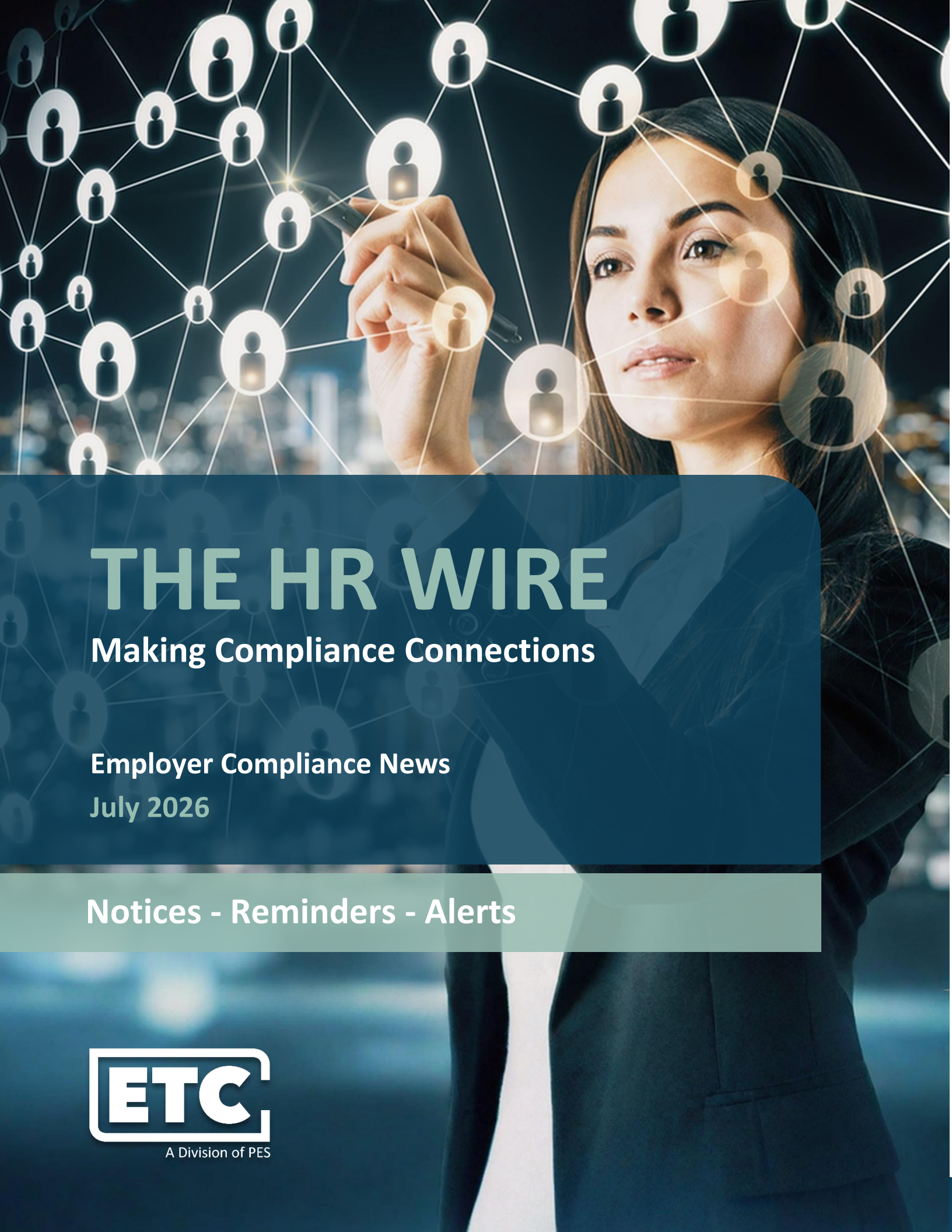




THE HR WIRE

Making Compliance Connections

Employer Compliance News

July 2026

Notices - Reminders - Alerts



A Division of PES

WORKPLACE LABOR NOTICES

FEDERAL NOTICE UPDATES

Children's Health Insurance Program (CHIP) Model Notice – updated as of 7/2026

STATE NOTICE UPDATES

Indiana – the state's Department of Labor has updated its **Work Restrictions for Youth Employees notice** removing the requirement that employers with five or more minors under the age of 18 register in the Indiana Youth Employment System (YES).

Utah – the state's Department of Workforce Services has updated its **Unemployment Insurance Notice** posting to reflect revised unemployment claim filing instructions and updated agency contact addresses.

Vermont – the state Department of Labor has updated the mandatory **Unemployment Insurance Notice** to direct employees to the state's online resources for unemployment claim information and online claim filing. The previous instruction to call the Department of Labor for initial claims has been replaced with website links, while all other substantive employee rights and benefit information remain unchanged.

Virginia – several notices have been updated, including the **Workers' Compensation Notice** and the **Occupational Safety & Health Notice**.

EMPLOYEE HANDBOOK POLICY & STATE ADDENDA UPDATES

STATE HANDBOOK ADDENDA UPDATES

Louisiana – updated to include new Organ & Bone Marrow Donation Leaves in effect as of August 1.

New York - updated New York City's Safe & Sick Time Policy to add SST reinstatement provisions should an employee be rehired.

COMPLIANCE ALERTS & REMINDERS

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

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

NEW! 2027 ANNUAL BENEFIT CONTRIBUTIONS LIMITS CHART

NEW! IRS MILEAGE RATES INCREASED ON JULY 1

On July 13, 2026, the Internal Revenue Service (IRS) [announced](#) a midyear increase to the optional standard mileage rates. Starting July 1, 2026, through December 31, 2026, the rates for business use, medical and moving purposes will increase 3.5 cents. The IRS made this change due to recent increases in fuel prices.

