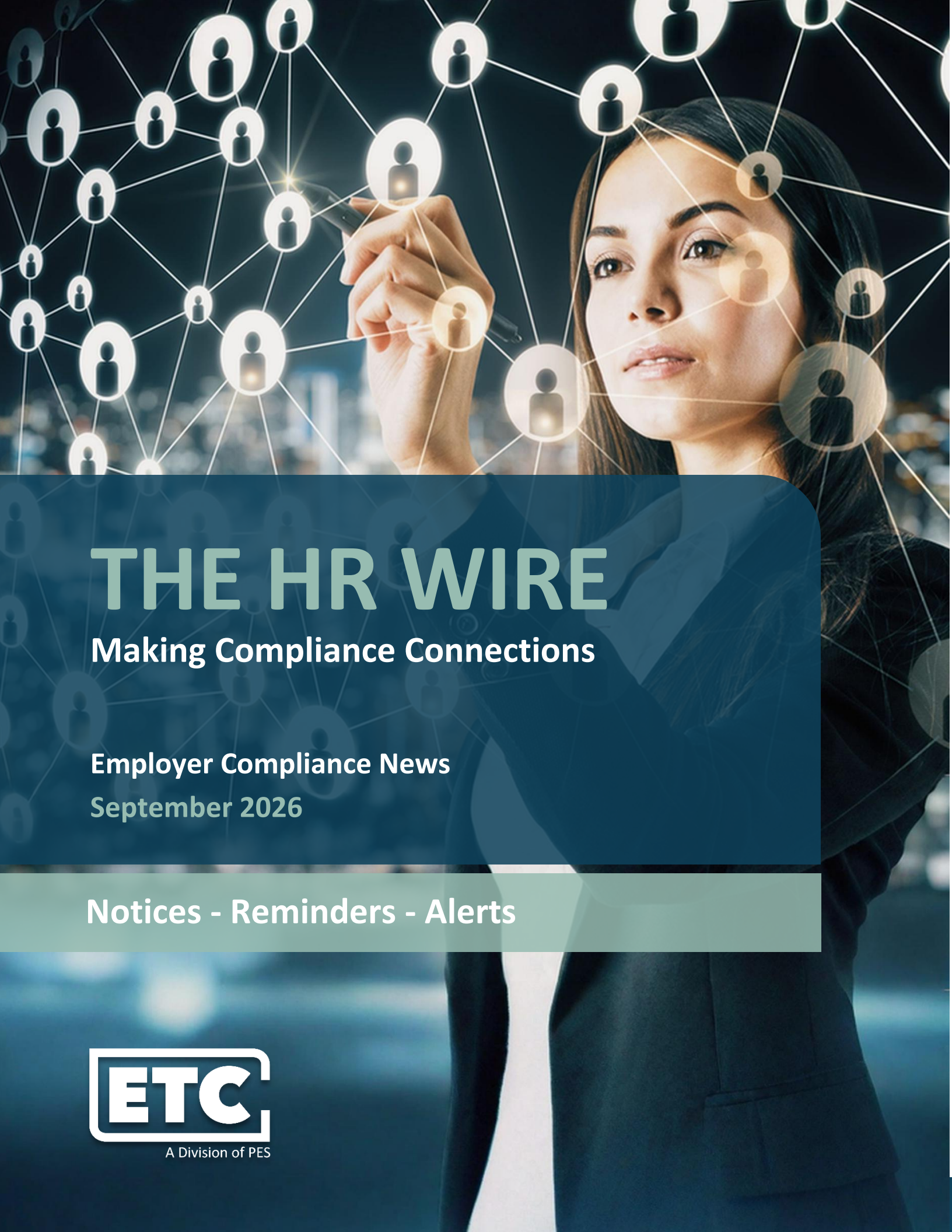




# THE HR WIRE

**Making Compliance Connections**

**Employer Compliance News**  
**September 2026**

**Notices - Reminders - Alerts**



A Division of PES

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## WORKPLACE LABOR NOTICES

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### FEDERAL NOTICE UPDATES

- N/A

### STATE NOTICE UPDATES

- **California – updated [San Francisco Fair Chance Ordinance Notice](#)**
  - revised notice adds language explaining that when an employer intends to reject an applicant based on a background check, the employer must notify the applicant of any final action within 30 days of the initial notice or after receiving additional information from the applicant.
- **Connecticut – updated [ADA Notice](#)**
- **District of Columbia – updated [Paid Family Leave Notice](#)**
  - Updated notice reflects updated leave durations and the weekly benefit maximum effective October 1.
- **Florida – updated [Minimum Wage Notice](#) effective September 30, 2026**
  - The state's minimum wage will increase from \$14.00 to \$15.00 per hour for non-tipped employees. The minimum wage for tipped employees will increase to \$11.98 per hour, in addition to tips.
- **Louisiana – updated [Earned Income Credit Notice](#)**
  - The revised Notice increases the income eligibility thresholds, including raising the general limit from \$61,555 to \$62,974, with corresponding increases based on filing status and the number of qualifying children. The notice also features a redesigned format and updated Louisiana Works branding.
- **Washington – updated [Immigrant Worker Protection Act Notice](#) effective October 1, 2026**
  - Employers with 1 or more workers must display the updated Notice.
  - The law informs employees of their rights when a federal agency conducts an inspection of Form I-9s or related employment records. Employers must also notify workers within five business days after receiving notice of an inspection and provide affected workers with the inspection results within five business days of receiving them.

