2026, Oregon enacted [House Bill \(HB\) 4111](#), which prohibits employers from discharging, retaliating against or discriminating against an employee because the employee updates or attempts to update their personal information based on a lawful change in their federal employment authorization documentation.

NEW! STATE INCREASED MINIMUM WAGE EFFECTIVE JULY 1, 2026

Oregon recently [announced](#) that its three hourly minimum wage rates will **increase by 50 cents per hour on July 1, 2026**. The new rates apply to all employers, regardless of the number of individuals they employ.

- The state's standard minimum wage will increase from \$15.05 per hour to **\$15.55 per hour**;
- The Portland metropolitan area minimum wage will increase from \$16.30 per hour to **\$16.80 per hour**; and
- The minimum wage rate for nonurban counties will increase from \$14.05 per hour to **\$14.55 per hour**.

The Oregon Bureau of Labor and Industries provides a [map](#) that employers may use to determine which minimum wage rates apply to them. Once the applicable labor notice is released, ETC will advise and provide access to the notice.

TENNESSEE

NEW! STATE TO REQUIRE EMPLOYEE LEAVE FOR ORGAN DONORS EFFECTIVE APRIL 23, 2026

The state has recently enacted a law providing 12 weeks of job-protected leave for eligible employees who are organ donors. The new law applies to all employers with at least 1 employee in the state.

Covered Employers & Employees

Employees are only covered if they meet the definition of "[eligible employee](#)" in the federal Family and Medical Leave Act (FMLA). That means they:

- Have worked for a covered employer for at least 12 months,
- Have at least 1,250 hours of service with the employer during the 12 months before their FMLA leave starts, and
- Work at a location within 75 miles of where the employer has at least 50 employees.

As with any state leave, employees are expected to provide advance notice – 30 days or as soon as reasonably possible.

ETC is issuing an updated Tennessee State Handbook addendum April 2026 for employer review, adoption and distribution.

UTAH

NEW! STATE ENACTS HOSPITAL WORKPLACE VIOLENCE REPORTING REGULATIONS EFFECTIVE MAY 6 & NOVEMBER 1, 2026

Utah has enacted [House Bill \(HB\) 380](#), requiring hospitals to implement a comprehensive workplace violence reporting system that includes mandatory reporting, documentation and analysis requirements. HB 380 goes into effect on May 6, 2026, and hospitals must have their formal reporting systems in place by Nov. 1, 2026.

NEW! STATE BANS HEALTHCARE & VETERINARIAN NONCOMPETES EFFECTIVE MAY 6, 2026

Utah passed [House Bill \(HB\) 270](#), which bans noncompete agreements and certain nonsolicitation agreements with health care workers and [Senate Bill \(SB\) 111](#), which bans noncompete, nonsolicitation and nondisclosure agreements with veterinarians. The laws do not void existing enforceable noncompete agreements; however, employers of health care workers or veterinarians should review and revise template agreements to ensure they do not contain prohibited provisions in advance of the effective date.

VERMONT

REMINDER: STATE'S EMPLOYEE RETIREMENT SAVINGS PROGRAM NEXT EFFECTIVE DATE JULY 1, 2026

The Vermont Saves program's employer effective date is **July 1, 2025**, when the rollout began in phases based on employer size. Vermont businesses with 5 or more employees who do not already offer a qualified retirement plan must participate according to the rollout schedule. Employers must set up payroll deductions, track opt-outs and register by the applicable deadline; they do not contribute funds or pay fees.

- **July 1, 2025** – Employers with **25 or more employees** must enroll covered employees.
- **January 1, 2026** – Employers with **15–24 employees** must enroll covered employees.
- **July 1, 2026** – Employers with **5–14 employees** must enroll covered employees.

Access the [State's Vermont Saves](#) dedicated site to learn more.

VIRGINIA

NEW! STATE ENACTS PAID FAMILY & MEDICAL LEAVE INSURANCE PROGRAM

Virginia has [enacted](#) a paid family and medical leave insurance program (PFML) that will provide 12 weeks of partially compensated, job-protected leave to most Virginia employees.

Implementation Timeline

- **Contributions** to fund the program start **April 1, 2028**

- **Leave** benefits begin **December 1, 2028**

Covered Employers

The new PFML program will apply to employers that have paid wages of at least \$1,500 in any quarter of the current or preceding year, or who have employed at least one person for part of a day in each of 20 weeks during that time.