This means that **effective July 1, 2026**, the standard mileage rates for the use of a car, van, pickup or panel truck are:

- **76 cents per mile driven for business use**, up 3.5 cents from the January 1, 2026, rate of 72.5 cents.
- **23.5 cents per mile driven for medical purposes**, up 3.5 cents from last year.
- **23.5 cents per mile driven for moving purposes** for certain active-duty members of the Armed Forces — and now certain members of the intelligence community — increased 3.5 cents from 2025.
- **14 cents per mile driven in service of charitable organizations**, unchanged from last year.

These rates apply to **all** vehicles, including fully electric and hybrid automobiles, as well as gasoline- and diesel-powered vehicles.

Employer Takeaway:

- Employers should update their expense reimbursement practices and policies to reflect the new **July 1 rates**, should rates be cited in their policies.
- For employers with employees in states, such as California, requiring reimbursement for all expenses employees actually incurred through the course and scope of their employment, typically using the IRS mileage rate will generally satisfy an employer's obligation to reimburse for business-related vehicle expenses, absent evidence to the contrary. That said, employers have the option of calculating the actual costs of using their vehicle instead of the standard mileage rate.
- Since the IRS didn't announce the new rates until July 13, employers should review any expense reimbursements incurred during **the first half of July** that were paid under the prior rates to determine if any additional reimbursements are owed.

NEW! ACA AFFORDABILITY - IS YOUR PLAN LEAVING MONEY ON THE TABLE?

The ACA affordability percentage increased to **10.22%** for **2027**, a significant increase from **9.96%** in **2026**. This gives some Applicable Large Employers (ALEs) additional flexibility in setting employee contributions while still meeting the affordability requirement.

August is when many employers are beginning renewal and budgeting discussions for 2027.

Brokers can position themselves as strategic advisors rather than just renewal coordinators.

It naturally leads into discussions about:

- ESRP exposure
- Affordability safe harbors
- Contribution strategies
- IRS Letter 226-J risk
- ICHRA alternatives

NEW! EEOC REMOVED AFFIRMATIVE ACTION GUIDANCE

On June 30, 2026, the U.S. Equal Employment Opportunity Commission (EEOC) **announced** that it rescinded two affirmative action guidance documents it adopted approximately 40 years ago — (1) the agency’s interpretive guidelines for appropriate affirmative action under Title VII of the Civil Rights Act and (2) the related section of the EEOC’s compliance manual, which discussed affirmative action. In its press release, the EEOC stated that the guidance no longer aligned with Title VII and Supreme Court case law that has developed over the past four decades.

Together, the two guidance documents described when voluntary affirmative action programs were permissible under Title VII. The guidance explained that employers could take affirmative action to correct the effects of prior discriminatory practices but had to do so according to a reasoned plan or program rather than a series of isolated events — and they couldn’t do so in a way that created new discriminatory effects. The guidance contained detailed instructions and examples of appropriate programs. Employers with voluntary affirmative action plans should consult with legal counsel about how the EEOC’s change may impact their program and available defenses in the event of any future dispute

Key Takeaways:

- Recommended review of any DEI-related programs, hiring practices, and affirmative action policies in light of this change that will come into effect through a forthcoming Federal Register notice
- For policies not required by law, document the basis for such programs that reference protected classes such as sex, race, or national origin
- Evaluate how to defend voluntary affirmative action plans and consider changes where such policies may not be strongly defended
- Meet with legal counsel to ensure organization’s applicable programs and policies are supported by current legal authority, and, where appropriate, update any written plans, communications, or training materials that reference the now rescinded EEOC guidance.

NEW! EEOC'S PROPOSED RULE – ELIMINATION OF EEO-1 REPORTING REQUIREMENTS

On **July 23, 2026**, the U.S. Equal Employment Opportunity Commission (EEOC) published a [Notice of Proposed Rulemaking](#) to eliminate EEO-1 reporting requirements for private employers. The 30-day public comment period for the EEOC's proposed rule will end on **August 24, 2026**.

Because the EEOC has not yet announced the opening date and filing deadline for 2025 EEO-1 reports, it is unclear how the proposed rule might impact the filing of 2025 EEO-1 reports. ETC will continue to monitor the EEOC's proposed rule and EEO-1 Data Collection requirements and related announcements.

NEW! DOL PROPOSED RULE – EXPANDED ELECTRONIC DELIVERY OPTIONS – GROUP HEALTH PLAN DISCLOSURES

The U.S. Department of Labor's (DOL) Employee Benefits Security Administration has issued a [proposed rule](#) that would establish a new, additional safe harbor for group health plan administrators to use electronic media to furnish plan disclosures required under the Employee Retirement Income Security Act (ERISA). The proposal aims to modernize the delivery of group health plan disclosures to reduce administrative burdens and improve participants' ability to access and understand plan information.

The proposed rule would add a new safe harbor for group health plan administrators to electronically deliver required disclosures, largely mirroring the 2020 retirement plan safe harbor. Unlike the 2020 retirement plan safe harbor, though, **email delivery would not be available under this proposal**, as many ERISA group health plan disclosures contain sensitive information, including protected health information. ETC will continue to monitor and provide updates.

NEW! DOL OPINION LETTER: COMPENSABILITY OF COMMUTE TIME ACTIVITIES

On July 22, 2026, the U.S. Department of Labor (DOL) issued Opinion Letter [FLSA2026-10](#), addressing whether time spent by an employee receiving pages, calling clients and other workers to schedule appointments, and driving from home to the first client appointment is work time under the Fair Labor Standards Act (FLSA) that employers must track and pay.

Situational Highlights:

The employee was a field service engineer responsible for installing and servicing magnetic resonance imaging systems. The employee performed these services at client locations (hospitals or imaging sites) instead of reporting to an office. Every day, the employee drove

from home to their first client appointment, from jobsite to jobsite and then home after their last appointment.

