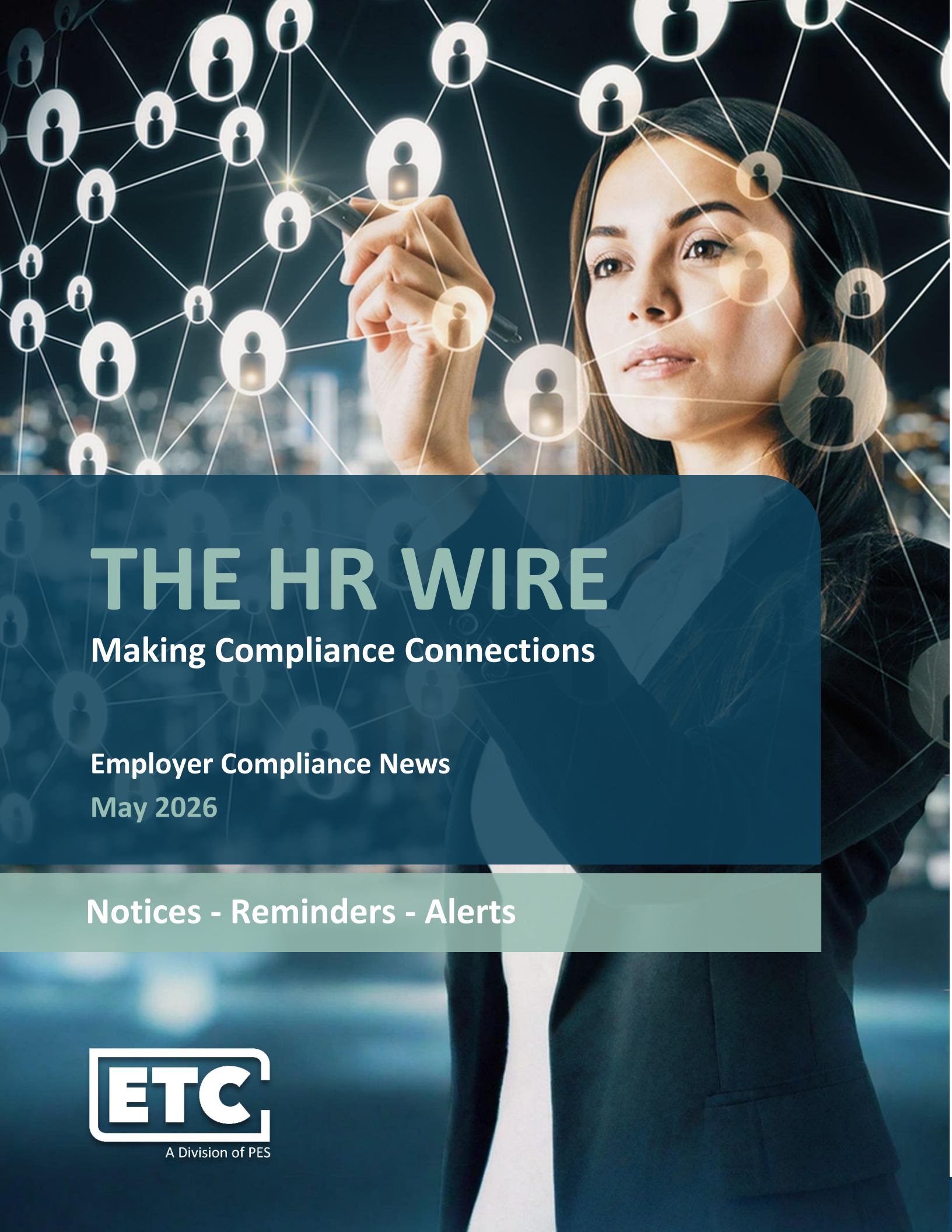




THE HR WIRE

Making Compliance Connections

Employer Compliance News

May 2026

Notices - Reminders - Alerts



A Division of PES

WORKPLACE LABOR NOTICES

FEDERAL NOTICE UPDATES

- **REMINDER:** Effective May 11, 2026, the minimum wage for certain federal contractors under [Executive Order 13658](#) is \$13.65 per hour, with a tipped employee cash wage of \$9.55 per hour.

STATE NOTICE UPDATES

- **ALASKA** - The state has revised its AKOSH "[Safety and Health Protection on the Job](#)" poster to reflect updated penalty amounts, revised complaint procedures, updated agency contact information, and formatting changes. Employers should replace outdated postings to ensure compliance with current Alaska OSHA requirements.
- **MINNESOTA** – The state has released an updated "[Minimum Wage and Other Requirements](#)" notice that includes several important content and formatting revisions. Most notably, the new notice adds a "Rest and Meal Breaks" section stating that employers must provide at least a 15-minute rest break for every four consecutive hours worked and a 30-minute meal break for shifts lasting six or more consecutive hours. The updated poster also features a refreshed layout, revised section headings, and updated QR codes and web links directing employees to additional labor law resources and reporting information.

EMPLOYEE HANDBOOK POLICY & STATE ADDENDA UPDATES

STATE HANDBOOK ADDENDA UPDATES

- N/A

COMPLIANCE ALERTS & REMINDERS

NEW! BENEFIT PLANS STARTING MAY 1 - EMPLOYER'S CMS PART D CREDITABLE COVERAGE ONLINE DISCLOSURE – JUNE 30, 2026

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

NEW! DOL RESCINDS 2024 FINAL OVERTIME RULE

On May 14, 2026, the U.S. Department of Labor (DOL) announced a [technical amendment](#) rescinding the department's [2024 final overtime rule](#). The DOL's technical amendment formally reinstates the pre-July 2024 salary threshold that white-collar employees must receive to qualify for the FLSA overtime exemption.

2024 Final Rule - Timeline

On April 26, **2024**, the DOL published a final rule amending the requirements that employees in white-collar occupations must satisfy to qualify for an FLSA overtime exemption.

The 2024 final rule was to increase the standard salary level, starting July 1, 2024, from:

- [\\$684](#) to \$844 per week (\$35,568 to \$43,888 per year) for EAP employees; and
- [\\$107,432](#) to \$132,964 per year for HCEs

NOTE: Some states have higher minimum salary thresholds than these federal thresholds

Then under the 2024 Rule, the standard salary level [was set to increase](#) again on January 1, 2025:

- \$844 to \$1,128 per week (\$43,888 to \$58,656 per year) for EAP employees; and
- \$132,964 to \$151,164 per year for HCEs.

