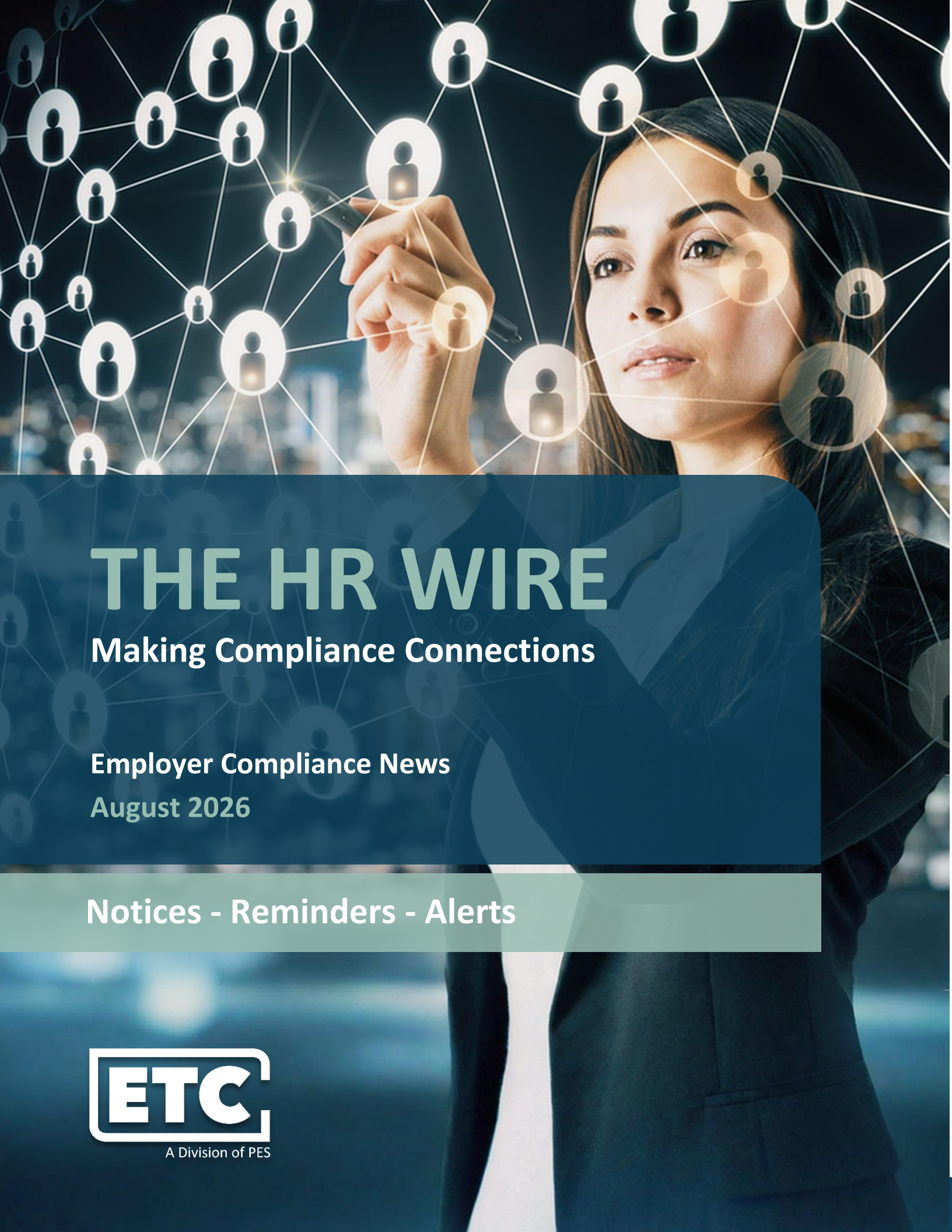




THE HR WIRE

Making Compliance Connections

Employer Compliance News

August 2026

Notices - Reminders - Alerts



A Division of PES

WORKPLACE LABOR NOTICES

FEDERAL NOTICE UPDATES

N/A

STATE NOTICE UPDATES

California

- **San Francisco** has updated its [Fair Chance Ordinance Notice](#) reflective of the August amendments making such applicable to employers 5 or more employees located or doing business in San Francisco and changes how covered employers may use certain criminal-history information in employment decisions.