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## EMPLOYEE HANDBOOK POLICY & STATE ADDENDA UPDATES

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### STATE HANDBOOK ADDENDA UPDATES

#### California

- **San Francisco Paid Parental Leave Benefits Policy** updated ahead of the January 1, 2027, effective date for the revised eligibility criteria. The requisite number of days worked for employee eligibility will be reduced from 180 days to 90 days for employers with 100 or more employees worldwide

#### Connecticut

- **Lactation Policy** updated to reflect consistency with statutory and regulatory language
- **Family & Medical Leave Policy** updated to include additional Protection of Group Health Insurance Benefits language

#### District of Columbia

- **Paid Family & Medical Leave Policy** updated to reflect revised benefit amounts effective October 1, 2026
- **Paid Sick Leave Policy** revised to reflect the updated maximum accrual and accrual allowances

#### Illinois

- **Child Extended Bereavement Leave Policy** updated to include policy clarification language with regards to leave entitlements correlating to an employer's size
- **Pregnancy Accommodation Policy** retitled **Pregnancy & Menopause-related Accommodation Policy** and updated ahead of the January 1, 2027, required changes pursuant to 2025 IL H 5284
- **Discrimination & Non-Harassment Policy** updated to reflect menopause-related accommodations effective January 1, 2027
- **Jury Duty Policy** updated relative to employers with 26 or more employees being responsible for paying jury duty leave time starting January 1, 2027

#### Maine

- **Earned Paid Leave Policy** updated to edit Leave Carry Over provision

#### Maryland

- **Baltimore City Lactation Policy** updated
- **Communication Regarding Religious or Political Matters Policy** added pursuant to MD S417 which is effective October 1, 2026.

#### Rhode Island

- **Temporary Caregiver Insurance Policy** updated pursuant to 2025 RI S 974 which is effective January 1, 2027. The updates reflect an increase in the maximum benefit duration for 2027 and 2028.

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## COMPLIANCE ALERTS & REMINDERS

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

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

**REMINDER - FORM 5500 FILING OBLIGATIONS – IF APPLICABLE, DUE LAST DAY OF 7<sup>TH</sup> MONTH AFTER THE END OF THE BENEFITS PLAN YEAR**

- **PLAN YEAR 3/1 FILING DEADLINE SEPTEMBER 30**, unless Extension filed
- **PLAN YEAR 4/1 FILING DEADLINE OCTOBER 31**, unless Extension filed

For benefit Plans with 100 or more covered participants (covered employees and former employees on COBRA) as of the 1<sup>st</sup> day of the benefits plan year, must generally file Form 5500 by the applicable deadline (unless an extension is filed). Filing is due by the last day of the 7th month following the end of the plan year, unless extended.

Most benefit plans with less than 100 covered employee participants (i.e., participants covered as of the beginning of the plan year) will not be subject to Form 5500 reporting when they qualify for the small plan exemption. If a plan is funded through a trust or has plan assets then generally Form 5500 filing obligation will apply, regardless of participant count.

The DOL has the authority under ERISA to assess penalties of up to \$2,739 per day for each day a plan administrator fails or refuses to file a complete Form 5500. The penalties may be waived if the noncompliance was due to reasonable cause. Higher penalty assessments may be avoided for plan administrators who use the [Delinquent Filer Voluntary Compliance Program](#). II [IRS Form 5500 Corner](#)

**REMINDER - 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! 2027 ACA PAY-OR-PLAY CHANGES IMPACTING EMPLOYERS

The Affordable Care Act's (ACA's) employer shared responsibility provisions generally require applicable large employers (ALEs) to offer minimum essential coverage to at least 95% of their full-time employees and their dependent children. The coverage offered to full-time employees must also be affordable and provide minimum value to avoid potential penalties. An ALE is liable for a penalty only if one or more of its full-time employees receives a premium tax credit (PTC) to purchase health insurance through an ACA Exchange (or Marketplace).

The IRS released the 2027 adjusted penalty amounts under the Affordable Care Act's Employer Shared Responsibility provisions. Applicable Large Employers (ALEs)—generally employers with 50 or more full-time employees, including full-time equivalents, in the prior calendar year—should consider these increased amounts when reviewing 2027 health plan eligibility, affordability, and offer-of-coverage practices.