As you may recall, on November 15, 2024, the U.S. District Court for the Eastern District of Texas vacated the DOL's final rule, which set aside the final rule's increases to the standard salary level nationwide and returned the salary threshold to the pre-July 2024 (the 2019) threshold (the above underlined salary amounts).

Then, on November 26, 2024, the DOL filed a notice of appeal seeking to overturn the District Court's decision that vacated the DOL's final rule.

Most recently on May 5, 2026, the DOL agreed to dismiss its appeal of the District Court's ruling vacating the 2024 final rule.

Employer Takeaway: The DOL's issuance of the technical amendment formally reinstates the pre-July 2024 salary thresholds that white-collar exempt positions must pay (the Salary Test) to qualify for the FLSA overtime exemption.

- Executive, Administrative and Professional exempt positions meeting the Duties Test AND Salary Test of paying at least the minimum salary threshold of \$35,568 per year
- Separately for the Highly Compensated Employees (HCE) exemption, these classified employees must be paid at least a salary threshold of \$107,432 per year

NEW! DOL CIVIL PENALTY AMOUNTS REMAIN UNCHANGED FOR 2026

Federal law requires agencies to adjust their civil money penalties for inflation, but due to a lapse in appropriations and data, the DOL has cancelled penalty inflation amounts for 2026 for employers that violate federal laws it enforces, such as the FLSA, ERISA, the FMLA and the OSH Act. As a result, penalty amounts will remain the same as 2025.

2025 & 2026 Penalty Amounts

The following key penalty amounts remain in effect for both 2025 and 2026:

- **FLSA violations:** Civil penalties of up to **\$2,515** per violation may be imposed for willful or repeated violations. For child labor violations, penalties may reach up to **\$16,035** per violation and **\$72,876** for each violation that causes death or serious injury of a minor employee (which may be doubled for willful or repeated violations, up to **\$145,752**).
- **Summary of Benefits and Coverage (SBC):** Failure to provide group health plan participants and beneficiaries with an SBC may result in a penalty of up to **\$1,443** per participant or beneficiary.
- **Form 5500 filings:** Failure to file an annual Form 5500 with the DOL can result in a penalty of up to **\$2,739** per day.
- **FMLA notice:** Employers who willfully violate the FMLA posting requirement may face a penalty of up to **\$216** for each separate offense.
- **Children's Health Insurance Program (CHIP) notice:** Failure to provide the annual notice regarding CHIP coverage opportunities may result in a penalty of up to **\$145** per day (each employee is a separate violation).

- **Failure to furnish DOL-requested plan information:** Penalties of up to **\$195** per day apply, not to exceed **\$1,956** per request.
- **OSH Act:** Civil penalties range from no penalty for de minimis violations to up to **\$16,550** per violation for serious, other-than-serious or uncorrected violations. Willful or repeat violations carry penalties between **\$11,823** and **\$165,514** per violation.

NEW! IRS RELEASES ACA PAY-OR-PLAY PENALTIES FOR 2027 & CHANGES TO ESSENTIAL HEALTH BENEFITS

On May 4, 2026, the IRS [released](#) updated penalty amounts for 2027 related to the employer shared responsibility (“pay-or-play”) rules under the Affordable Care Act (ACA). For calendar year 2027, the adjusted \$2,000 penalty amount is **\$3,780**, and the adjusted \$3,000 penalty amount is **\$5,670**. This is an increase from the penalty amounts for the 2026 calendar year, which are \$3,340 and \$5,010, respectively. ALEs should consider these penalty amounts when reviewing their health plan coverage for each year.

Additionally, the U.S. Department of Health and Human Services (HHS) has issued the [2027 Notice of Benefit and Payment Parameters](#) (NBPP) Final Rule, which includes significant changes affecting [essential health benefits](#) (EHBs), state-mandated benefits, and Marketplace coverage under the Affordable Care Act (ACA).

While insurance carriers generally handle legal compliance for fully insured plans, employees may still have questions for their employer about changes to plan coverage. For self-funded and large group plans—even those that use a third-party administrator (TPA)—employers remain responsible for understanding the legal limits of plan design and applicable ACA compliance requirements.

Notable Changes

Changes that employers should be aware of for plan years beginning in 2027 include the following:

- **Routine adult dental services:** The final rule reverses prior guidance that would have allowed routine non-pediatric dental services (i.e., adult dental benefits) to be treated as EHBs. Under the final rule, issuers cannot include routine adult dental services as EHBs.
- **Premium tax credit and Marketplace verification changes:** The final rule revises certain Marketplace eligibility, premium tax credit (PTC), and verification procedures. These changes may affect employees purchasing individual market coverage, including employees participating in [individual coverage health reimbursement arrangements](#) (ICHRAs) or [qualified small employer health reimbursement arrangements](#) (QSEHRAs).

Employer Takeaways: Employers are encouraged to work with their carriers, brokers, or TPAs to:

- Determine whether plan communications or participant materials need to be updated, including any references to routine adult dental services as EHBs.
- Monitor how Marketplace eligibility and premium tax credit verification changes may affect employees purchasing individual market coverage, including employees participating in ICHRA or QSEHRA.

NEW! IRS RELEASES FAQs ON EDUCATIONAL ASSISTANCE PROGRAMS

Recently, the IRS issued [Fact Sheet 2026-10](#), which provides FAQs about educational assistance programs and an updated sample program document. This fact sheet supersedes the IRS' 2024 FAQs in [Fact Sheet 2024-22](#). Note that FAQs are merely informal guidance and non-precedential.

The 2026 FAQs also include the following noteworthy changes:

- For educational expenses other than Student Loans, the 2024 FAQs required that “expenses must be paid by the employee in the same calendar year for which reimbursement is made by the employer.” The sample program document had similar language. The 2026 fact sheet revises the statement to say that expenses merely “must not have been incurred prior to employment.”

Neither the Code nor the Regulations imposed the timing restrictions that the 2024 FAQs noted. Many employers reimburse educational expenses in the calendar year after the employee paid them. The employer reimburses the course once the employee has received the grade or completed the course in the beginning on year 2. The 2024 FAQs could be interpreted to imply that this expense would be ineligible for tax-free reimbursement. The clarification in the 2026 FAQs is a welcome clarification of the IRS' interpretation of the timing rule.