New Jersey – the state has revised the [New Jersey Family Leave Act Notice](#) to reflect expanded employee eligibility under recent amendments to the law. The updated notice lowers the employer coverage threshold from 30 to 15 employees, reduces the employee eligibility requirements from 12 months and 1,000 hours worked to 3 months and 250 hours worked in the preceding 12 months, and updates the language regarding leave to bond with a child. The notice also includes updated contact information for the Division on Civil Rights, including a new telephone number and revised complaint language.

Pennsylvania

- **Philadelphia** has updated several required workplace notices.
 - [The Fair Chance Hiring Notice](#) now prohibits blanket exclusions of applicants with criminal convictions and clarifies which records employers may not consider.
 - [The Know Your Rights Notice](#) adds reproductive health autonomy and childbirth or related medical conditions as protected categories and expands its examples of prohibited discrimination.
 - [The Unpaid Leave for Domestic or Sexual Violence Notice](#) has also been redesigned due to revisions.

EMPLOYEE HANDBOOK POLICY & STATE ADDENDA UPDATES

STATE HANDBOOK ADDENDA UPDATES

- **South Carolina** - updated State Handbook Addendum adding Civil Air Patrol Leave Policy applicable to public and private employers.

COMPLIANCE ALERTS & REMINDERS

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

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

NEW! MEDICAL LOSS REBATES (MLR)

The MLR rules require health insurance issuers to spend a minimum percentage of their premium dollars on medical care and health care quality improvement. This percentage is 85% for issuers in the large group market and 80% for issuers in the small and individual group markets. Additionally, states may set higher MLR standards than the federal 80%/85% thresholds.

As a result, some employers offering group health plans may soon receive a medical loss ratio (MLR) rebate from their health insurance issuers as issuers who did not meet the applicable MLR percentage for 2025 must provide rebates to employer plan sponsors by **September 30, 2026**.

Employers should be on the lookout and aware that these rebates may be in the form of a premium credit or a lump-sum payment.

- Employers who receive MLR rebates should **consider their options for using the rebate**. Most group health plans sponsored by employers in the private sector are subject to ERISA, and as such, they should not assume they can simply retain an MLR rebate.
- Any rebate amount that **qualifies as a plan asset** under the Employee Retirement Income Security Act (ERISA) must be used for the **exclusive benefit of the plan's participants** and beneficiaries.
 - **Plan Asset Determination:** Generally, to determine whether an MLR rebate is a plan asset under ERISA, employers should review the source of premium payments and any applicable plan or policy language. If employees contributed toward the cost of coverage, the portion of the rebate attributable to employee contributions generally must be treated as a plan asset and used for the exclusive benefit of participants and beneficiaries. If the employer paid the full cost of coverage, the rebate generally may be retained by the employer.
- Employers should use the plan asset portion of the rebate within **3 months** of receiving it to avoid ERISA's trust requirement. In addition, employers who receive MLR rebates should be prepared to answer questions from employees about the rebate and how it is being allocated.

- Employers can satisfy ERISA’s exclusive benefit requirement by **distributing the plan asset portion of the rebate to participants** using a reasonable, fair and objective allocation method. If distributing payments to participants is not feasible, the employer may use this portion of the rebate for other permissible plan purposes, such as applying the rebate toward **future participant premium payments or benefit enhancements**.
- To avoid the requirement to hold plan assets in trust, employers should use any plan asset portion of the rebate within **3 months** of its receipt.