**For 2027, the annualized penalty amounts are:**

- **Section 4980H(a) “No Offer” Penalty: \$3,780 annually (\$315 per month)** — may apply if an ALE fails to offer minimum essential coverage to at least 95% of its full-time employees and their dependent children, and at least one full-time employee receives a premium tax credit through the Marketplace. The penalty is generally calculated monthly based on the ALE member’s total number of full-time employees, reduced by its allocable share of 30 employees.
- **Section 4980H(b) Affordability/Minimum Value Penalty: \$5,670 annually (\$472.50 per month)** — may apply for each full-time employee who receives a premium tax credit through the Marketplace because the ALE’s offer is unaffordable, does not provide minimum value, or the employee was not offered coverage. The total Section 4980H(b) penalty is capped at the amount the ALE would owe under Section 4980H(a) for the same period.

Employers should also be aware of the following changes related to the ACA’s pay-or-play rules for 2027:

- An ALE’s coverage is considered affordable for a full-time employee if the employee’s required contribution for the lowest-cost self-only coverage option that provides minimum value does not exceed 10.22% of household income for 2027 (up from 9.96% for 2026). Because employers generally do not know an employee’s household income, they may use the federal poverty line, rate-of-pay, or Form W-2 affordability safe harbor.

Although the penalty amounts are stated as annual amounts, IRS assessments are generally calculated on a monthly basis. Employers should review 2027 employee contribution rates, affordability safe harbor strategy, measurement-period administration, full-time employee tracking, and ACA reporting codes before finalizing plan-year rates and open enrollment materials.

**Employer Takeaway:** ALEs should review the 2027 pay-or-play changes before finalizing plan-year rates and open enrollment materials. The increased penalty amounts reinforce the importance of offering affordable, minimum-value health coverage to full-time employees. Because the affordability percentage increased, some ALEs may have greater flexibility in setting the employee contribution for the lowest-cost self-only coverage option; however, employers should confirm affordability under their chosen safe harbor before increasing employee contributions. The temporary enhanced premium tax credits expired after 2025. Although the underlying ACA premium tax credit remains available, the expiration may reduce or eliminate Marketplace subsidy eligibility for some employees, which could affect whether an employer shared responsibility penalty is triggered.

- [Revenue Procedure 2026-26](#) adjusts the affordability percentage for 2027
- [Revenue Procedure 2026-22](#) adjusts the penalty amounts for 2027
- [IRS's questions and answers](#) for employers on the pay-or-play rules

## NEW! EMPLOYER VOTING LEAVE COMPLIANCE OBLIGATIONS

Election Day is just around the corner. Employers are expected to accommodate and allow employees time to fulfill their civic responsibility as most states have laws that require employers to provide time off to vote.

The amount of time off for voting varies by state, and in some states, it must be paid. Often these laws call for very little advance notice from employees, so employers should be prepared to grant time off with minimal notice.

If you're in a state with early voting, you may want to encourage employees to take advantage of that option—by offering the same time-off benefit—to reduce the number of absences on Election Day. However, depending on state law, the availability of early voting and absentee ballots might not change an employee's right to vote on Election Day if that's their preference.

Some states (e.g., California, DC, and New York) also require that employers post a notice about employees' voting rights in a conspicuous location in the workplace in the months or days leading up to elections.

## NEW! NEWLY RELEASED DOL ISSUES OPINION LETTERS

### DOL CONFIRMS SUPERVISORS CANNOT PARTICIPATE IN TIP POOLS

The U.S. Department of Labor (DOL) issued **Opinion Letter [FLSA2026-13](#)**, addressing whether the Fair Labor Standards Act (FLSA) allows a restaurant supervisor to keep a portion of other employees' tips when also working as a bartender and assisting other employees.

The **DOL confirmed that if an employee satisfies the executive duties requirements, they are prohibited from receiving any portion of tips from other employees, even if the employee also performs work as a bartender or contributes to the pool.** However, the supervisor may retain any tips received directly from customers for services they provided directly and solely (e.g., tips left by bar customers during the period in which the supervisor is bartending). However, if the supervisor's tips are pooled among multiple bartenders working the same shift so that no individual tip can be traced to the employee's own service, the supervisor can no longer share in the tip pool.

### **DOL ADDRESSES TRAVEL TIME TO MANDATORY BREAK AREA DURING MEAL PERIODS**

The DOL issued Opinion Letter [FLSA2026-11](#), addressing whether an uncompensated 60-minute lunch break constitutes a bona fide meal period under the FLSA during which employees travel to and from the employer's designated break area.

The DOL confirmed that the meal period provided by the employer is bona fide under the FLSA because it is an uninterrupted period during which employees are relieved from their duties, and the break time is long enough to allow employees to use the break for the purpose of eating, even accounting for the required travel time. According to the DOL, employees had more than 30 minutes to eat after arriving at the break area, which is longer than the 30 minutes that is ordinarily sufficient to qualify as a bona fide meal period.

The DOL also noted that, under the predominant benefit test, the travel time to the break area was not compensable because employees needed only a few minutes to reach it. The longer meal period reinforces the conclusion that the comparatively brief travel time did not prevent employees from receiving ample time to eat a regular meal and use the remainder of the break for personal purposes.