- The 2026 FAQs clarify that, unlike other expenses, an employee may incur Student Loan expenses prior to employment. For example, the employee incurred the loan while in college in 2000 and is still making Student Loan payments in 2026. The employer can reimburse/pay the Student Loan payments in 2026.
- The 2026 FAQs revised language from the 2024 FAQs to make clear that the employer “must” (rather than “can”) inform the employees about the program and its terms.
- The 2026 FAQs reflect the OBBBA indexing provision, beginning in 2027.
- The 2026 FAQs clarify that the Code section 132 working condition fringe benefit exclusion for certain educational expenses is a benefit that, had the employee paid for it, the employee could deduct as an employee business expense in relation to the employer's trade or business.

REMINDER: 2026 PCORI FEE AMOUNT ADJUSTED FOR 2026 & DUE JULY 31, 2026

STATE COMPLIANCE REGULATORY ANNOUNCEMENTS & REMINDERS

CALIFORNIA

REMINDER: ANNUAL WORKPLACE VIOLENCE PLAN REVIEW & EMPLOYEE TRAINING DEADLINE JULY 1, 2026

Labor Code section 6401.9 requires employers to review the effectiveness of their workplace violence prevention plans at least annually, after a workplace violence incident, and whenever a deficiency becomes apparent. The law went into effect on July 1, 2024, so for many employers, the annual compliance deadline is right around the corner.

Employers must, at a minimum, review the violent incident log, the procedures for obtaining the active involvement of employees, and the effectiveness of the plan. To evaluate effectiveness, employers should confirm that the plan is still correct: the person responsible for the plan is correctly identified, reporting channels remain clear, emergency and incident response procedures still work in practice, and that investigation and communication procedures and requirements are clear and being followed. Employers should also review incident investigations from the prior year to see what, if anything, could be learned.

The law requires not only an annual review, but also annual training. Employers must conduct training on all the required topics in the law, including workplace violence hazards specific to the employees' jobs, strategies to avoid physical harm, and how to report workplace violence to the employer or law enforcement.

On April 23, 2026, Cal/OSHA posted a revised draft for a workplace violence prevention regulation that would broaden the scope of the law to include additional employers and add definitions, plan requirements, post-incident procedures, recordkeeping, and training. Because the proposal is still in draft form, employers' current compliance obligations remain grounded in Labor Code section 6401.9.

Employers that have not yet calendared annual workplace violence prevention plan review and retraining dates may want to do so now keeping documentation and records of compliance obligations.

Access [Cal/OSHA's Workplace Violence Guidance & Resources](#) website for additional resources.

COLORADO

UPDATE: STATE'S NEWLY ENACTED AI LEGISLATION (CO AI ACT) ON HOLD AHEAD OF JANUARY 1, 2027, EFFECTIVE DATE

In late April, a federal magistrate judge **stayed** enforcement of Colorado's Anti-Discrimination in AI Law (the "CO AI Law"). The now enacted [SB 26-189](#) (A Bill Concerning the Use of Automated Decision-

Making Technology in Consequential Decisions (“ADMT”) significantly scales back employer obligations from the prior version and delays the effective date. Of note, enforcement is already subject to a legal challenge that has thrown the entire framework into limbo. Final details will be released ahead of the effective date

CONNECTICUT

NEW! STATE’S WAGE TRANSPARENCY & PAY EQUITY REGULATIONS EFFECTIVE OCTOBER 1, 2026

On May 11, 2026, Connecticut enacted a state wage transparency and pay equity workforce bill.

Job Postings

Employers will be required to include a position’s wage or wage range, as well as a general description of benefits, in all public and internal job advertisements. The law defines “benefits” broadly to include health insurance benefits, retirement benefits, fringe benefits, paid leave, and any other compensation, other than wages, offered with the position.

Applicant Disclosures

Employers will be required to provide wage and benefit information upon the applicant’s request or before any discussion of compensation, rather than the current standard of prior to or at the time of making an offer of compensation.

The law defines “wage range” as “the range of wages an employer [anticipates relying on when setting wages] sets in good faith for a position, and may include reference to any applicable pay scale, previously determined range of wages for the position, actual range of wages for those employees currently holding comparable positions or the employer’s budgeted amount for the position.” This definition offers employers flexibility in what kind of compensation they reasonably expect to provide, but mandates earlier disclosure.

The law also clarifies its geographic reach: it applies to any position with duties performed in Connecticut or performed outside of the state where the employee reports directly to a supervisor, office, or other worksite located within the state.

Overtime Pay Codes

The new regulations require employers with 100 or more employees to maintain and publish guides to their employees explaining pay codes, overtime codes, and wage differentials shown on pay statements.

Employers employing 100 or more employees must create a guide for overtime pay codes and the employer’s most commonly used pay differentials, which may include:

- Shift differentials;
- On-call pay;
- Hazard pay;

- Call-back pay;
- Holiday pay;
- Weekend pay; or
- Geographical pay differentials.

If applicable, each guide must include at least 10 pay codes. Employers must post the guides on their website in English, Spanish and the other most common languages spoken by their employees. Employers must include the contact information of a designated office or individual who handles employee disputes regarding calculations of hours and pay differentials. Employers are required to update their guides each time they add a new overtime pay code or pay differential. The law does not require employers to establish and maintain a website if they do not currently maintain one or establish new pay codes.

Employers must provide their employees with website addresses for their guides upon hire. Employers may comply with this requirement by providing a written copy of such guides to an employee upon hire in English and the employee's primary language. In addition, employers must provide the website address to such guides on each record of hours provided to employees.

Employers may use a third-party payroll service that provides pay code guides to comply with the law's overtime notice requirements.

NEW! STATE EXPANDS "STAY OR PAY" AGREEMENT PROHIBITION EFFECTIVE OCTOBER 1, 2026

State law prohibits employers from requiring, as a condition of employment, that employees agree to repay money if they leave employment before a specified period.

The law's definition of prohibited agreements is intentionally broad and includes:

- (i) training repayment agreements;
- (ii) agreements requiring reimbursement for onboarding or certification costs; and
- (iii) any arrangement, imposed as a condition of employment, that requires payment upon early separation, regardless of how it is characterized.

Effective as of the start of October, the amended law will extend the prohibition to all employers, regardless of size; and reinforce that agreements requiring repayment tied to early separation are void as against public policy, subject only to narrow statutory exceptions. (Previously, the prohibition applied only to employers with 26 or more employees, meaning this change will bring smaller employers squarely within the statute's scope for the first time.)