The employee's paid shift began at 8 a.m. and ended at 5 p.m. The employee received client service requests remotely from their employer via the employer's internal messaging system between 7 a.m. and 8 a.m.

DOL's Position:

Receiving Pages and Making Calls

The DOL confirmed that the time the employee spent receiving pages, whether performed at home or during the commute, before performing any other work-related activities, was incidental to the use of an employer-provided vehicle for commuting under the ECFA and therefore likely not compensable. However, the DOL advised that the time the employee spent calling clients to schedule appointments (or other engineers to cover service requests) was integral and indispensable to the employee's principal job of installing and servicing equipment and therefore compensable regardless of whether the employee conducted the calls at home or in the employer-provided vehicle.

Drive Time

The DOL concluded that the employee's drive time was compensable when the employee completed pre-shift work before leaving home to drive to the first appointment because it occurred during the workday and was not an ordinary commute. The department reasoned that the employee's travel was not an ordinary commute because the time and manner of the travel were based primarily on the employer's needs rather than the employee's choice. In addition, the employer required the employee to engage in substantial work both immediately before the travel, when the employee spent most of an hour engaged in phone calls, and immediately after the travel, when the employee worked at the day's first worksite. Whether the employee's drive time was compensable when the employee left home before their shift started and did some or all pre-shift work while driving depended on when the employee started making work calls. The drive time before the employee made the first work call was ordinary home-to-work travel and, therefore, not compensable. However, once the employee started calling clients, their workday had begun, and the rest of the travel time from the first client call to the first appointment was compensable because calling clients was the employee's first principal activity of the day and the employee was required to perform that activity throughout the travel. The DOL did not consider whether—or at what point—a less extensive amount of time spent on calls while traveling to the employee's first worksite might affect whether the entire travel time after the first call would constitute hours worked.

NEW! FLSA OPINION LETTER: WHEN SALARIED EMPLOYEES PICK UP HOURLY SHIFTS

What happens when the employee picking up extra work is a salaried exempt employee? Does the Fair Labor Standards Act (FLSA) prohibit such an arrangement?

The U.S. Department of Labor (DOL) recently addressed this issue in [Opinion Letter FLSA2026-5](#). According to the DOL, a salaried exempt employee may pick up hourly shifts, but employers engaging in this practice should be aware of FLSA complications that may arise and take steps to prevent the employee from losing their exempt status.

While the FLSA does not prohibit an exempt employee from performing additional hourly work, the arrangement can compromise the employee's exempt status if the additional work changes the nature of the employee's role. If an employee loses exempt status, their employer may be required to pay that employee overtime — creating additional expenses and hour-tracking issues.⁵

The DOL's guidance makes clear that an exempt employee does not lose exempt status simply because the employee picks up additional hourly work.⁶ If, however, an exempt employee's extra shifts performing nonexempt work begin to monopolize their working time then, that employee is at risk of losing their exempt status.⁷ In sum, the DOL's guidance can be broken down into a few key takeaways.

Takeaway 1: How to qualify as an exempt executive, administrative, or professional employee.

To qualify for the Section 13(a)(1) exemption, an employee must satisfy both a duties requirement and a salary requirement. First, the employee's primary duty must be exempt work. Second, the employee must be paid on a salary basis at or above the required salary level. Those requirements are addressed in greater detail in 29 C.F.R. Part 541.⁸

Takeaway 2: How an exempt employee can perform nonexempt work.

Once an employee is exempt, the Opinion Letter confirms that an exempt employee can take on additional nonexempt work.⁹ To preserve an employee's exempt status, however, employers should keep the following in mind:

- **The employee's primary duty should remain exempt work.** Section 13(a)(1) requires an employee's primary duty to be exempt work. While much goes into this analysis, time spent performing exempt work is an important consideration, with employees who spend more than half of their time doing exempt work generally satisfying the exemption. Other considerations include, but are not limited to, the extent of supervision over an employee and the importance of the exempt work when compared to other duties assigned to the employee.¹⁰

- **Some overlap between the roles of an exempt and nonexempt employee is permitted.** An exempt employee's role does not need to be completely different from a nonexempt role. Some overlap of job responsibilities is permitted and, standing alone, should not defeat the exemption.¹¹
- **Paying hourly compensation for additional work does not, by itself, defeat the salary-basis requirement of Section 13(a)(1).** As long as the exempt employee continues to receive a full predetermined salary for their exempt role each week, additional hourly pay for nonexempt shifts is permissible "additional compensation" and should not affect exempt status.¹²
- **Compensation for additional nonexempt work is generally left to the employer.** Employers may compensate additional nonexempt work in different ways, including flat-sum payments, bonuses, hourly payments, or other forms of additional compensation. Also, while an employer may provide extra compensation for additional hourly shifts, the FLSA does not require it if the employee remains properly classified as exempt.¹³

-Extracted from Snell & Wilmer Law Firm's July 8, 2026, Legal Alert, accessible [HERE](#)

STATE COMPLIANCE REGULATORY ANNOUNCEMENTS & REMINDERS

ALASKA

REMINDER:

- STATE ALLOWS WAGE PAYMENTS VIA PAYROLL CARD ACCOUNTS AS OF [JULY 1, 2026](#)

ARIZONA

NEW! STATE EXPANDS MILITARY LEAVE EFFECTIVE [SEPTEMBER 12, 2026](#)

Under [HB 2663](#), the state's military leave law, which applies to employers of all sizes, will be expanded to cover leave for all categories of military training. Currently, the law allows leave to attend common categories of military training—specifically camps, maneuvers, formations, and armory drills—so this change is largely a formality to ensure that all types of training are covered. The law applies to military service in the reserve components of the U.S. Armed Forces and any state's national guard. If an employer's military leave policy only allows for leave for specific training, it will need to be updated.