NEW! ANNUAL MEDICARE PART D CREDITABLE OR NONCREDITABLE COVERAGE NOTICE – BEFORE OCTOBER 15

Employers offering prescription drug coverage to Medicare Part D–eligible individuals must disclose whether each applicable coverage option is creditable or non-creditable.

The annual notice must be provided before Medicare open enrollment begins on October 15—distribution is to be completed no later than October 14.

Why It Matters:

Individuals who experience a gap of **63 days** or more without creditable prescription drug coverage may face a Medicare Part D late enrollment penalty. The notice helps Medicare-eligible individuals understand whether their current coverage is creditable so they can make informed enrollment decisions.

Notices:

Notices may be mailed, hand-delivered, or delivered electronically when the applicable electronic-delivery requirements are satisfied. A notice may also be included with enrollment or other plan materials if it is provided on time, including with open enrollment documents and / or the current year benefits booklet. It must be presented prominently in accordance with CMS guidance. If electronic delivery is used, review the applicable delivery rules and address notice delivery to Medicare-eligible dependents.

IMPORTANT NOTE: Groups should not assume a plan’s status is unchanged from a prior year. Confirm the determination for the applicable coverage period with your broker, carrier, TPA, or PBM, before distributing the notice.

Resources:

- [CMS Model Creditable and Non-Creditable Coverage Notices](#)
- [Electronic Disclosure Guidance](#)
- [CMS Simplified Determination Guidance](#)

NEW! FEDERAL CONTRACTORS: DOL OFCCP ISSUES FINAL RULE ON SECTION 503 OF THE REHABILITATION ACT EFFECTIVE SEPTEMBER 21, 2026

On August 21, 2026, the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) published a final rule revising the Section 503 regulations that apply to covered federal contractors and subcontractors.

Section 503 continues to prohibit disability discrimination and requires certain contractors to take affirmative action to employ and advance qualified individuals with disabilities, but the final rule removes several long-standing quantitative compliance obligations.

- federal contractors are **no longer required to invite applicants or employees to self-identify as individuals with disabilities for Section 503 compliance purposes**.
- The rule **eliminates the related disability data-collection requirements and removes the 7% utilization goal and associated utilization analysis**. These changes reduce contractors' annual AAP administration, data tracking and benchmarking obligations.

The change **does not eliminate Section 503 compliance**. Covered contractors should continue to maintain required affirmative action programs where applicable, include required equal opportunity language in covered subcontracts and job solicitations, preserve reasonable accommodation processes, review physical and mental job qualification standards, and document outreach and recruitment efforts for individuals with disabilities.

Employer Takeaways:

- Effective dates: Most Section 503 changes take effect September 21, 2026; the removal of 41 C.F.R. Part 60-30 takes effect December 21, 2026.
- Federal contractors should review AAP templates, applicant and employee self-identification workflows, HRIS/reporting practices, accommodation procedures, EEO taglines, subcontract language and outreach documentation to ensure they align with the revised rule.

STATE COMPLIANCE REGULATORY ANNOUNCEMENTS & REMINDERS

ARIZONA

REMINDERS:

- STATE EXPANDS MILITARY LEAVE EFFECTIVE [SEPT 12, 2026](#)

CALIFORNIA

NEW! SAN FRANCISCO EXPANDS ELIGIBILITY FOR PAID PARENTAL LEAVE EFFECTIVE JANUARY 1, 2027 & JANUARY 1, 2028

On August 7th new regulatory amendments were signed resulting in San Francisco lowering the eligibility/work length requirements from 180 days to 90 days for employees under the city's Paid Parental Leave Ordinance (PPLO). The lower eligibility threshold takes effect:

- **January 1, 2027** for employers with 100 or more employees
- **January 1, 2028** for employers with 20 to 99 employees.

ETC will provide updated state Handbook Addenda policy to reflect the changes in advance of the effective date of changes.