### **DOL ADDRESSES WHETHER EXEMPT EMPLOYEES MAY VOLUNTEER FOR THEIR EMPLOYER**

The DOL issued Opinion Letter [FLSA2026-12](#), addressing whether exempt employees of a nonprofit organization may volunteer outside of their normal work hours to perform services for their employing organization pursuant to the FLSA.

Under the FLSA, an employment relationship does not exist when an employee volunteers to perform services for the employing agency, as long as the individual receives no compensation to perform the volunteer services, and the services are not the same type of services for which the individual is employed to perform for the employing agency. The same type of services means similar or identical services, taking into account all the facts and circumstances of the situation. An employee cannot be both a paid employee and a nonpaid volunteer while performing the same type of work for the same employer. For example, a school district bus driver can volunteer to be an assistant coach for the school's basketball team because the duties performed by a bus driver are sufficiently different from those performed by a coach. But the bus driver could not volunteer to drive the school's basketball team to away games. When a nonprofit employee volunteers to do the same type of work that the employee is employed to perform, the volunteer work is considered an indivisible part of the employment relationship for FLSA purposes and may constitute hours worked. The framework for determining whether volunteer work is part of the employment relationship under the FLSA applies the same to both exempt and nonexempt employees.

The DOL noted that whether an employee may work as a volunteer does not depend on their exempt status but on whether they are a bona fide volunteer.

**Employer Takeaway:** Opinion letters provide the DOL's official position on how labor and employment standards apply in specific situations. Employers that rely on opinion letters may be able to establish a "good-faith defense" under the law.

## **NEW! GAG CLAUSE PROHIBITION COMPLIANCE ATTESTATION — DECEMBER 31, 2026**

Group health plans and insurers generally must annually submit the Gag Clause Prohibition Compliance Attestation by December 31. [CMS GCPCA Guidance](#)

### **Employer Takeaway:**

- Confirm whether the carrier, TPA, PBM, or employer will submit the attestation.
- Retain confirmation of submission.

## **NEW RESOURCE - 2027 ANNUAL BENEFITS CONTRIBUTION LIMITS CHART**

Employers are encouraged to partner with their health & welfare benefits broker to ensure compliance with the annual benefits contribution limits for 2027. Alongside partnering with your benefits broker, it may be advantageous to evaluate your payroll platform and build in maximum benefit contribution allowances as applicable and appropriate based on payroll/HRIS platform.

## **FEDERAL CONTRACTORS: OFCCP REDUCES FEDERAL CONTRACTORS' DISABILITY-RELATED AFFIRMATIVE ACTION REQUIREMENTS**

Starting September 21, 2026, key provisions of a final rule from the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) will take effect, reducing federal contractors' affirmative action compliance obligations under Section 503 of the federal Rehabilitation Act of 1973 (Section 503).

### **Covered Federal Contracts**

Section 503's basic nondiscrimination and recordkeeping requirements apply to any business with a federal contract worth more than \$20,000. Businesses with at least 50 employees and a federal contract worth at least \$50,000 are also required to maintain a written affirmative action program (AAP) for individuals with disabilities.

## Changes

Covered contractors will no longer be required to do any of the following:

- Invite applicants and employees to voluntarily disclose their disability status (this is currently required to be done pre-offer, post-offer before employment begins, and at five-year intervals for current employees)
- Compare their workforce against a “utilization goal” (which currently requires them to aim for a workforce where at least 7% of employees in each job group are qualified individuals with disabilities) and conduct a related annual utilization analysis
- Retain disability-related applicant and hiring data and conduct related analysis

Additionally, the final rule eliminates the OFCCP’s Voluntary Self-Identification of Disability Form (Form CC-305). It also makes technical updates to reflect changes that took effect in 2025, such as removing references to the now-revoked Executive Order 11246 and updating references to Section 503’s basic coverage threshold to the current \$20,000 amount.

To access more information, it is expected that the [OFCCP’s Section 503 FAQ](#) page will be updated in the near future. In the meantime, the full final rule can be accessed [here](#).

**Federal Contractor Takeaway:** It is recommended that Contractors

- Remove the invitation to self-identify disability status form (Form CC-305) from application packets, new hire paperwork, and any scheduled communications to current employees.
- Review any continuing self-identification of disability practices for current employees with legal counsel to confirm they're independently justified under the ADA or state law, since Section 503 no longer provides authorization for this.
- Work with legal counsel to update your affirmative action plans and related procedures to reflect these changes.

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## STATE COMPLIANCE REGULATORY ANNOUNCEMENTS & REMINDERS

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### ARIZONA

#### REMINDERS:

- STATE EXPANDS MILITARY LEAVE EFFECTIVE [SEPT 12, 2026](#)
  - If an employer's Military Leave Policy only allows for leave for specific training, it will need to be updated. ETC's Military Leave Policy does not address "Training." As such the expansion of the state's military leave requirements does not necessitate an update of our ETC policy.