CALIFORNIA

• REMINDERS:

- ANNUAL WORKPLACE VIOLENCE PLAN REVIEW & EMPLOYEE TRAINING DEADLINE [JULY 1, 2026](#)
- MINIMUM WAGE INCREASES EFFECTIVE [JULY 1, 2026](#)
 - Healthcare Workers
 - San Diego Hospitality Workers
 - Multiple Local

COLORADO

NEW! STATE'S PROTECTIONS REGARDING SEIZURES OF IDENTIFICATION DOCUMENTS EFFECTIVE [AUGUST 12, 2026](#)

The state has enacted House Bill 26-1283, "*Protections Regarding Seizures of Identification Documents*," establishing new restrictions on how employers may handle government-issued identification documents and creates an additional compliance consideration for employers

conducting onboarding and employment eligibility verification. HB26-1283 prohibits an employer or its agents from demanding, confiscating, retaining, or otherwise requiring employees, applicants, migrant workers, seasonal workers, or other individuals seeking work to surrender a government-issued identification document, subject to limited exceptions established by law.

HB26-1283 does not prohibit employers from examining original government-issued identity documents or making copies when permitted by law. Rather, it permits employers to temporarily retain an original government-issued identification document for up to 10 hours to verify employment eligibility and make a copy.

There is one additional obligation that will impact employment eligibility verification. When verifying an individual's employment eligibility, Colorado employers must provide a written notice informing the individual of the statute's prohibition on confiscating or improperly retaining government-issued identification documents and obtain the individual's **written acknowledgment**. This written acknowledgement is then required to be retained in the employee's employment file.

Employer Takeaway: Employers are advised to adjust their employee onboarding process to ensure compliance with this new regulation.

SAMPLE EMPLOYEE ACKNOWLEDGEMENT: COLORADO HB 26-1283 EMPLOYEE NOTICE AND ACKNOWLEDGMENT: GOVERNMENT-ISSUED IDENTIFICATION DOCUMENTS

Colorado House Bill 26-1283, "Protections Regarding Seizures of Identification Documents," prohibits an employer or an employer's agent from demanding, confiscating, retaining, or otherwise requiring an individual who is an employee, applicant for employment, migrant worker, seasonal worker, or other individual performing or seeking to perform work to surrender a government-issued identification document, except as permitted by law.

This prohibition does not prevent the Company from examining original identification documents, making copies when permitted by law, or temporarily retaining an original government-issued identification document for no more than 10 hours for the limited purpose of verifying employment eligibility and making a copy.

If the Company knows that an individual's primary language is not English, this notice should also be provided in the individual's primary language. The Company will retain the signed acknowledgment in the employee's employment file.

Acknowledgment: I acknowledge that I have received this written notice regarding Colorado HB 26-1283 and understand that the Company is prohibited from confiscating or improperly retaining my government-issued identification documents, except as permitted by law.

Individual Name: _____

Signature: _____

Date: _____

REMINDER:

- STATE'S NEWLY ENACTED AI LEGISLATION (CO AI ACT) [ON HOLD](#)

CONNECTICUT

REMINDERS:

- WAREHOUSE QUOTA LAW EFFECTIVE [JULY 1, 2026](#)
- STATE UPDATES EMPLOYEE SURVEILLANCE LAW EFFECTIVE [OCTOBER 1, 2026](#)
- WAGE TRANSPARENCY & PAY EQUITY REGULATIONS EFFECTIVE [OCTOBER 1, 2026](#)
 - Wage or wage range, plus a general description of benefits (external & internal postings)
- PROHIBITED "STAY OR PAY" AGREEMENTS EFFECTIVE [OCTOBER 1, 2026](#)
- ADA WORKPLACE NOTICE REQUIREMENTS EFFECTIVE [OCTOBER 1, 2026](#)
- LACTATION ACCOMMODATIONS EFFECTIVE [OCTOBER 1, 2026](#)
- NEW AI "CART" REGULATIONS EFFECTIVE [OCTOBER 1, 2026](#)

DISTRICT OF COLUMBIA

REMINDER:

- STATE MINIMUM WAGE INCREASES EFFECTIVE [JULY 1, 2026](#)

HAWAII

REMINDER:

- STATE'S FAMILY LEAVE COVERS MILITARY EXIGENCIES EFFECTIVE [JULY 1, 2026](#)

ILLINOIS

REMINDER:

- LOCAL MINIMUM WAGE INCREASES EFFECTIVE [JULY 1, 2026](#)

- Chicago
- Cook County

INDIANA

REMINDER:

- EMPLOYMENT REQUIREMENTS UNDOCUMENTED WORKERS EFFECTIVE [JULY 1, 2026](#)

IOWA

REMINDER:

- STATE IMPOSES PENALTIES FOR ACCEPTING FALSE SOCIAL SECURITY NUMBERS [JULY 1, 2026](#)

LOUISIANA

REMINDER:

- NEW ORGAN & BONE MARROW DONATION LEAVE EFFECTIVE [AUGUST 1, 2026](#)

MAINE

REMINDERS:

- NEW RESTRICTIONS WORKPLACE MONITORING EXPECTED EFFECTIVE [JULY 14, 2026](#)
- STATE UPDATES DRUG & ALCOHOL TESTING REGULATIONS EFFECTIVE [JULY 29, 2026](#)
- STATE ENACTS PAY TRANSPARENCY REGULATIONS EFFECTIVE [JULY 29, 2026](#)
 - Job Postings & Employee Disclosures

MARYLAND

REMINDERS:

- LOCAL MINIMUM WAGE INCREASES EFFECTIVE [JULY 1, 2026](#)
 - HOWARD COUNTY
 - MONTGOMERY COUNTY
- STATE LIMITS CAPTIVE AUDIENCE MEETINGS EFFECTIVE [OCTOBER 1, 2026](#)
- STATE EXPANDS VETERAN EMPLOYMENT PREFERENCES EFFECTIVE [OCTOBER 1, 2026](#)

MASSACHUSETTS

NEW! STATE PFML CONTRIBUTION SHIFT EFFECTIVE JANUARY 1, 2027

Employers should prepare for an important change to the Commonwealth's Paid Family and Medical Leave (PFML) contribution structure beginning January 1, 2027. Under recently enacted Chapter 101 of the Acts of 2026, the employer-required share of PFML contributions will shift from medical leave to family leave.