NEW! SAN FRANCISCO FAIR CHANCE ORDINANCE AMENDMENTS EFFECTIVE AUGUST 10, 2026

The newly effective amendments to the San Francisco Fair Chance Ordinance expand the city's restrictions on how covered employers may consider criminal history in hiring, promotion, discharge and other employment decisions. The ordinance applies to **employers with 5 or more employees that are located or doing business in San Francisco and generally covers positions involving at least 8 hours of work per week in the city.**

Covered employers may **not** ask about arrest or conviction history until after a conditional offer of employment and may not consider certain records at all, including arrests that did not lead to conviction, dismissed or expunged convictions, juvenile records, infractions, convictions more than 7 years old unless a limited exception applies, and convictions for conduct that has since been decriminalized.

The August 2026 amendments **add a new prohibited category:**

- Covered employers may not inquire about, consider or rely on out-of-state arrests or convictions for conduct that is lawful in California; and

- Related to abortion-related healthcare, gender-affirming care, drag performances or spontaneous abortion, including miscarriage or stillbirth.

Records related to the above cannot be treated as directly related to the job for purposes of taking adverse action.

The amendments also **add steps to the adverse-action process**.

- If an applicant or employee responds timely to a pre-adverse action notice with evidence of inaccuracy, rehabilitation or other mitigating information, the employer must confirm receipt within 14 days, delay the final decision for a reasonable period and reconsider the proposed action before issuing a final decision.

Employer Takeaways:

- Employers are encouraged to review any San Francisco job postings and advertisements to include required Fair Chance language and post the updated official [FCO Notice](#) at covered workplaces or jobsites.
- Review background-check adjudication matrices, adverse-action notices and vendor instructions to ensure newly protected out-of-state records are not requested, considered or used.
- Build the new 14-day confirmation step and reconsideration process into pre-adverse and final adverse action workflows.
- Additional resources: [San Francisco Fair Chance Ordinance overview](#)

COLORADO

REMINDERS:

- RESTRICTION ON SEIZURE OF IDENTIFICATION DOCUMENTS & SAMPLE EMPLOYEE NOTICE ACKNOWLEDGEMENT [AUG 12, 2026](#)
- STATE'S NEWLY ENACTED AI LEGISLATION (CO AI ACT) [ON HOLD](#)

CONNECTICUT

REMINDERS:

- STATE UPDATES EMPLOYEE SURVEILLANCE LAW EFFECTIVE [OCT1, 2026](#)
- WAGE TRANSPARENCY & PAY EQUITY REGULATIONS EFFECTIVE [OCT 1, 2026](#)
 - Wage or wage range, plus a general description of benefits (external & internal postings)
- PROHIBITED "STAY OR PAY" AGREEMENTS EFFECTIVE [OCT 1, 2026](#)
- ADA WORKPLACE NOTICE REQUIREMENTS EFFECTIVE [OCT 1, 2026](#)

- LACTATION ACCOMMODATIONS EFFECTIVE OCT 1, 2026
- NEW AI “CART” REGULATIONS EFFECTIVE OCT 1, 2026

GEORGIA

NEW! UPDATED RULES ON UI SEPARATION NOTICES & POSTINGS AUG 9, 2026

Effective August 9, the state’s unemployment insurance (UI) rules addressing the electronic delivery of separation notices and the electronic posting of required notices for remote employees were updated. The rules apply to employers of all sizes that are required to make UI contributions.

Separation Notices

Employers that choose to provide separation notices to employees electronically will be subject to new delivery-related requirements. Specifically, employers will need to:

- Send the completed notice by email, employee portal, or another electronic system used for employee communication
- Use a delivery method that creates a record that the employer can access later
- Sign the notice using a compliant electronic signature
- Retain proof of delivery, such as a transmission log, system record, or read receipt, for at least four years

Employers may still deliver separation Notices by hand copy.

Electronic Posting

The updated rules will allow employers to satisfy the UI posting requirement electronically when they have no physical worksite and all Georgia employees work remotely, or for remote employees who don’t regularly report to a worksite. Employers will need to keep records of the electronic postings, such as a screenshot of the posting location, system delivery log, employee’s receipt confirmation, or a dated notice telling employees where to find the current or updated posting. The law doesn’t say how long those records need to be retained.