Employer Takeaway: Employers are advised to review and existing Agreements (including offer letters, training reimbursement agreements, retention arrangements, and programs involving sign-on bonuses, relocation assistance, immigration sponsorship, and tuition or education-related assistance) for "stay or pay" provisions as these will need to be removed as of the effective date.

NEW! ADA WORKPLACE NOTICE REQUIREMENTS EFFECTIVE OCTOBER 1, 2026

Employers will be required to give written notice about an employee's right to reasonable accommodations in the workplace under the federal Americans with Disabilities Act to new employees at the start of employment, existing employees within 120 days of October 1, 2026, and any employee who notifies the employer of a disability within 10 days of that notification. Alternatively, an employer can comply by displaying a poster created by the Labor Commissioner in a conspicuous place accessible to employees. Should the State release a separate and additional ADA Labor Notice, ETC will alert employers.

NEW! STATE LACTATION ACCOMMODATION REGULATIONS EFFECTIVE OCTOBER 1, 2026

The law strengthens protections for breastfeeding employees by requiring employers to provide reasonable break times for an employee to express breast milk or breastfeed at the workplace, in addition to the employee's scheduled breaks. This represents a shift from the current law, which allows an employee to express milk or breastfeed during meals or break periods. Existing requirements for a private space near the work area with refrigeration and an electrical outlet remain unchanged. If an updated State Handbook is needed, at present we do not feel an update will be warranted given federal lactation accommodation regulations, ETC will release such for employers.

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.

ILLINOIS

NEW! CHICAGO REFINES PAID LEAVE RULES EFFECTIVE JUNE 1, 2026

The City of Chicago has finalized revised rules implementing its Paid Leave and Paid Sick and Safe Leave Ordinance, with an effective date of June 1, 2026. Although the rules do not fundamentally alter the ordinance's structure, they provide important clarifications regarding employer liability and employee use of leave.

- The rules primarily clarify existing requirements and expectations, including permissible use in childcare disruption scenarios, and employer authority to address patterned misuse, while introducing explicit standards for joint-employer and successor liability and reaffirming that compliant combined PTO policies remain permissible.
- The revisions also introduce explicit compliance expectations, particularly for organizations utilizing staffing arrangements, operating multiple worksites, or maintaining unified PTO policies.

- The ordinance allows use of paid sick and safe leave (“paid sick leave”) when an employee needs to care for a family member whose school, class, or “place of care” has been “closed.” The rules clarify that a “place of care” can include informal childcare arrangements, such as babysitters, family members, or friends who provide care while the employee is working, and that a “closure” can include situations in which the childcare provider is unexpectedly unavailable.

Again, the revised rules largely reinforce existing compliance frameworks but provide additional clarity in areas that have historically created uncertainty for Chicago employers. Additional details can be found in the hyperlinked “revised rules” located in the opening sentence and is issued by the City of Chicago.

NEW! [CHICAGO AMENDS FAIR WORKWEEK RULES EFFECTIVE JUNE 1, 2026](#)

On May 18, 2026, the Chicago Commissioner of Business Affairs and Consumer Protection published extensive amendments to the rules implementing the Chicago Fair Workweek Ordinance (Chapter 6-110). The [new rules](#) become effective June 1, 2026. Employers in covered industries must review and update their policies to ensure compliance.

Change Area	Summary of Amendment
Expanded Definitions	Adds and clarifies terms, including “Leave of Absence,” “On-Call Shift,” “Salary,” and “Week.”
Employer Size Calculations	Employee counts are based on global headcount; fractional numbers are rounded down.
Initial Work Schedule Estimates	On-call shifts must be included; estimates must be provided at hire with supporting data and clear examples.
Advance Notice of Schedule	Schedules must be time-stamped and posted at least 14 days in advance, listing all Covered Employees at the location.
Predictability Pay	Owed for any employer-imposed schedule change over 15 minutes; an exception requires written, time-stamped employee consent.
Voluntary Schedule Changes	Predictability Pay not required for employee-initiated changes (including all forms of leave).
Offer of Additional Hours	Covered Employees must get priority for extra hours; good faith assessment of qualifications is required.
Right to Rest	Covered Employees may consent in writing to shifts with less than 10 hours’ rest and must be paid at least 1.25x their regular rate.
Required Postings	Specifies required posting locations, including bulletin boards, breakrooms, monitors, and swipe-in stations.

Record Retention	Employers must retain records of compliance, especially for Right to Rest and schedule changes.
Severability	New rule: Each rule stands alone; invalidation of one does not affect the others.
Complaints	Removes the section on complaints from the rules.

Background

The Chicago Fair Workweek Ordinance was enacted in June 2019 and became effective July 1, 2020. The Ordinance aims to reduce scheduling volatility and provide predictability for employees in seven industries:

1. Building services
2. Hotels
3. Manufacturing
4. Restaurants (30+ locations worldwide, 250+ employees)
5. Retail
6. Healthcare
7. Warehouse services

Coverage Requirements

- Employer must have at least 100 employees globally (250 for nonprofits and restaurants)
- Employee must earn \$32.50/hour or less (subject to annual inflation adjustment).
- Employee must work at least two hours in Chicago over a two-week period.

Revised Ordinance

- 14 days' advance notice of work schedules for most shifts
- The right to decline previously unscheduled hours
- Predictability Pay for short-notice employer-imposed schedule changes
- The right to rest by declining shifts less than 10 hours after a prior shift

Employer Takeaway: Applicable employers are advised to review to the New Rules issued by the City of Chicago and hyperlinked at the start of the article to ensure compliance with the rules followed by the reviewing of current scheduling and pay practices.

REMINDER: STATE'S NEONATAL INTENSIVE CARE LEAVE EFFECTIVE JUNE 1, 2026

Effective June 1, 2026, employers with at least 16 employees are required to provide unpaid leave to employees to use while their child is a patient in a neonatal intensive care unit.

Under the [Family Neonatal Intensive Care Leave Act](#), employees of employers with 16 to 50 employees may use up to 10 days of leave, while employees of employers with at least 51 employees may use up to 20 days of leave.

This leave may be taken continuously or intermittently, though employers may require that leave be taken in at least two-hour increments. The bill requires employers to maintain an employee's health insurance benefits while he or she is on leave and to reinstate the employee to his or her former position or a substantially equivalent position once the leave ends. Employers are prohibited from taking any adverse action against an employee exercising his or her right to neonatal intensive care leave. Employers who violate the Act are subject to a civil penalty up to \$5,000 per employee affected. ETC has released the updated State Handbook Addendum inclusive of Leave provisions.