While the change does not alter employers' obligation to remit PFML contributions, it will affect how contributions are allocated between employers and employees for employers with 25 or more covered individuals.

Current PFML Contribution Structure

For 2025 and 2026, employers with 25 or more covered individuals contribute to PFML through a combination of employee payroll withholdings and employer-paid contributions. Under the current structure:

- Employees may be charged up to **100% of the family leave contribution**.
- Employees may be charged up to **40% of the medical leave contribution**.
- Employers are responsible for the remaining **60% of the medical leave contribution**.

What Changes on January 1, 2027?

Beginning January 1, 2027, Massachusetts will effectively reverse that allocation.

For employers with 25 or more covered individuals:

- Employers will be required to pay **60% of the family leave contribution**.
- Employees may be charged up to **40% of the family leave contribution**.
- Employees may be charged up to **100% of the medical leave contribution**.

In other words, the employer's required contribution will move from the medical leave side of PFML to the family leave side. The overall contribution framework remains in place, but the allocation between family and medical leave changes significantly.

At this time the 2027 PFML rate remains unknown.

Employer Takeaway: Employers should evaluate operational implications of the new contribution structure, review payroll system and PFML withholding configurations ahead of the changes, and watch for published guidance from DFML before the effective date.

REMINDER:

- MAPFML (MASSACHUSETTS PAID FAMILY & MEDICAL LEAVE) EXEMPT PRIVATE PLAN EMPLOYER REPORTING DUE [AUGUST 31, 2026](#)

MINNESOTA

NEW! STATE ADOPTS NEW PAID SICK & SAFE TIME RULES EFFECTIVE JULY 6, 2026

Overview:

- New rules clarify various statutory requirements
- Of note, employers can continue to offer attendance-based incentives but cannot require employees to use leave
- Rules also address exceptions to when employers can request documentation, when leave is deemed “accrued,” and how the law affects employers that offer generous paid leave benefits

Employer Takeaways:

Employers should determine whether the rules affect their paid sick and safe time (or other paid leave) policies, procedures, and practices, and respond accordingly by reviewing the Department of Labor & Industry (DLI)’s published FAQs.

Because more information about the new rules may be published online, employers are encouraged to monitor Minnesota DLI’s **earned sick and safe time webpage**. The Department of Labor & Industry’s finalized [rules](#) can also be reviewed.

Additional Change Details

No “Forced” Use: Under the rules, employers cannot require employees to use leave. However, the rules also provide that if an employee requests not to use leave but will be absent for a covered reason under the law, their absence is not protected by the law (though another law might protect the absence).

Leave Use Can Be a Factor in Incentive Programs: Under Minnesota’s statute, “[i]t shall be unlawful for an employer’s absence control policy or attendance point system to count earned sick and safe time taken [] as an absence that may lead to or result in retaliation or any other adverse action.” However, the rules distinguish “negative” from “positive” programs by stating, “[i]f a bonus, reward, or other incentive is based on the achievement of a specified goal such as hours worked, products sold, or perfect attendance and the employee has not met that goal to use of earned sick and safe time, then the incentive may be denied, unless otherwise paid to employees on any other leave status.”

Documentation Requests & Responses: Under the statute, employers can require employees to supply reasonable documentation to support an absence of three or more consecutive scheduled workdays. Without establishing a hard deadline by when employees must provide such documentation, the rules require that employees be given a “reasonable” amount of

time. Additionally, they require that any documentation requirement be clearly communicated to employees. Notably, the rules create an exception that allows employers to seek documentation earlier if there is a pattern or clear instance of suspected misuse. Examples include, but are not limited to: 1) an employee repeatedly using leave before or after a scheduled day off, vacation, or holiday; 2) an employee repeatedly using less than 30 minutes of leave at the beginning or end of a shift; 3) an employee using leave on a day when a previous request to take other leave on that day was denied; and 4) documentation or other evidence that conflicts with an employee's claimed use of leave. The rules also provide that, if an employee fails to provide the (validly) requested documentation, the absence is not protected.

Employers with More Generous Policies: Employers that offer more paid sick and safe time than the law requires, or different types of paid leave, were taken aback when the statute was amended to extend some of its statutory requirements and protections to these “other” voluntary paid leave benefits, even if they were not used to comply with the law. Although employers were hoping that the state labor department might, via regulation, reconcile this requirement with a statement in the law (in the same section) that says the law does not discourage employers from adopting or retaining paid leave policies that exceed the law's minimum standards, that relief did not materialize. The state labor department clarified only that statutory paid family-medical leave benefits under a separate Minnesota law qualify as a “salary continuation benefit” that is not subject to the “more generous policy” requirement.

Determining Who Is a Covered Employee: To be covered under the law, an employee must be anticipated to work at least 80 hours in Minnesota in a year. The rules clarify that employers must make a good faith determination whether an individual will work that many hours, which requires, at a minimum, evaluating an employee's work schedule and location of hours worked “in a manner that is not knowingly false or in reckless disregard of the truth.”