### CALIFORNIA

#### NEW! STATE MINIMUM WAGE INCREASES FOR 2027

California's standard state minimum wage will increase to \$17.40 per hour on January 1, 2027. This will also increase the minimum salary threshold for exempt employees to \$72,384 per year. Employers covered by local or industry-specific minimum wages that are higher need to comply with those rates.

#### UPDATE: STATE'S PAID FAMILY LEAVE GRANT PROGRAM EXTENDED (AGAIN)

The California paid family leave (PFL) [grant program](#) for small businesses has been extended again. The program was established by the California Employment Training Panel and the California Labor and Workforce Development Agency to offset costs of the PFL program for employers. The program will run through May 31, 2028, or until funds run out.

#### Eligible Employers

To be eligible, a business must have no more than 100 employees and have at least one employee on PFL on or after **June 1, 2026**.

Employers must also:

- Be registered to do business in California;
- Be in active status with the California Secretary of State's Office; and
- Have an active California employer account number (CEAN) under which their employees are listed for payroll.

Small businesses using a professional employer organization for payroll services must themselves be listed on the CEAN used for payroll reporting to be eligible.

### Grant Amounts

Payments are made directly to the employer and cover costs for:

- Training or upskilling existing employees to cover the employee's responsibilities;
- Hiring and training temporary or additional staff; and
- Recruitment, advertising, and other related expenses.

Businesses with 51-100 employees may receive up to \$1,000 per employee on PFL. Businesses with 1-50 employees may receive up to \$2,000 per employee using PFL.

### How to Apply

Employers apply for grants through the program's [website](#), which also provides a description of the program and FAQs.

### UPDATE: SAN FRANCISCO HEALTH CARE CONTRIBUTION INCREASING FOR 2027

The San Francisco Health Care Security Ordinance (HCSO) requires certain employers to make a minimum quarterly health care expenditure for covered employees, with rates set by employer size and updated annually.

San Francisco's Health Care Security Ordinance contribution rates will increase January 1, 2027, rising to **\$4.49 per hour** for large employers and **\$2.99 per hour** for medium employers.

#### 2026 & 2027 Expenditure Rates

| Employer Size                   | 2026 Rate  | 2027 Rate         |
|---------------------------------|------------|-------------------|
| <b>Large</b> (100+ employees)   | \$4.11/hr. | <b>\$4.49/hr.</b> |
| <b>Medium</b> (20–99 employees) | \$2.74/hr. | <b>\$2.99/hr.</b> |
| <b>Small</b> (0–19 employees)   | Exempt     | Exempt            |

With more employees working remotely, covered employers should review their records to confirm which employees are subject to the Ordinance and ensure their health care expenditures meet the updated requirements. Learn more about who must comply, calculation of contributions and compliance options at [SF.gov HCSO](#)

## REMINDERS:

- **SAN FRANCISCO EXPANDS ELIGIBILITY FOR PAID PARENTAL LEAVE EFFECTIVE [JAN 1, 2027](#)**
  - Eligibility/work length requirements reduced from 180 days to 90 days
    - **January 1, 2027** - for employers with **100 or more employees**
    - **January 1, 2028** - for employers with 20 to 99 employees.
    - **The CA State Handbook Addendum released with the September HR WIRE reflects updated policy changes ahead of the effective dates**
- STATE AMENDS ANNUAL PAY DATA REPORTING REQUIREMENTS (SB 464) [JAN 1, 2026 & 2027](#)
- SAN FRANCISCO FAIR CHANCE ORDINANCE – EFFECTIVE [AUG 10, 2026](#)

## CONNECTICUT

### REMINDERS:

- STATE UPDATES EMPLOYEE SURVEILLANCE LAW EFFECTIVE [OCT 1, 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 REASONABLE ACCOMMODATION WORKPLACE NOTICE REQUIREMENTS EFFECTIVE [OCT 1, 2026](#)
  - Link to updated ADA Worksite Notice included in this HR WIRE publication
- LACTATION ACCOMMODATIONS EFFECTIVE [OCT 1, 2026](#)
  - **The CT State Handbook Addendum released with the September HR WIRE reflects updated policy changes ahead of the 10/1/2026 effective date.**
- NEW AI “CART” REGULATIONS EFFECTIVE [OCT 1, 2026](#)

## DISTRICT OF COLUMBIA

### REMINDER:

- PAID FAMILY LEAVE CHANGES EFFECTIVE [OCT 1, 2026](#)
  - **D.C. Office of Paid Family Leave** updates enacted relative to the duration of available leave and the weekly benefit maximum were passed as part of the Fiscal Year 2027 Budget Support Act of 2026. Though employer obligations are not changing, the program remains fully employer-funded, and employers should be prepared to help employees understand the new leave-week structure

## ILLINOIS

### NEW! MENOPAUSE PROTECTIONS EFFECTIVE JANUARY 1, 2027

Starting January 1, 2027, and in accordance with [HB 5284](#), the Illinois Menopause Equity and Care Act, Illinois **employers of all sizes** can't discriminate against applicants or employees on the basis of menopause-related conditions. Menopause-related condition means perimenopause, menopause, and associated symptoms such as hot flashes and cognitive or mood changes.