Intersection with FMLA

This leave is in addition to that provided under the federal Family and Medical Leave Act (FMLA) and does not run concurrently with it.

INDIANA

REMINDER: STATE IMPOSES EMPLOYMENT ELIGIBILITY REQUIREMENTS REGARDING UNDOCUMENTED WORKERS EFFECTIVE JULY 1, 2026

On March 5, 2026, Indiana enacted [Senate Bill \(SB\) 76](#), the State's Fairness Act, which prohibits employers from knowingly or intentionally recruiting, hiring or continuing to employ unauthorized workers in the state. The law focuses on preventing the employment of undocumented workers and introduces significant new enforcement mechanisms and penalties for employment-eligibility violations and 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.

MAINE

UPDATE! STATE ENACTS PAY TRANSPARENCY REGULATIONS EFFECTIVE JULY 29, 2026

The enactment of [LD 54](#), Maine employers with 10 or more employees must now include hourly or salary pay rate/range in postings and include preferred qualifications.

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

REMINDER: NEW RESTRICTIONS ON WORKPLACE MONITORING EXPECTED EFFECTIVE AS OF JULY 14, 2026

Maine joins New York, Connecticut, and Delaware as one of the few states imposing statutory obligations on employers that electronically monitor employees; however, Maine's law reflects a broader privacy-focused approach that not only mandates disclosure but also limits certain monitoring practices outright. **An Act to Regulate Employer Surveillance to Protect Workers ([LD 61](#))** regulates "employer surveillance," which it broadly defines as monitoring employees through computer, telephone, radio, or other electronic systems. There are certain exceptions, including the use of surveillance cameras for safety or security purposes and the use of GPS or vehicle safety systems installed on employer-owned vehicles operated by employees.

Covered Employers

LD 61 covers both private and public employers, including the state and its political subdivisions.

“Employee” is defined broadly to include any individual who provides services or labor for an employer in exchange for wages or other remuneration, suggesting that the statute may also extend to certain contract workers.

Banned Practices and Notice Requirements

LD 61 prohibits certain practices by employers. That includes:

- Engaging in surveillance in an employee’s home, on the employee’s personal property, or in the employee’s personal vehicle, unless such surveillance is required or necessary for the employee’s job duties.
- Requiring their staff to install data collecting software on their personal devices. The law allows employees to decline an employer’s request to install such applications on their device.

The law also sets out several new disclosure requirements including that employers must:

- Inform employees before implementing any electronic monitoring
- Disclose to job applicants that the employer engages in employee monitoring
- Provide employees with an annual written notice confirming that the company conducts employee surveillance

Penalties

The Maine Department of Labor is authorized to enforce LD 61 and to impose civil penalties for violations, ranging from a minimum of \$100 to a maximum of \$500 per violation. There is no private right of action.

Employer Takeaways:

Employers operating in Maine or across multiple states should consider:

- **Policy updates** - Review employee handbooks, acceptable use policies, and privacy policies to ensure they describe electronic monitoring practices accurately.
 - **Bring-Your-Own-Device Policies** - Consider how LD 61 may impact the use of such policies, and how to work with employees that decline to install monitoring software on their personal devices.
- **Notice protocols** - Implement notice policies and procedures for current employees and for job applicants.
- **Training and documentation** - Train on new obligations and maintain documentation of employee notices and acknowledgments.

MARYLAND

NEW! STATE LIMITS CAPTIVE AUDIENCE MEETINGS EFFECTIVE OCTOBER 1, 2026

With the passing of [MD S 417](#), Employers of all sizes will be subject to the state’s new captive audience law. As a result, employers cannot take—or threaten to take—adverse action against an employee or applicant for not attending or participating in an employer-sponsored meeting that

shares the employer's opinion on political or religious matters. The same protections apply to an employee refusing to listen to employer communications for these purposes.

Matters are religious if they relate to religious belief, affiliation, and practice or the decision to join and support any religious organization or association. Matters are considered political if they relate to any of the following:

- Elections for political office
- Political parties
- Proposals to change legislation, regulations, or public policy
- The decision to join or support any political party or political, civic, community, fraternal, or labor organization

The law contains several exceptions, including (but not limited to) legally required communications and trainings, and those necessary for employees to perform their job duties. Additionally, the restrictions on religious communications don't apply to religious organizations, and the political communication restrictions don't apply to political organizations.

Notices and Postings

Employers must post a notice about these rights where employee notices are customarily posted or in another conspicuous place accessible to all employees. A notice must also be given to each employee upon hire.

The poster and model notice will be issued by the Commissioner of Labor and Industry and made available in English and other languages commonly used in the state by November 1, 2026.

NEBRASKA

NEW! STATE ENACTS MINI- WARN REGULATIONS EFFECTIVE JULY 18, 2026

Nebraska's Governor approved [LEGISLATIVE BILL 921](#), enacting the Nebraska Worker Adjustment and Retraining Notification Act ("Nebraska WARN").

The law borrows concepts from federal WARN, but the Nebraska WARN expands on the federal statute requiring a longer notice period, imposing different trigger thresholds and requiring greater detail in WARN notices.

- **Business closings or mass layoffs affecting 100+ non-"part-time" employees** at a single site of employment may trigger notice obligations.
- **Employers must provide 90 days' advance notice**, rather than the 60-day notice requirements of federal WARN.
- **Greater detail is required in Nebraska WARN notices**, including the names and addresses of affected employees.
- **Employers should review the new law** to ensure compliance by its effective date on July 18, 2026.

- A civil fine of \$100 per day for each day of a violation is the exclusive remedy.

NEW JERSEY

NEW! STATE'S DOL ISSUES FINAL REGULATIONS ON INDEPENDENT CONTRACTOR STATUS RULE EFFECTIVE OCTOBER 1, 2026

- On May 5th, New Jersey DOL announced and issued the final rule implementing the statutory test, commonly referred "ABC", for assessing whether workers are employees or independent contractors under state law (which in its current form has been in effect for several years now)
- The final rule scaled back or deleted some of the provisions to which the business community objected but left much of the proposed ABC test. The final rule scaled back or deleted some of the provisions intact resulting in a narrower approach in response to criticisms from businesses (For those employers following the developments)
- NJ DOL and Workforce Development can now apply the ABC Test uniformly to any legislative program under its jurisdiction, including the State's Unemployment Compensation Law, Wage and Hour Law, and Wage Payment Law.