Covered Employees

Employees are eligible for PFML if they meet the income eligibility requirements for the state's unemployment insurance program.

Leave

Eligible employees receive up to 12 weeks of PFML per year for the following reasons:

- Child bonding (during the first year after the child's birth, adoption or placement);
- Their employee's own or a family member's serious health condition;
- Care for a military service member who is a family member;
- Military exigency (family deployment leave); and
- Safety leave (only four weeks permitted annually of leave necessitated by domestic violence against or harassment, sexual assault or stalking of the employee or a family member).

Employer Recap & Takeaways: ETC will continue to monitor and provide updates as well as reminders closer to the effective date of the enactment.

NEW! STATE ENACTS PAY TRANSPARENCY REGULATIONS EFFECTIVE JULY 1, 2026

On April 22, 2026, Virginia enacted a pay transparency [law](#).

Overview of the New Law

The new law prohibits employers from:

- Seeking an applicant's wage or salary history;
- Relying on an applicant's wage or salary history in considering their employment or determining the wages or salary to be paid upon hire;
- Refusing to interview, hire, employ or promote, or otherwise retaliating against an applicant or employee for not providing a wage or salary history or requesting a wage or salary range;
- Failing or refusing to disclose the wage, salary, or wage or salary range in each public and internal posting for each job, promotion, transfer or other employment opportunity; or
- Failing to set a wage or salary range in good faith.

Penalties

The attorney general may bring a civil action to enforce the law. Employers may be subject to a civil penalty of up to \$1,000 for the first violation and up to \$5,000 for any subsequent violation and other appropriate relief. Aggrieved individuals may also bring a civil action under the law, but only after providing written notice of the violation to the employer and allowing the employer **15 business days** to correct the violation.

Employer Takeaway: Employers with employees in Virginia are encouraged to review and update job postings, establish compensation methodologies for determining pay ranges for positions and ensuring interviewing parties are aware of the new regulations.

NEW! STATE AMENDS HUMAN RIGHTS ACT EFFECTIVE JULY 1, 2026

On April 13, 2026, Virginia amended the Virginia Human Rights Act (VHRA) to expand the employers covered by the law and extend the statute of limitations for filing a complaint of unlawful discrimination.

Employer Takeaway: With the new, lowered threshold, employers who were not previously covered by the VHRA may now be covered. Employers are encouraged to review and ensure compliance with the applicable obligations.

Covered Employers, as amended

The VHRA's provisions on employment discrimination will apply to employers with **5 or more employees** for each working day in each of 20 or more calendar weeks in the current or preceding calendar year and any agent of such person, or one or more domestic workers.

Statute of Limitations, as amended

Individuals alleging a violation of the VHRA may file a claim with the VOCR within **2 years** of the alleged violation.

NEW! STATE PASSES EMERGENCY RESPONDER LEAVE EFFECTIVE JULY 1, 2026

Virginia employers will be required to provide unpaid leave for employees acting as volunteer emergency responders starting on July 1. Ahead of the effective date ETC will release an updated State Handbook Addendum for employer adoption and distribution to Virginia employees.

NEW! STATE REQUIRES SEVERANCE BENEFITS FOR NONCOMPETES EFFECTIVE JULY 1, 2026

On April 13, 2026, Virginia passed a new law that will require employers to provide severance in connection with any noncompete agreements.

Employer Takeaway: Employers should ensure that noncompete agreements entered into, amended or renewed on or after July 1, 2026, provide severance or other monetary benefits upon a termination other than for cause.

Overview of Change

- Currently, Virginia prohibits employers from entering into noncompete agreements with employees who earn less than the current average weekly wage in Virginia or who are classified as nonexempt from the Fair Labor Standards Act's overtime pay requirements.
- Under the new law, noncompete agreements entered into, amended or renewed on or after July 1, 2026, will be unenforceable if the employer does not provide severance benefits or

other monetary payment upon termination (other than a termination for cause). The severance benefits or other monetary payment must be disclosed upon execution of the noncompete agreement.

- The law does *not* define severance benefits or other monetary payments or what may constitute a termination for cause.
- **Violation Penalties:** Under Virginia's noncompete ban, employees may bring a private right of action against an employer who attempts to enforce a prohibited noncompete. Courts may void any unenforceable noncompete and order all appropriate relief, including injunctive relief, liquidated damages, lost compensation, damages, and reasonable attorney fees and costs. In addition, violations may result in a civil penalty of \$10,000 per violation.