Employers that rely on electronic posting to satisfy the posting requirement should review the complete access, delivery, and recordkeeping requirements.

ILLINOIS

NEW! STATE BANS DISPARATE IMPACT DISCRIMINATION EFFECTIVE JANUARY 1, 2027

Illinois has passed the [Civil Rights Safeguard Act \(Act\)](#). The Act amends the Illinois Human Rights Act (IHRA) to prohibit policies and practices that have a disparate impact on protected groups (i.e., policies that are facially neutral, but result in discriminatory effects).

The IHRA prohibits employers with one or more employees in 20 or more calendar weeks during the current or preceding calendar year from discriminating against individuals because of their protected trait (including but not limited to race, color, religion, national origin, ancestry, age, sex, marital status, disability, citizenship status, arrest or conviction record, work authorization status and family responsibilities).

NEW! PAID JURY LEAVE EFFECTIVE JANUARY 1, 2027

With the passing of [HB4844](#), employers with at least 26 employees will be required to compensate employees at their regular rate of pay while they are on leave for jury service at the start of 2027.

The regulations do not stipulate whether the employee count is applicable to employees in Illinois or enterprise-wide; until further guidance is issued, employers should consider using a conservative total headcount approach when assessing applicability of the recent enactment.

Employers with more than 25 employees should prepare to comply with the new regulations which could mean revising policies and practices as well as ensuring an additional payroll pay code for jury duty is set up to be applicable to Illinois employees.

LOUISIANA

REMINDERS:

- NEW ORGAN & BONE MARROW DONATION LEAVE EFFECTIVE [AUG 1, 2026](#)
 - Updated State Handbook Addendum published by ETC - July 2026

MARYLAND

REMINDERS:

- STATE LIMITS CAPTIVE AUDIENCE MEETINGS EFFECTIVE [OCT 1, 2026](#)
- STATE EXPANDS VETERAN EMPLOYMENT PREFERENCES EFFECTIVE [OCT 1, 2026](#)
- STATE'S PAID FAMILY AND MEDICAL LEAVE **PROGRAM JAN 1, 2027**
 - Employers intending to apply for private plan approval in 2027 & wish to be exempt from contributions during the "seeding period" for the program (calendar year 2027) must submit a declaration of intent between 9/1/2026- 11/15/2026

MASSACHUSETTS

NEW! NOTICE OF FEDERAL I-9 INSPECTIONS EFFECTIVE AUGUST 5, 2026

On August 5th the state enacted an [Act Promoting Rule of Law, Oversight, Trust and Equal Constitutional Treatment \(PROTECT Act\)](#), which requires employers to provide written notice to employees no later than 48 hours after receiving notice from the U.S. Immigration and Customs Enforcement's (ICE) notification to an employer of an inspection of Form I-9s and other employment records.

REMINDERS:

- MAPFML (MASSACHUSETTS PAID FAMILY & MEDICAL LEAVE) EXEMPT PRIVATE PLAN EMPLOYER REPORTING DUE [AUG31, 2026](#)
- STATE PFML CONTRIBUTION SHIFT EFFECTIVE [JAN 1, 2027](#)

MINNESOTA

REMINDERS:

- STATE ADOPTS NEW PAID SICK & SAFE TIME [RULES](#) & [FAQs](#) - [JULY 6, 2026](#)

NEW JERSEY

REMINDERS:

- STATE'S FINAL REGULATIONS INDEPENDENT CONTRACTOR STATUS [OCT 1, 2026](#)

NEW YORK

REMINDERS:

- NYC AMENDS SICK & SAFE TIME [RULES](#) - [JULY 23, 2026](#)
- WORKPLACE FIRST AID REQUIREMENTS TO INCLUDE OPIOID ANTAGONISTS - [DEC 12, 2026](#)

SOUTH CAROLINA

NEW! STATE CIVIL AIR PATROL LEAVE EFFECTIVE OCTOBER 1, 2026

The state has enacted a new law requiring employers to provide employees with job-protected leave for Civil Air Patrol service starting October 1. Leave is paid for public employees and may be unpaid for employees of private employers. Thirty days of leave per year are required for emergency operations, while only 10 days per year are required for training. Notice and verification requirements apply to employees on leave, and nondiscrimination requirements apply to employers. Furthermore, employees may file private suits against their employers for alleged violations of the law.