Under the three-pronged ABC Test, workers performing services for remuneration are presumed to be employees unless the putative employer can show that

- (A) the individual has been and will continue to be free from control or direction over the performance of services, both under their contract and in fact,
- (B) the service is either outside the usual course of the business or outside all the places of business of the enterprise, and
- (C) the individual is customarily engaged in an independently established trade, occupation, profession or business.

Under this additive test, if the putative employer fails to satisfy even one prong, then the person in question will be deemed an employee, not an independent contractor, under the laws enforced by the Department.

The final rule still sets out the Department's general approach to the ABC test and essentially explains rather than expanding current New Jersey law.

It continues to place the burden on businesses to prove that a worker meets all three criteria. It still lists certain facts that are relevant under each criterion, such as whether workers control their own schedule or set their own pay rate.

The final rule also still reflects that some situations/tests alone are not enough on their own to avoid a worker being deemed an employee. Examples of this include whether the worker has an independent-contractor agreement, whether the worker uses a business entity, whether the worker earns a low salary, and whether the worker has multiple jobs.

Employer Takeaway: The State law creates a very strong presumption that workers are employees and provides for potentially significant monetary damages in the event of misclassification. Employers are advised to pay close attention to any workers classified as independent contractors and review 1099 worker classifications in NY using the state’s three-pronged ABC Test to ensure compliance with regulations.

REMINDER: CHANGES TO NEW JERSEY FAMILY LEAVE ACT (NJFLA) EFFECTIVE JULY 17, 2026

New Jersey enacted amendments to its Family Leave Act (NJFLA), Assembly Bill 3451 (A3451), that apply the law to smaller employers and reduce eligibility requirements for employees. The amendments also add job protection for employees receiving benefits under the state temporary disability insurance (TDI) and family leave insurance (FLI) programs. The FLA will now apply to smaller employers than it currently does, and employee eligibility requirements for FLA leave will be lowered. The changes are contained in Assembly Bill (AB) 3451 and take effect **July 17, 2026**.

The NJFLA currently provides twelve weeks of leave every 24 months to eligible employees who require time off to care for a seriously ill family member or bond with a new child. To be eligible for NJFLA leave under existing law, an employee must:

- (1) work for an employer with **thirty** or more employees;
- (2) have been employed at least **twelve** months; and
- (3) have worked at least **1,000** hours in the twelve months preceding the requested leave start date.

The new legislation changes each of these eligibility requirements. Now, an employee will be eligible for NJFLA leave if the employee:

- (1) works for an employer with **fifteen** or more employees;
- (2) has been employed for at least **three** months; and
- (3) has worked at least **250** hours in the preceding three months.

New Medical Leave Job-Protection Provisions

The new law also appears to greatly expand state law to include new job-protection provisions for employees taking medical leave and receiving state Temporary Disability Insurance (TDI) benefits. Currently, the NJFLA (unlike the federal Family and Medical Leave Act (FMLA)) does not provide job-protected leave for an employee’s own serious medical condition. Under the new law, employees receiving state TDI benefits for their own medical condition must be restored to the same job they had before taking leave, or a job that is equivalent in terms of “seniority, status, employment benefits, pay, and other terms and conditions of employment.”

Although this amendment to the TDI law does not describe this as a new “leave” right, the job restoration requirement may effectively create a new job-protected medical leave entitlement. Further, since employees are eligible for up to twenty-six weeks of state TDI benefits, the new law may provide for up to twenty-six weeks of medical leave—a truly remarkable change in the law, providing fourteen more weeks of job protection than is currently available under the FMLA.

Whether the new law in fact creates a new twenty-six-week, job-protected medical leave entitlement, or perhaps simply requires restoration to prior employment when an employee returns from leave under an employer's existing medical leave policy or takes leave under the FMLA is unclear.

Ability to Choose Order of Earned Sick Leave and Temporary Disability Benefits

If an employee is eligible for earned sick leave under New Jersey's Earned Sick Leave Law *and* eligible for TDI benefits, the employee may choose "the order in which the different kinds of leave are taken," but will not receive more than one kind of paid leave at the same time.

Additional resources can be accessed on the [NJFLA](#) website.

NEW YORK

REMINDER: WORKPLACE FIRST AID REQUIREMENTS IN NEW YORK STATE TO INCLUDE OPIOID ANTAGONISTS STARTING JUNE 10, 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.

REMINDER: STATE MANDATORY RETIREMENT SAVINGS PROGRAM EFFECTIVE MARCH 16, MAY 15 & JULY 15, 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. 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.

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

OREGON

REMINDER: STATE ENACTS IMMIGRATION-RELATED EMPLOYEE PROTECTIONS EFFECTIVE JUNE 5, 2026

Oregon's upcoming enactment ([House Bill \(HB\) 4111](#)), 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.

TENNESSEE

NEW! STATE ENACTS NONCOMPETE RESTRICTIONS EFFECTIVE JULY 1, 2026

On May 7, 2026, Tennessee enacted **House Bill (HB) 1034**, as **amended**, which establishes a framework governing the enforceability of noncompete agreements.

The new law contains several provisions, including the following.

Compensation Threshold

Employers are **prohibited** from requiring, requesting or enforcing noncompete agreements against employees who earn less than \$70,000 annually. The law defines **compensation** broadly to include wages, salary, commissions, nondiscretionary bonuses and other forms of remuneration calculated on an annualized basis. In addition, the law requires the annualized compensation for an hourly employee to be calculated by multiplying the employee's hourly rate of pay by 40, then multiplying the result by 52. Any noncompete agreement executed in violation of these provisions is void and unenforceable as a matter of public policy.

Rebuttable Presumptions Regarding Reasonableness in Duration

The new law creates **rebuttable presumptions** regarding the **reasonableness in time** of a restrictive covenant an employer seeks to enforce after the termination of employment or a business relationship. Under HB 1034, a court will presume that a time restraint greater than the following is unreasonable:

- 2 years for employees and independent contractors, measured from the date the employment or business relationship terminates;
- 3 years for distributors, dealers, franchisees, lessees and licensees, measured from the date the business relationship terminates; and
- 5 years or a period equal to the time during which payments are made to the owner or seller, whichever is longer, for owners or sellers of business interests.

NOTE: Courts may modify a restrictive covenant to render it reasonable and enforceable.