Employers will also need to provide reasonable accommodations upon request, unless doing so would cause an undue hardship. Some examples of accommodations include flexible scheduling, exceptions to dress codes, and the use of personal fans.

Essentially, menopause will be afforded the same protections as pregnancy, meaning employers can't require an employee to accept an accommodation or force them to take leave if another accommodation is available.

Employers need to display an updated version of the Sexual Harassment and Discrimination Poster that will include information about these rights and include the same details in an employee handbook, if they have one. Once released by the Illinois Department of Human Rights, ETC will provide the Notice for posting by employers.

**The IL State Handbook Addendum released with the September HR WIRE reflects updated policy changes ahead of the 1/1/2027 enacted changes.**

### NEW! STATE RESTRICTS DRIVER'S LICENSE REQUIREMENTS EFFECTIVE JANUARY 1, 2027

Beginning January 1, 2027, and in accordance with [HB 4758](#) which amended the Job Opportunities for Qualified Applicants Act, Illinois **employers with 15 or more employees** can't include a driver's license requirement in job postings unless driving is an essential function of the job and a business necessity. If a job does require a valid driver's license, employers will need to explain why it's required in the job posting.

### NEW! STATE EXPANDS VOLUNTEER EMERGENCY WORKER LEAVE EFFECTIVE JANUARY 1, 2027

Beginning January 1, 2027, and in accordance with [HB 1353](#), the state's Volunteer Emergency Worker Job Protection Act, which applies to **employers of all sizes**, will be expanded in three ways.

First, it will cover time off to participate in required emergency response trainings in addition to time off to respond to emergencies. Second, it will protect employees from being subject to any adverse action for taking time off covered by the law (currently, it only protects employees from termination). Finally, employers will be prohibited from requiring employees to take vacation time or other paid time off during their leave.

**The IL State Handbook Addendum released with the September HR WIRE reflects commentary ahead of the 1/1/2027 enacted changes.**

## **NEW! STATE EXPANDS GENETIC INFORMATION PRIVACY ACT EFFECTIVE JANUARY 1, 2027**

Starting January 1, 2027, and in accordance with [SB 2886](#), the Illinois Genetic Information Privacy Act, which applies to employers of all sizes, will be expanded to include biomarkers and biomarker testing. This expansion extends the law's existing confidentiality, disclosure, and antidiscrimination protections that apply to genetic information and testing to biomarkers and biomarker testing.

The law defines a biomarker as a measurable biological indicator of health, disease, or treatment response. Biomarker testing analyzes a patient's tissue, blood, or other biospecimen to detect these indicators.

## **NEW! HEALTHCARE WORKPLACE VIOLENCE PREVENTION REGULATIONS EFFECTIVE JANUARY 1, 2027**

Under [SB 2713](#), the healthcare workplace violence prevention law, which applies to certain hospitals, veterans' homes, and retail health care facilities, will include stronger employee reporting protections as well as new recordkeeping and reporting requirements for workplace violence incidents that occur in emergency departments.

### **Employee Reporting Protections & Procedures**

Employers will be prohibited from having a policy that limits the types of workplace violence that employees can contact law enforcement or the Illinois Department of Public Health (IDPH) about. Employers will also be prohibited from discouraging employees from reporting any workplace violence to the IDPH (the law already prohibits discouraging employees from contacting law enforcement).

Additionally, workplace violence prevention programs will need to include a system for employees to report Type 2 violence (i.e., violence committed by patients, visitors, or individuals accompanying patients) to the employer.

## ED Record Keeping & Reporting

Employers will be required to keep records of Type 2 violence incidents that occurred in their emergency department (ED) using a model form provided by the state. They will need to begin logging these incidents no later than three months after the IDPH publishes the template form, which the law says will be made available by November 30, 2027.

Employers will also be required to submit a summary of the previous year's Type 2 workplace violence incidents that occurred in their EDs to the IDPH. The first report will be due by May 31, 2028, and required annually thereafter. The IDPH will create a summary form for employers to use to report this information, but the law doesn't say when it will be made available.