ETC is publishing the updated State Handbook Addendum to address this new state-protected leave allowance with the August 2026 HR WIRE publication.

UTAH

REMINDER:

- HOSPITAL WORKPLACE VIOLENCE REPORTING DUE [NOV 1, 2026](#)

WASHINGTON

REMINDERS:

- STATE PUBLISHED FAIR CHANCE ACT NOTICE - [JULY 1, 2026](#)
- STATE'S IMMIGRANT WORKER PROTECTION ACT REQUIRES EMPLOYEE NOTICE OF FORM I-9 AUDITS BY FEDERAL AGENCIES EFFECTIVE [OCT 1, 2026](#)

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

OVERVIEW PREVIOUSLY PUBLISHED REMINDERS & ALERTS

FEDERAL

- 2027 Annual Benefit Contributions Limits Chart/Resource [Jul 2026](#)
- IRS Mileage Rate Increases [Jul 2026](#)
- EEOC Removed Affirmative Action Guidance [Jul 2026](#)
- DOL Issues Opinion Letter: Compensability of Commute Time Activities [Jul 2026](#)
- DOL FLSA Opinion Letter: When Salaried Employees Pick Up Hourly Shifts [Jul 2026](#)
- Updated Children's Health Insurance Program (CHIP) Model Notice [Jul 2026](#)
- 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
- 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" (OBABA) IRS Gives Employers Relief on 2025 Tip & Overtime Reporting
- Annual Gag Clause Attestations – Deadline [Dec 31, 2025](#)
- EEOC Increases Penalty for Violations of "Know Your Rights: Workplace Discrimination" Notice-posting Requirements – Final Rule Published [Sep 30, 2025](#)
- DHS Ends Automatic Extension of Employment Authorization – [Oct 30, 2025](#)
- Benefit Plans Starting September 1 - Employer's CMS Part D Creditable Coverage Online Disclosure – [Oct 31, 2025](#)
- Treasury Dept Issues List of Jobs Qualifying for new Tip Income Deduction under "One Big Beautiful" Act
- IRS Raises ACA Affordability Threshold for 2026 Plan Year
- DOJ Defines "Illegal DEI," Warns Recipients of Federal Funds to Take Notice

- DOL Ceases Enforcement of Liquidated Damages in FLSA Investigations
- FTC Ends Pursuit of Non-Compete Prohibition
- Navigating Employee Political Speech: Considerations for Employers
- One Big Beautiful Bill Act: Overtime and Tips Taxes
- One Big Beautiful Bill Act: Expanded Telehealth Relief and Student Loan Repayment Benefits
- One Big Beautiful Bill Act: Workplace Immigration Enforcement
- OSHA Issues Updated Penalty & Debt Collection Guidelines to Support Small Businesses – [Jul 14, 2025](#)
- E-Verify Users Must Generate Status Change Reports to ID Terminated Work Authorizations [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 Expands Military Leave - [Sept 12, 2026](#)
- 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

- Employer Restrictions on Seizing Employee Identification Documents & Notice Acknowledgement [Aug 12, 2026](#)
- 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 Paid 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 PFML Contribution Shift – [Jan 1, 2027](#)
- 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

- State Adopts New Paid Sick & Safe Time effective [July 6, 2026](#)
- 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

- NY City Amends Sick & Safe Time Rules Effective [Jul 23, 2026](#)
- 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

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