NEW! STATE ENACTS NEW HOSPITAL-SPECIFIC WORKPLACE VIOLENCE REPORTING REQUIREMENTS EFFECTIVE JULY 1, 2026

On April 6, 2026, Gov. Abigail Spanberger enacted [House Bill 1489](#) (HB1489), which expands and clarifies workplace violence reporting requirements for hospitals with emergency departments.

- HB1489 goes into effect July 1, 2026
- Regulations from the Virginia Department of Health (Department) are to be issued by January 1, 2027

Prior to the enactment of HB1489, **Virginia already required certain hospitals to implement workplace violence prevention measures**, including:

- Maintaining an incident reporting system;
- Adopting anti-retaliation protections for employees; and
- Establishing security plans based on facility-specific risk assessments.

Hospitals were also expected to provide workforce training on violence prevention, de-escalation techniques and risk identification. HB1489 builds on this existing framework by expanding the scope, specificity and reporting requirements associated with workplace violence incidents while reinforcing confidentiality protections and increasing transparency at the state level.

HB1489 expands confidentiality protections for health-related records and related operational data. While such records remain exempt from mandatory disclosure, the new law permits the release of aggregate or statistical information provided that all personally identifiable information is removed.

Newly emphasized protected categories include:

- Workplace violence data; and
- Other sensitive facility-level information collected for regulatory purposes.

Hospitals with emergency departments are now required to maintain detailed records of all reported workplace violence incidents for a minimum of two years. Each record must include:

- Specific information, such as the date and time of the incident;

- A description of the event; and
- The job category of the affected employee.

The record must also identify the type of perpetrator involved, including whether the individual was a patient, visitor, employee or another party, as well as the location category where the incident occurred.

HB1489 further requires classification of the type of incident, including whether it involved physical assault with or without a weapon, threats of violence, sexual assault or threats thereof, or other forms of harmful conduct. Hospitals must also document the outcome of each incident, including:

- The severity of any staff injuries using standardized categories ranging from no injury to fatality; and
- Any involvement of law enforcement or security personnel.

Beyond recordkeeping, hospitals are required to report aggregated workplace violence data internally to senior leadership, including executive and clinical leadership, at least quarterly. On an annual basis, hospitals must submit aggregated, de-identified data to the Department, including a statement indicating whether any policy changes were implemented in response to those incidents. All submitted data is confidential and exempt from public disclosure under the Virginia Freedom of Information Act.

At the state level, the Department is required to aggregate the data by health planning region, remove any personally identifiable information and publish an annual report summarizing workplace violence trends. The first report is required to be issued no later than Dec. 31, 2027. The Department is required to promulgate regulations implementing these provisions by Jan. 1, 2027.

NEW! STATE MANDATES NEW WORKPLACE HEAT ILLNESS PREVENTION STANDARDS

On April 13, 2026, Gov. Abigail Spanberger enacted [SB 288](#), requiring the Safety and Health Codes Board (Board) to develop standards governing indoor and outdoor workplace heat illness prevention that will apply to employers and may carry implications for insurers. The law applies to employers subject to Virginia OSHA (VOSH) jurisdiction and covers employees, independent contractors and other workers whose working conditions are controlled by such employers.

The regulations adopted under SB 288 will be enforced through existing VOSH enforcement mechanisms, including inspections, citations and potential civil penalties for noncompliance.

Finally, the Board is required to develop these regulations in consultation with the Virginia Department of Labor and Industry and to consider existing standards and guidance from federal and state occupational safety agencies and professional organizations. The rulemaking process must also include input from an advisory panel composed of employee advocates and representatives from agriculture and business industries and public institutions of higher education.

SB 288 requires the Board to create these enforceable standards by May 1, 2028.

Employer Takeaway: Applicable, covered employers should also closely monitor ongoing rulemaking and related legal developments to stay informed of evolving obligations and be prepared to implement any new standards adopted by the Board.

NEW! STATE EXPANDS WAGE PAYMENT & MISCLASSIFICATION PENALTIES EFFECTIVE JULY 1, 2026

Virginia's [House Bill \(HB\) 238](#) allows employees to bring civil actions for violations of the state's laws regarding minimum wage, overtime, worker classification and prevailing wages. The bill also strengthens the Virginia Department of Labor and Industry's (DOLI) investigative powers.