Designating & Changing a Year: The statute defines a “year” as a regular and consecutive 12-month period determined by an employer that is clearly communicated to each employee. Under the rules, if an employer does not designate and communicate its year, the year will be a calendar year. To change a year's start and end dates, the rules require notice before the change occurs and require that a change not negatively impact an employee's ability to accrue leave.

When Accrual Is Calculated, How Leave Accrues & Advances on Accrual: All similar sick leave laws in the United States talk about the rate of accrual, but few discuss when the accrual calculation must occur, which determines when leave is “accrued” and therefore available to use. Minnesota's rules address this issue and require that leave accrued based on hours worked during a pay period must be credited (considered “accrued”) no later than the payday

for that pay period. Additionally, the rules clarify that leave accrues in whole-hour units rather than fractionally. If, for example, an employee works 80 hours in a bi-weekly pay period, the rules allow for accrual of two hours, rather than 2.67 hours, of leave. For employers complying with the law using an accrual, rather than frontloading, system, the statute allows employers to advance leave hours based on an employee's projected hours worked for the remainder of the year, but if an employer undercalculates how much the employee would work, it must provide additional leave to make up the difference. The rules establish a timeframe for this "top up" of 15 calendar days of the employee's actual work hours exceeding their anticipated work hours in the year.

Switching from Accrual to Frontloading: Some employers might find compliance via frontloading administratively easier than accrual. If they want to switch from an accrual to frontloading setup, the rules require that written notice be given to employees and that the transition cannot take effect until the beginning of the next benefit year. Additionally, the rules provide that, if timely notice is not given, the accrual method remains in effect unless the employee agrees to frontloading.

Using Leave During Indeterminate-Length Shifts: Some employees work shifts without defined start and stop times. If an employee is scheduled, but needs to use leave, for such a shift, the rules give employers three different options for how to determine how many leave hours the employee will use: 1) hours worked by a replacement worker; 2) hours worked by the employee in the most recent similar shift; or 3) the most hours a similarly situated employee was scheduled to work for such a shift. If the employee works only part of an indeterminate-length shift, then needs to use leave, employers must use one of these options then subtract the number of hours worked by the employee during the shift to determine how much leave to debit from an employee's leave bank.

Access another helpful, topical blog post published by Ogletree Deakins [HERE](#)

REMINDER:

- UPDATED MINIMUM WAGE INCREASES – ST. PAUL EFFECTIVE [JULY 1, 2026](#)

NEBRASKA

REMINDERS:

- STATE ENACTS MINI-WARN REGULATIONS EFFECTIVE [JULY 18, 2026](#)
- NEW YOUTH MINIMUM WAGE RATE EFFECTIVE [JULY 17, 2026](#)

NEW JERSEY

NEW! STATE ESTABLISHED EMPLOYER FEE FOR EMPLOYEES ON MEDICAID - 2027

As of July 1, 2026, New Jersey employers that have 50 or more employees covered through the state's Medicaid program are subject to a new annual fee.

Covered employers will be assessed a fee for each Medicaid-covered employee and dependent. The annual fee will be \$325, \$525, or \$725 per covered individual, depending on the employer's number of Medicaid-covered employees. The thresholds are 50–249, 250–499, and 500 or more, respectively.

The state will notify affected employers annually by March 1. Employers will have until April 15 to file and pay electronically. Additional regulations and guidelines are expected to address key questions, including when fees are triggered and how employers can appeal an assessment.

Covered Employers

The fee applies to employers that, at any time during the previous calendar year, employed 50 or more employees who receive health benefits coverage through the New Jersey Medicaid program.

For purposes of the law, **employer** is defined broadly to include any individual, partnership, association, joint stock company, trust, corporation, estate administrator or executor, receiver, trustee, or successor that employs any person in New Jersey and meets the Medicaid-covered employee threshold.

Fee Assessment

Covered employers will be assessed an annual fee for each employee, and each dependent of the employee, who receives health benefits coverage through the New Jersey Medicaid program. The fee is based on the number of Medicaid-covered employees and dependents as of December 31 preceding the annual employer notice.

The annual fee *per Medicaid-covered employee or dependent* is as follows:

- 50–249 Medicaid-covered employees: \$325
- 250–499 Medicaid-covered employees: \$525
- 500 or more Medicaid-covered employees: \$725

REMINDERS:

- [CHANGES TO NEW JERSEY FAMILY LEAVE ACT \(NJFLA\) EFFECTIVE JULY 17, 2026](#)
- [TEMPORARY DISABILITY \(TDI\) & FAMILY LEAVE INSURANCE \(FLI\) UPDATES - JULY 17, 2026](#)
- [STATE'S FINAL REGULATIONS INDEPENDENT CONTRACTOR STATUS OCTOBER 1, 2026](#)

NEW YORK

NEW! NEW YORK CITY AMENDS SICK & SAFE TIME RULES EFFECTIVE JULY 23, 2026

For pay periods starting after July 23, 2026, New York City's Earned Safe and Sick Time Act (ESSTA) rules apply to employers of all sizes.

Under the amended rules, the required ESSTA leave information that employers must provide to employees in writing each pay period—i.e., accrued, used, and total leave balances—will need to be separated into paid and unpaid leave. This information is typically provided on a pay stub, though any written format is acceptable.

Additionally, employers that use an electronic system that allows employees to access their ESSTA information directly will need to give terminated employees continued access for at least 6 months or provide a written statement with the required information from their final pay period within one week of their last payday.

Another obligation includes employers being required to reinstate unused, unpaid Safe and Sick Time for employees rehired within the same calendar year.