### REMINDERS:

- STATE BANS DISPARATE IMPACT DISCRIMINATION EFFECTIVE [JAN 1, 2027](#)
- PAID JURY LEAVE (EMPLOYERS WITH MORE THAN 25 EMPLOYEES) EFFECTIVE [JAN 1, 2027](#)
  - **The IL State Handbook Addendum released with the September HR WIRE reflects updated policy changes ahead of the 1/1/2027 enacted changes.**

## MARYLAND

### REMINDERS:

- STATE LIMITS CAPTIVE AUDIENCE MEETINGS EFFECTIVE [OCT 1, 2026](#)
  - Updated Labor Notices forthcoming. To be issued by the Commissioner of Labor and Industry by November 1.
- STATE EXPANDS VETERAN EMPLOYMENT PREFERENCES EFFECTIVE [OCT 1, 2026](#)
- STATE'S PAID FAMILY AND MEDICAL LEAVE PROGRAM/Time to Care Act [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
  - Employers with at least 1 employee
  - State Publishes FAMLI Contribution Rates, Private Plan Dates & FAQs - Contributions Start [Jan 1, 2027](#) & Benefits Start No Later Than [Jan 3, 2028](#)

## MASSACHUSETTS

### REMINDERS:

- NEW NOTICE OF FEDERAL I-9 INSPECTIONS (PROTECT ACT) [AUG 5, 2026](#)
- MAPFML (MASSACHUSETTS PAID FAMILY & MEDICAL LEAVE) EXEMPT PRIVATE PLAN EMPLOYER REPORTING DUE [AUG 31, 2026](#)
- EMPLOYERS TO COMPLETE HIRD FORM - [DEC 15, ANNUALLY](#)
- STATE PFML CONTRIBUTION SHIFT EFFECTIVE [JAN 1, 2027](#)

## MINNESOTA

### NEW! STATE'S MINIMUM WAGE TO INCREASE JANUARY 1, 2027

On Aug. 19, 2026, the Minnesota Department of Labor and Industry (MDLI) [announced](#) that the state's hourly minimum wage will increase to **\$11.87 per hour** on **Jan. 1, 2027**. The new rate will apply to all employers, regardless of how many individuals they employ. In addition, the 90-day training wage for workers under age 20 will increase to **\$9.68 per hour**.

Minnesota law requires employers to display state-mandated posters in a location where employees can easily see them. The new minimum wage poster will be available for download on the MDLI's [website](#) this fall.

## NEW JERSEY

### UPDATE: EMPLOYER EMPLOYEE SEPARATION REPORTING – ENFORCEMENT IN EFFECT

Back in July 2023, the State's Senate Bill [S2357](#) established a mandatory requirement that employers must report employee separations to the New Jersey Department of Labor within 7 days of separation. Reportable separations include layoffs, terminations, voluntary resignations, and retirements. Failure to report on time may result in a fine equal to the greater of \$500 or 25% of any amount of unemployment benefits fraudulently withheld, with penalties accruing for each day the report remains unfiled.

Implementation and enforcement of this law were **delayed** until the Department developed an electronic reporting platform. The New Jersey Department of Labor has now launched its [Employer Response Portal](#), through which employers can create profiles and comply with the reporting requirement. To create a profile, employers must [register](#) for Employer Access by filing Forms NJ-927 and WR-30.

#### REMINDERS:

- STATE'S FINAL REGULATIONS OF THE RULES INTERPRETING NEW JERSEY'S **ABC TEST FOR INDEPENDENT CONTRACTOR STATUS** EFFECTIVE [OCT 1, 2026](#)

## NEW YORK

### NEW! EMPLOYEE ACCESS TO PERSONNEL RECORDS ACT – NOVEMBER 8, 2026

Senate bill [S3460](#) amends the New York Labor Law to add §210-b and gives current and former employees the right to access their own personnel records and dispute information in their personnel records, among other rights. Importantly, §210-b also imposes an affirmative obligation on employers to provide notice within 10 days of placing certain negative information in the employee's personnel records.

While certain ambiguities need to be addressed, clarifications include that employers are not required to create personnel records or produce new documents beyond the records they normally maintain, and that such files only include records or documents used to determine an employee's qualifications for hiring, retention, promotion, transfer, additional compensation, or disciplinary action.

Under §210-b,

- an employer is required to provide a complete copy of an employee's personnel records within five business days of receiving a written request at no cost to the employee. Employers can limit employees to two requests each calendar year, but this cap does not apply to requests based on negative information added to the employee's personnel records as explained below.
- the Act imposes an affirmative duty on employers to notify their employees within 10 days of placing any information that negatively affects the employee's qualifications for employment, promotion, transfer, or additional compensation or creates the possibility that the employee will be subject to discipline.
- if an employee disagrees with any information contained in their personnel records, the employee has a statutory right to submit a written statement explaining their position, which becomes part of their personnel records. The employee's rebuttal must be included when the information is transmitted to a third party as long as the original negative information is part of the employee's personnel records.
- employers are prohibited from any form of retaliation.

## **NEW! STATE ENACTS CONSTRUCTION REPORTING PAY ACT - DECEMBER 8, 2026**

New York has enacted the [Construction Reporting Pay Act](#) (Act), which requires construction employers to provide reporting pay when a worker reports to a shift and scheduling pay when a scheduled shift is canceled on short notice. The Act imposes the following reporting pay and scheduling pay obligations for construction workers operating in New York.

**Construction Employer Takeaway:** Review the provisions of the Act, scheduling, payroll and recordkeeping practices to ensure they comply with the Act's reporting pay and scheduling pay obligations. Employers needing additional assistance are encouraged contact local counsel for specific legal advice.