Expanded Definition of Wages

The law modifies the definition of "wages" to include damages owed to misclassified workers and, as a result, treats misclassification claims as wage claims for enforcement and remedy purposes. Under HB 238, **wages** include any remuneration an employer owes to an employee, including hourly wages, minimum wages, piece-rate wages, day rates, salaries, overtime wages, legally required prevailing wages, commissions, tips, bonuses and damages available for the misclassification of an employee.

Worker Misclassification

Under existing Virginia law, individuals who have not been properly classified as employees may bring a civil action for damages if the employer had knowledge of the misclassification. In such actions, the court may award damages in the amount of any wages, salary, employment benefits, other lost compensation and reasonable attorney fees and costs.

Under the new law, successful worker misclassification claims trigger the full remedies available under Virginia's wage and hour laws, including unpaid wages, liquidated damages, prejudgment interest, and reasonable attorney fees and costs. If the court finds that the employer knowingly failed to pay wages to an employee, the court will award the employee an amount equal to three times the amount of wages due.

Civil actions for misclassification must be brought within three years.

Employer Takeaway: Virginia employers should review and update their wage and hour policies and procedures to ensure compliance with the new law by the law's effective date.

WASHINGTON

NEW! STATE REQUIRES EMPLOYEE NOTICE OF FORM I-9 AUDITS EFFECTIVE OCTOBER 1, 2026

On March 30, 2026, Washington enacted the [Immigrant Worker Protection Act](#) (Act), which requires employers to provide written notice to employees when federal agencies notify employers of any inspection of Employment Eligibility Verification forms (Forms I-9) and related worker records. The

Act aims to provide workers with advance notice of immigration-related inspections of employment records conducted by federal agencies and information on the results of those inspections.

Notice Requirements

Within **5 business days** of receiving notification from a federal agency of any inspection of Forms I-9 and any related worker records, employers must provide written notice to each worker and the worker's authorized representative, if any.

The notice must also contain the following information in English and the five most commonly used non-English languages in Washington:

- The name of the federal agency that will be conducting the inspection;
- The date that the employer received notice of the inspection;
- The types of records sought and other identified purposes of the inspection (to the extent known by the employer); and
- Contact information for a statewide organization that provides information and advocacy related to immigrant and refugee rights, which must be identified and approved by the attorney general.

To comply with the Act's notice requirements, employers may use the model notice which the attorney general is required to prepare and make available by **Sept. 1, 2026**.

Employers must also provide notice by posting the federal agency's notice of inspection in conspicuous places on their premises where notices to workers are customarily posted. Employers must also deliver the notice of inspection directly to employees using the primary method of communication they typically use. Delivery must include at least one of the following:

- Hand delivery;
- Mail with proof of delivery;
- Email with proof of transmission;
- Text message with proof of transmission, which may include a link to a notice maintained on a website.

Inspection Results Notice Requirements

Within **5 business days** of receiving written notice of inspection results for Forms I-9 and related worker records from a federal agency, employers must provide to each affected worker and their authorized representative, if any, a copy of the notice. Employers must also provide written notice of the employer and the affected worker's obligations arising from the inspection results. This notice must be written in the language most regularly used to communicate between the employer and the affected worker.

Employer Takeaway: ETC will continue to monitor the Act to see if it receives funding by the June 30, 2026, deadline. In the interim employers should ensure they comply with the state Act's notice and posting requirements by October 1, 2026.

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

OVERVIEW PREVIOUSLY PUBLISHED REMINDERS & ALERTS

FEDERAL

- Preparing for 2025 RxDc Reporting – CMS Deadline [Jun 1, 2026](#) / [Carrier deadlines Vary](#)
- Updated OSHA “Job Safety & Health Notice” released, new notice not mandatory
- 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 (OBBO)
- 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” (OBABA) 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

- San Francisco Annual Report Form HCSO Reporting Due [May 2, 2026](#)
- 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 Leave & 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 Francisco 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 Warehouse Quota Law Eff [Jul 1, 2026](#)
- 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 Law Imposes Employment Eligibility Requirements Eff [Jul 1, 2026](#)
- 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 AI Regulations Eff [Jan 1, 2027](#)
- State Mandatory Retirement Savings Program - Eff [March 16, 2026](#)
- Workplace First Aid Requirements in New York State to Include Opioid Antagonists – Updated Eff [Dec 12, 2026](#)
- 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
- 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

- State Mini-WARN Regulations Amended Eff [Mar 17, 2026](#)
- State Passes Law Banning all Noncompete Agreements Eff [Jun 30, 2027](#)
- State Passes Law Addressing PFML Taxation Eff [Mar 11, 2026](#)

- 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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