The new law also clarifies that employers **may still use and enforce confidentiality or nondisclosure agreements, client or customer nonsolicitation agreements, or employee nonsolicitation agreements**.

Employer Takeaway: Employers are encouraged to review existing employee agreements to ensure the Agreements do not contain noncompete provisions prohibited by the enactment.

REMINDER: STATE TO REQUIRE EMPLOYEE LEAVE FOR ORGAN DONORS EFFECTIVE APRIL 23, 2026

UTAH

REMINDER: STATE BANS HEALTHCARE & VETERINARIAN NONCOMPETES EFFECTIVE MAY 6, 2026

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 REGULATIONS PROTECTING EMPLOYEES FROM COERSION BASED ON IMMIGRATION STATUS EFFECTIVE JULY 1, 2026

On May 14, 2026, Virginia amended the state's employment laws to protect employees from coercion in the workplace based on immigration status.

The amendment bans employers from using coercion or issuing threats to employees based on immigration status in furtherance of committing a violation of the Virginia Minimum Wage Act or provisions related to the payment of wages, including rules issued by the Virginia Department of Labor and Industry (VDOLI). The amendment defines "**coercion**" as a threat to compel or induce a person to engage in conduct that the person has a legal right to abstain from or to abstain from conduct that the person has a legal right to engage in. Under the amendment, "**threat**" means any

implicit or explicit communication specifically pertaining to an employee's or an employee's family member's immigration status that is made by an employer to deter an employee from engaging in protected activities or exercising a right under Virginia law or any rules issued by the VDOLI.

If the VDOLI determines that an employer has violated the law, it will assess a civil penalty for each act of coercion or threat issued, as follows:

- For the first violation, a civil penalty not to exceed \$5,000;
- For a second violation, a civil penalty not to exceed \$9,000; and
- For any subsequent violation, a civil penalty not to exceed \$12,000.

NEW! NONCOMPETE AGREEMENTS UNENFORCEABLE EFFECTIVE JULY 1, 2026

Starting July 1, 2026, and in accordance with [SB 170](#), Virginia noncompete agreements won't be enforceable against employees who are fired without cause, unless the employer provides severance benefits or other monetary payment. Employers are required to disclose these benefits before the noncompete agreement is finalized. What constitutes a termination "for cause" is, unfortunately, not defined in the law.

These limitations only apply to agreements that are created, amended, or renewed on or after July 1, 2026. Employers utilizing noncompete agreements for Virginia employees should consult with an attorney to ensure they remain enforceable.

NEW! NONCOMPETE AGREEMENTS FOR HEALTHCARE PROFESSIONALS BANNED EFFECTIVE JULY 1, 2026

On May 14, 2026, Virginia passed [Senate Bill \(SB\) 128](#), which bans noncompete agreements with healthcare professionals.

NEW! DIRECT SUPPORT SERVICE EMPLOYEES ARE NONEXEMPT EFFECTIVE JULY 1, 2026

Beginning July 1, 2026, the State's overtime law will be updated to specifically classify direct support service employees as nonexempt and eligible for overtime. Direct support services are defined as personal care services provided in-home on a long-term basis for the elderly or disabled. [HB 238](#) was approved by the governor on April 22, 2026.

Under SB 128, employers may not enter into, enforce or threaten to enforce noncompete agreements with healthcare professionals on or after July 1, 2026. **Healthcare professional** means any person licensed, registered or certified by the Board of Medicine, Nursing, Counseling, Optometry, Psychology or Social Work.

The following Agreement, however, continue to be allowed:

- Nondisclosure agreements intended to prohibit the taking, misappropriating, threatening to misappropriate or sharing of certain information to which the professional has access (e.g., trade secrets, proprietary or confidential information);
- Noncompetes in connection with the sale of a business, provided the restrictive covenants are reasonable in scope, duration and geographic area;

- Customer nonsolicitation agreements that restrict the solicitation of customers or prospective customers with whom the professional had material contact during employment (the professional may inform patients of their continuing practice of medicine, their new contact information and the patient's right to choose a healthcare professional); and
- Agreements requiring repayment for all or a prorated portion of recruitment-related costs (e.g., relocation expenses, signing or retention bonuses) from a professional who has been employed for fewer than five years.

Employee Takeaway: Employers should evaluate any current employee Agreements with Noncompete provisions as well as not enter into any new agreements with noncompete provisions with healthcare professionals on or after July 1, 2026.

NEW! STATE ENACTS PAID SICK LEAVE EFFECTIVE JULY 1, 2027

The state's governor signed into law a [bill](#) requiring employers to provide up to 5 days (40 hours) of paid sick leave (PSL) annually to employees for qualifying reasons. As of the 2027 effective date, the PSL requirement will be phased in over 3 years until employers of all sizes are covered by 2029.

Phased-in Schedule

- [JULY 1, 2027](#): Employers with at least 50 employees
- [JANUARY 1, 2028](#): Employers with at least 25 employees
- [JANUARY 1, 2029](#): Employers with at least one employee

Covered Employees

All employees are covered except home healthcare workers (who are covered by a different paid sick leave law), certain other health workers, railroad workers and specific collectively bargained employees. Part-time employees are covered.

Employer Takeaway: Employers with paid time off policies that provide the amount of paid leave required by the PSL law are not required to provide additional paid sick leave, as long as the paid time off provided may be used for the same purposes and under the same conditions as PSL under the PSL law.

REMINDER: STATE ENACTS EQUAL PAY & PAY TRANSPARENCY REGULATIONS - JULY 1, 2026

REMINDER: STATE AMENDS HUMAN RIGHTS ACT EFFECTIVE JULY 1, 2026

REMINDER: STATE PASSES EMERGENCY RESPONDER LEAVE EFFECTIVE JULY 1, 2026

REMINDER: STATE REQUIRES SEVERANCE BENEFITS FOR NONCOMPETES - JULY 1, 2026

REMINDER: STATE EXPANDS WAGE PAYMENT & MISCLASSIFICATION PENALTIES - JULY 1, 2026

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

**REMINDER: STATE MANDATES NEW WORKPLACE HEAT ILLNESS PREVENTION STANDARDS
EFFECTIVE MAY 1, 2028**

WASHINGTON

**REMINDER: STATE REGULATIONS RELATED TO TRANSPORTATION NETWORK COMPANIES
EFFECTIVE SEPT 1, 2025 & JULY 1, 2026**

Washington employers should prepare for two significant legislative updates that will impact Transportation Network Companies (TNCs). Effective September 1, 2025, TNCs must provide drivers with detailed information about vehicle eligibility for each product class offered on their platform, including make, model, and year. Then, by **July 1, 2026**, drivers will also be entitled to request aggregated, downloadable per-trip receipt data in a searchable format, enhancing transparency around earnings. As this topic is more industry released and beyond what ETC typically reports, access a recent article on the topic published by Seyfarth Shaw, LLP [HERE](#)