### **REMINDERS:**

- [WORKPLACE FIRST AID REQUIREMENTS TO INCLUDE OPIOID ANTAGONISTS - DEC 2026](#)
- [STATE AI REGULATIONS – JAN 1, 2027](#)
- [STATE EXPANDS PAID FAMILY LEAVE FOR CONSTRUCTION WORKERS - JAN 2027](#)
- [STATE RETAIL WORKPLACE-VIOLENCE PREVENTION OBLIGATIONS - JUN 2, 2025 & JAN 1, 2027](#)

## OHIO

### REMINDERS:

- COLUMBUS ENACTS PAY TRANSPARENCY (PAY RANGES IN JOB POSTINGS) LAW - DEC 3, 2025, WITH ENFORCEMENT STARTING [JAN 1, 2027](#)
  - Employers with 15+ employees in Columbus

## PENNSYLVANIA

### **NEW! HOTEL EMPLOYEE TRAINING REQUIREMENTS – HUMAN TRAFFICKING – EFFECTIVE JULY 20, 2027**

Beginning July 20, 2027, Pennsylvania hotels, motels, inns, and similar lodging establishments with 10 or more rooms will need to provide employees with human trafficking awareness training as per [HB 1286](#) which was signed into law.

Employees hired before July 20, 2027, will have 90 days to complete the training, while employees hired on or after that date will have 90 days from their hire date to complete the training. The training will need to be completed every two years. Employees who completed qualifying training 12 months before the law's effective date won't need to complete it again until their two-year recertification date if they provide proof of completion.

The [Pennsylvania Commission on Crime and Delinquency](#) (PCCD) will approve courses or programs that satisfy the law's training requirements and will publish a list of approved training programs on its website.

Employers will need to maintain employees' training records throughout their employment and for one year afterward. Records can be maintained electronically or on paper.

## SOUTH CAROLINA

### REMINDER:

- STATE'S CIVIL AIR PATROL LEAVE EFFECTIVE [OCT 1, 2026](#)
  - ETC released updated State Handbook Addendum reflective of needed policy published August 2026

## UTAH

### REMINDER:

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

## VERMONT

### UPDATE: VERMONT SAVES PENALTY ESCALATION EFFECTIVE OCTOBER 1, 2026

Vermont Saves was established to close the retirement savings gap in the state, where more than 45% of employers do not offer retirement benefits. It provides a simple, low-cost way for workers to save through payroll deductions into a Roth IRA.

Beginning October 1, 2026, Vermont Saves noncompliance penalties may increase to up to \$75 per employee for covered employers that fail to register or certify an exemption.

Covered employers generally include Vermont employers with 2 or more employees, in business for at least 2 years, that do not offer a qualified retirement plan. Employers should confirm coverage, register or certify exemption, coordinate payroll deductions where applicable, and retain documentation of compliance. To learn more access [Vermont Saves — Employers](#)

## WASHINGTON

### REMINDERS:

- STATE'S IMMIGRANT WORKER PROTECTION ACT REQUIRES EMPLOYEE NOTICE OF FORM I-9 AUDITS BY FEDERAL AGENCIES EFFECTIVE OCT 1, 2026
- 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.

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

## OVERVIEW OF PREVIOUSLY PUBLISHED REMINDERS & ALERTS

### FEDERAL

- Annual Medicare Part D Creditable & Noncreditable Coverage Notice before October 15th
- Medical Loss Rebates (MLR) Applicability and Employer Obligations
- Federal Contractor - DOL OFCCP issues Final Rule on Section 503 of the Rehabilitation Act Effective Sep 21, 2026
- 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 Opinion 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

- San Francisco Fair Chance Ordinance Amendments Effective [Aug 10, 2026](#)
- San Francisco Expands Eligibility for Paid Parental Leave Effective [Jan 1, 2027](#) & [Jan 1, 2028](#)
- 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

- Updated Rules on UI Separation Notices & Postings - [Aug 9, 2026](#)
- 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

- State Bans Disparate Impact Discrimination Effective [Jan 1, 2027](#)
- Paid Jury Leave ([HB4844](#)) Effective [Jan 1, 2027](#)
- 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 FAMLI 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 (FAMLI) Program/Time to Care Act – Expanded Leave Rights – **Updated effective dates:** [Jan 1, 2027](#) & [Jan 2028](#)
- Multiple Employment Laws Updated Effective – [Oct 1, 2024](#)
- State Adopts Heat Stress Standards – [Sep 20, 2024](#)

## MASSACHUSETTS

- Notice of Federal I-9 Inspections [[Act Promoting Rule of Law, Oversight, Trust and Equal Constitutional Treatment](#) (PROTECT Act)] Effective [Aug 5, 2026](#)
- 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 - [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 CAROLINA

- State’s Civil Air Patrol Leave Effective [Oct 1, 2026](#)

## 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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