There are two additional reminders for employers. First, at least 32 hours of safe and sick leave, whether paid or unpaid, must be made immediately available on an employee's first day of employment and on the first day of each calendar year, and an employee may also be eligible for up to 40 or 56 hours of paid safe and sick time in addition to the aforementioned 32 hours. Second, as it applies to salaried-exempt employees, employers should continue to pay such employees their full salary for unpaid sick time when use results in only partial-day absences.

REMINDERS:

- STATE MANDATORY RETIREMENT SAVINGS PROGRAM EFFECTIVE MARCH 16, MAY 15 & [JULY 15, 2026](#) (Employers with 11-14 employees)
- WORKPLACE FIRST AID REQUIREMENTS TO INCLUDE OPIOID ANTAGONISTS - [DEC 12, 2026](#)

OREGON

REMINDERS:

- NO ADVERSE ACTION FOR WORK AUTHORIZATION INFO CHANGES [JUN 5, 2026](#)
 - can't discharge, discriminate, or otherwise take any adverse action against an employee for updating—or trying to update—their personal information due to a lawful change to their federal work authorization documents.
- INCREASED MINIMUM WAGE EFFECTIVE [JULY 1, 2026](#)
 - Statewide

- Portland Metro
- Non-Urban Counties

TENNESSEE

REMINDERS:

- STATE ENACTS NONCOMPETE RESTRICTIONS FOR “LOW-WAGE EARNERS” - JULY 1, 2026
- STATE UPDATES WAGE PAYMENT REGULATIONS - JULY 1, 2026
 - Extends time to pay commission or piece-work compensation
- STATE & LOCAL GOVERNMENT EMPLOYERS E-VERIFY REQUIREMENTS JUL 1, 2026

UTAH

REMINDER:

- HOSPITAL WORKPLACE VIOLENCE REPORTING DUE NOVEMBER 1, 2026

VERMONT

REMINDER:

- STATE’S EMPLOYEE RETIREMENT SAVINGS PROGRAM NEXT EFFECTIVE DATE JULY 1, 2026

VIRGINIA

REMINDERS:

- STATE’S CLEAN SLATE REGULATIONS EFFECTIVE JULY 1, 2026
- STATE ENACTS REGULATIONS PROTECTING EMPLOYEES FROM COERCION BASED ON IMMIGRATION STATUS EFFECTIVE JULY 1, 2026
- NONCOMPETE AGREEMENTS UNENFORCEABLE EFFECTIVE JULY 1, 2026
- NONCOMPETE AGREEMENTS HEALTHCARE PROFESSIONALS BANNED JULY 1, 2026
- DIRECT SUPPORT SERVICE EMPLOYEES ARE NONEXEMPT EFFECTIVE JULY 1, 2026
- STATE ENACTS EQUAL PAY & PAY TRANSPARENCY REGULATIONS - JULY 1, 2026
 - Job Postings & Prohibited Salary History Inquiries
- STATE AMENDS HUMAN RIGHTS ACT EFFECTIVE JULY 1, 2026
 - Expanded Nondiscrimination Protections to cover all employers with 5 or more employees
- STATE PASSES EMERGENCY RESPONDER LEAVE EFFECTIVE JULY 1, 2026
- STATE EXPANDS WAGE PAYMENT & MISCLASSIFICATION PENALTIES - JULY 1, 2026

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

WASHINGTON

NEW! STATE PUBLISHED FAIR CHANCE ACT NOTICE JULY 1, 2026

Coinciding with the July 1 effective date, the Washington Attorney General's Office published its WASHINGTON FAIR CHANCE ACT GUIDE FOR EMPLOYERS AND APPLICANTS (Guide), which employers must provide a copy of in certain circumstances described below. Additionally, the publication of the Guide clarifies one aspect of employers' new notice obligations under the amended FCA. However, additional implementation guidance remains outstanding.

FAIR CHANCE ACT EMPLOYER GUIDE SATISFIES KEY EMPLOYER NOTICE REQUIREMENT

The amended FCA requires employers to provide applicants with (1) a written notice summarizing the FCA and (2) a copy of the Attorney General's Fair Chance Act Guide when either

- the employer informs an applicant that the position will be subject to a post-offer criminal history background check before extending a conditional offer; or
- an applicant voluntarily discloses information about their criminal history during a job interview.

The attorney general has now published the required Guide, which explains the amended FCA's principal requirements, including restrictions on pre-offer criminal history inquiries, the prohibition on categorical exclusions based on criminal history, the individualized assessment and notice requirements before taking adverse action, and the protections afforded to applicants and employees under the statute. The Guide also reiterates the requirements that apply when an applicant voluntarily discloses criminal history during an interview and explains the complaint process administered by the Attorney General's Office.

Covered employers should ensure they are using the attorney general's current Guide whenever the statute requires it.

REMINDERS:

- CITY OF BURIEN MINIMUM WAGE INCREASES EFFECTIVE JULY 1, 2026
 - For more information, refer to the city's [website](#)
- STATE EXPANDS CRIMINAL HISTORY LAW (FAIR CHANCE ACT) EFFECTIVE JULY 1, 2026
 - For employers with 15 or more employees

- Smaller employers should begin preparing now, as the requirements will apply to them on January 1, 2027.
- STATE REGULATIONS RELATED TO TRANSPORTATION NETWORK COMPANIES EFFECTIVE SEPTEMBER 1, 2025 & [JULY 1, 2026](#)
- STATE'S IMMIGRANT WORKER PROTECTION ACT REQUIRES EMPLOYEE NOTICE OF FORM I-9 AUDITS BY FEDERAL AGENCIES EFFECTIVE [OCTOBER 1, 2026](#)

**THE HR WIRE IS FOR INFORMATIONAL PURPOSES ONLY &
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 Allows Wage Payments via Payroll Card Accounts – [Jul 1, 2026](#)
- 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