REMINDER: STATE EXPANDS CRIMINAL HISTORY LAW EFFECTIVE JULY 1, 2026 & JULY 1, 2027

Washington amended the Washington Fair Chance Act (WFCA) to expand restrictions and obligations with respect to the use of criminal records by employers and to increase penalties under the law. The amendment takes effect:

- July 1, 2026, for employers with 15 or more employees
- July 1, 2027, for employers with fewer than 15 employees

**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 – [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 - [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 – [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 \(for calendar year benefit plan yrs\)](#)
- 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 – [Sep 25, 2025](#)
- State's Captive Audience Ban – [Jul 1, 2025](#)
- Updated Min Wage & Salary 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 – [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 – [2026](#)
- Los Angeles Updates Freelance Worker Protections Ordinance
- Personnel Records Changes – Incl Education & Training Records (SB 513) – [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 – [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 – [Jan 1, 2026](#)
- State Publishes Required Victim Leave Notice – [Jul 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 – [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 - [Jul 1, 2026](#)
- State Increases Minimum Wage – [Jan 1, 2026](#)
- Updated State Paid Sick Leave Regulations – [Jan 1, 2026](#)
- State Expands Victim Protections – [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 – [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 – [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 – [Jan 1, 2026](#)
- State's Paid Break Time for Nursing Mothers – [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 – [Jun 1, 2026](#)
- Amended Wage Transparency Act – [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 to [Aug 14, 2025](#)
- State's Military Funeral Honors Detail Leave Law – [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 - [Jul 1, 2026](#)
- State Enacts Employee Conference Leave – [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](#)

KENTUCKY

- Tipped Employee Definition Updated - [Apr 10, 2026](#)

MAINE

- State Enacts Wage Transparency Regulations - [Jul 1, 2026](#)
- New Restrictions on Workplace Monitoring – Expected [Jul 2026](#)
- State Increases Minimum Wage – [Jan 1, 2026](#)
- Updates: Reporting Time Pay & Earned Paid Leave – [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

- Update: State Publishes FAMILI Contribution Rates, Private Plan Dates & FAQs - Contributions Start [Jan 1, 2027](#) & Benefits Start No Later Than [Jan 3, 2028](#)
- 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 – [Dec 2, 2025](#) & [Jan 1, 2026](#)
- Upcoming Annual Wage Data Reporting Obligations – [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 - [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 – [Dec 31, 2025](#)
- State Issues Guidance on Meal & Rest Break Amendments - [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) – [Jul 2026](#)
- State Increases Minimum Wage – [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 – [Mar 1, 2026](#)

NEW YORK

- New! State's Trapped at Work Effective Date in Question - [Dec 19, 2026](#) or [Feb 13, 2027?](#)
- State AI Regulations Eff [Jan 1, 2027](#)
- State Mandatory Retirement Savings Program - [March 16, 2026](#)
- Workplace First Aid Requirements in New York State to Include Opioid Antagonists – Updated to [Dec 12, 2026](#)
- State Amends & Delays Trapped at Work Act – updated to [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 - [Feb 22, 2026](#)
- State Restricts Use of Credit History in Employment Decisions - [Apr 18, 2026](#)
- Covered Employers Required to Include Opioid Antagonist in First Aid Kits
- State Expands Paid Family Leave for Construction Workers - [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) – [Jan 1, 2025](#)

OHIO

- Construction Contractors Required To Verify Employees' Work Eligibility Through the Federal E-Verify Program - [Mar 20, 2026](#)
- State Increases Minimum Wage - [Jan 1, 2026](#)
- Columbus Enacts Pay Transparency (Pay Ranges in Job Postings) Law - [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 - [Nov 1, 2025](#)

OREGON

- State Enacts Immigration-related Employee Protections - [Jun 5, 2026](#)
- Workplace Violence Prevention for Healthcare Employers - [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 - [Jan 24, 2026](#)
- Philadelphia Expands Its "Ban the Box" Restrictions - [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 - [Jan 1, 2026](#)
- Temporary Caregiver Insurance (Paid Medical Leave) Expands - [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](#)

TENNESSEE

- State to Require Employee Leave for Organ Donors - [Apr 23, 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](#)

UTAH

- State Enacts Hospital Workplace Violence Reporting Regulations - [May 6 & Nov 1, 2026](#)
- State Bans Healthcare & Veterinarian Noncompetes - [May 6, 2026](#)

VERMONT

- State Expands Parental & Family Leave - [Jul 1, 2025](#)

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

VIRGINIA

- State Enacts Paid Family & Medical Leave Insurance Program – Contributions start [Apr 1, 2028](#); Leave Benefits [Dec 1, 2028](#)
- State Enacts Pay Transparency Regulations - [Jul 1, 2026](#)
- State Amends Human Rights Act - [Jul 1, 2026](#)
- State Passes Emergency Responder Leave - [Jul 1, 2026](#)
- State Requires Severance Benefits for Noncompetes - [Jul 1, 2026](#)
- State Enacts New Hospital-specific Workplace Violence Reporting Requirements - [Jul 1, 2026](#)
- State Mandates New Workplace Heat Illness Prevention Standards – Board to create enforceable standards [May 1, 2028](#)
- State Expands Wage Payment & Misclassification Penalties - [Jul 1, 2026](#)
- 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 Requires Employee Notice of Form I-9 Audits - [Oct 1, 2026](#)
- State Mini-WARN Regulations Amended - [Mar 17, 2026](#)
- State Passes Law Banning all Noncompete Agreements - [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) - [Jan 1, 2026](#)
- Enhanced Workplace Safety Standards for Applicable Isolated Employees - [Jan 1, 2026](#)
- New Workplace Violence Law for Healthcare Settings - [Jan 1, 2026](#)
- State Announces PFML Premium Rate for 2026 – [Jan 1, 2026](#)
- Min Wage & Salary Exemption Thresholds Increase – [Jan 1, 2026](#)
- State Regulations Related to Transportation Network Companies – [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 – Salary 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 – [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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