- Annual Workplace Violence Plan Review & Training Deadline - [Jul 1, 2026](#)
- 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) Funded Benefits Available [Jul 1, 2028](#)
- 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](#)
- State 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](#)
- State 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

- Newly Enacted State Mandated EEO-1 Data Reporting Starting [Jul 1, 2027](#)
- State's Newly Enacted AI Legislation (CO AI Act) On Hold
- 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's Employee Surveillance Law - [Oct 1, 2026](#)
- New AI "CART" Regulations Effective [Oct 1, 2026](#) (Key Deadlines Start Oct 2026 with Dates through March 2028)
Disclosure Deadlines Oct 2027
- Wage Transparency & Pay Equity Regulations - [Oct 1, 2026](#)
- Prohibited "Stay or Pay" Agreements - [Oct 1, 2026](#)
- ADA Workplace Notice Requirements - [Oct 1, 2026](#)
- Lactation Accommodations - [Oct 1, 2026](#)
- 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](#)
- State Expands Paid Sick Leave Law (HB 5005) – [Jan 1, 2025](#)
- State's Expanded Family Violence Leave – [Oct 2024](#) (Updated State Handbook Addendum released 7.2024)

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 – [Sep 30, 2025](#)
- State's Non-Compete Bill Becomes Law – [Jul 2025](#)

GEORGIA

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

HAWAII

- State Family Leave to Cover Military Exigencies Starting [July 1, 2026](#)
- State Minimum Wage Increases – [Jan 1, 2026](#)

ILLINOIS

- Proposed Rules on Use of AI in Employment Decision Making - [Temporarily Withdrawn](#)
- **Chicago** Refines Paid Leave Rules - [Jun 1, 2026](#)
- **Chicago** Amends Fair Workweek Rules - [Jun 1, 2026](#)
- 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
- **Chicago** Minimum Wage & Fair Workweek Threshold Increase Regulations - [Jul 1, 2025](#)
- **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](#)
- IL 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

- Employment Requirements Undocumented workers - [Jul 1, 2026](#)
- State Law Imposes Employment Eligibility Requirements - [Jul 1, 2026](#)
- State Enacts Employee Conference Leave – [Jul 1, 2025](#)

IOWA

- Penalties on Employers for Accepting False Social Security Numbers Effective [Jul 1, 2026](#)
- State Requires Equity 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](#)

LOUISIANA

- Organ & Bone Marrow Donation Leave Effective [Aug 1, 2026](#)

MAINE

- State Enacts Wage Transparency Regulations - [Jul 29, 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](#))
- State's Paid Family & Medical Leave (PFML) Launches (Wage withholding, Workplace Poster & Written Notice requirements) – [Jan 1, 2025](#)

MARYLAND

- State Expands Veteran Employment Preferences - [Oct 1, 2026](#)
- State Limits Captive Audience Meetings – [Oct 1, 2026](#)
- 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 (FAMILI) Program/Time to Care Act – Expanded Leave Rights – **Updated effective dates:** [Jan 1, 2027](#) & [Jan 2028](#)
- Multiple Employment Laws Updated Effective – [Oct 1, 2024](#)
- State 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](#)
- 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

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

NEBRASKA

- State Enacts Mini-WARN Regulations - [Jul 18, 2026](#)
- State Minimum Wage Increase – [Jan 1, 2026](#)
- State Enacts & Amends Paid Sick Leave – [Sep 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 NJ Family Leave Act (NJFLA) - [Jul 17, 2026](#)
- Temporary Disability Insurance (TDI) & Family Leave Insurance (FLI) Updates - [Jul 17, 2026](#)
- State Issues Final Regulations – Independent Contractor Status Rule – [Oct 1, 2026](#)
- 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](#)
- NJ Family (FLI) and Temporary Disability Insurance (TDI) Leave Rates to Increase – [2025](#)
- Upcoming Deadlines for RetireReady NJ - [Sep & Nov 2024](#)
- NJ 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

- 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 - [Mar 16, May 15, & Jul 15, 2026](#) (Employers with 11-14 employees)
- 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 - [Dec 12, 2026](#)
- 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](#)
- **NY City** 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](#)
- **Pittsburgh** 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

- Updated Wage Payment Regulations - [Jul 1, 2026](#)
- State Enacts Noncompete Restrictions (Not enforceable for earning under 70K annually) [Jul 1, 2026](#)
- State to Require Employee Leave for Organ Donors - [Apr 23, 2026](#)

TEXAS

- State's 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's Clean Slate Law Effective [Jul 1, 2026](#)
- State Enacts New Paid Sick Leave Regs- Expanding PSL Over Time Starting [Jul 1, 2027](#)
- State Enacts Paid Family & Medical Leave Insurance Program – Contributions start [Apr 1, 2028](#); Leave Benefits [Dec 1, 2028](#)
- Enacted Regulations Protecting Employees from Coercion Based on Immigration Status - [Jul 1, 2026](#)
- Noncompete Agreements Unenforceable - [Jul 1, 2026](#)
- Noncompete Agreements Healthcare Professionals Banned [Jul 1, 2026](#)
- Direct Support Service Employees are Nonexempt - [Jul 1, 2026](#)
- 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 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 Expands Criminal History Law - [Jul 1, 2026](#)
 - For employers with 15 or more employees
 - Smaller employers should begin preparing now, as the requirements will apply to them on [Jan 1, 2027](#).
- State Regulations Related to Transportation Network Companies - [Sep 1, 2025 & Jul 1, 2026](#)
- Immigrant Worker Protection Act Requires Employee Notice of Form I-9 Audits by Federal Agencies ([WA H 2105](#)) [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

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

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