

***** Please note this is not intended to be an exhaustive list of every new employment and labor law update. All updates are scheduled for January 1, 2025, unless otherwise stated.***

FEDERAL

Federal Judge Vacated the DOL's Salary Threshold Final Rule

On November 15, 2024, a U.S. District Court Judge vacated the DOL's Final Rule that raised the salary threshold for exempt white-collar workers from \$684 per week to \$844 per week on July 1, 2024, with a second increase scheduled for January 1, 2025. The Ruling, which applies nationwide, states the Department exceeded their statutory authority under the FLSA when they promulgated the Final Rule. This means the second increase scheduled for January 1, 2025, will not be going into effect, nor will the automatic adjustment increase every three years. The salary threshold reverts to \$684 per week (\$35,568 per year).

The DOL may appeal the Court's Ruling, however this avenue remains skeptical with the Presidential Administration set to change in January. Follow this [link](#) to read the Ruling in its entirety.

NLRB Captive Audience Meetings Unlawful

On November 13, 2024, the National Labor Relations Board [issued a decision](#) in *Amazon.com Services LLC*, ruling that an employer violates the National Labor Relations Act by requiring employees under threat of discipline or discharge to attend meetings in which the employer expresses its views on unionization. The Board explained that such meetings—commonly known as captive-audience meetings—violate Section 8(a)(1) of the Act because they have a reasonable tendency to interfere with and coerce employees who may exercise their Section 7 rights. However, the Board made it clear that an employer may lawfully hold meetings with workers to express its views on unionization so long as workers are provided reasonable advance notice of: the subject of any such meeting, that attendance is voluntary with no adverse consequences for failure to attend, and that no attendance records of the meeting will be kept.

STATE

ALASKA

Minimum Wage Update

Alaska's minimum wage will increase to \$11.91/hour. The exempt salary threshold will raise to \$952.80/week or \$49,545.60/year. ([Poster link](#))

ARIZONA

Minimum Wage Update

Arizona's minimum wage will increase to \$14.70/hour; the tipped wage will become \$11.70/hour.

Poster links: ([English](#)) ([Spanish](#))

- **Flagstaff** - \$17.85; tipped wage \$16.85. Poster links: ([English](#)) ([Spanish](#))
- **Tucson** - \$15.00; tipped wage \$12.00. Poster links: ([English](#)) ([Spanish](#))

CALIFORNIA

Minimum Wage Update

California's state minimum wage will increase to \$16.50/hour for all employers; and the exempt salary threshold will increase to \$68,640/year (\$1,320/week); exempt computer software employees will increase to \$56.97/hour (\$118,657.43/year); and exempt licensed physicians and surgeons will increase to \$103.75/hour. [Poster link](#).

Additionally, many local minimum wage rates will increase.

- **Belmont** - \$18.30 ([Poster link](#))
- **Burlingame** - \$17.43 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#)) ([Vietnamese](#))
- **Cupertino** - \$18.20 ([English](#)) ([Chinese](#)) ([Hindi](#)) ([Spanish](#))
- **Daly City** - \$17.07 ([English](#)) ([Spanish](#)) ([Tagalog](#)) ([Chinese](#))
- **East Palo Alto** - \$17.45 ([Poster link](#))
- **El Cerrito** - \$18.34 Poster links: ([English](#)) ([Spanish](#)) ([Japanese](#)) ([Simplified Chinese](#)) ([Traditional Chinese](#))
- **Foster City** - \$17.39 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#))
- **Half Moon Bay** - \$17.47 Poster links: ([English](#)) ([Spanish](#))
- **Hayward** - \$16.50 for employers with 1-25 employees; \$17.36 for employers with 26 or more employees. Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#))
- **Los Altos** - \$18.20 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#))
- **Menlo Park** - \$17.10 ([Posters link](#))
- **Mountain View** - \$19.20 ([Posters link](#))
- **Novato** - \$16.42 for employers with 1-25 employees; \$17.00 for employers with 26-99 employees; \$17.27 for employers with 100 or more employees. ([Posters link](#))
- **Oakland** - \$16.89; Hotel Workers: \$18.36 with health benefits; \$24.48 without health benefits. Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#)) ([Vietnamese](#))
Hotel workers poster links: ([English](#)) ([Spanish](#)) ([Chinese](#)) ([Vietnamese](#))
- **Palo Alto** - \$18.20 Poster links: ([English](#)) ([Spanish](#))
- **Petaluma** - \$17.97 ([Posters link](#))
- **Redwood City** - \$18.20 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#))
- **Richmond** - \$17.77 Poster links: ([English](#)) ([Spanish](#))
- **San Carlos** - \$17.32 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#))
- **San Diego** - \$17.25 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#)) ([Vietnamese](#)) ([Tagalog](#))
- **San Jose** - \$17.95 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#)) ([Vietnamese](#)) ([Tagalog](#)) ([Hindi](#))
- **San Mateo (city)** - \$17.95 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#))
- **San Mateo (county - unincorporated areas)** - \$17.46 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#))
- **Santa Clara** - \$18.20 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#))
- **Santa Rosa** - \$17.87 ([Posters link](#))
- **Sonoma** - \$16.96 for employers with 1-25 employees; \$18.02 for employers with 26 or more employees. Poster links: ([English](#)) ([Spanish](#))
- **South San Francisco** - \$17.70 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#))
- **Sunnyvale** - \$19.00 Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#))
- **West Hollywood** - \$19.65 Poster links: ([English](#)) ([Spanish](#)) ([Russian](#))

Reporting Requirements for Voluntary Compliance Audits

Employers that **voluntarily** conduct social compliance audits will be required to post the audit results through a conspicuous link on their website. A “social compliance audit” is defined as a **voluntary**, nongovernmental inspection or assessment of an employer’s operations or practices to evaluate whether they are in compliance with state and federal labor laws, including, but not limited to, wage and hour and health and safety regulations, including child labor.

There is no requirement to conduct an audit, but if an employer chooses to do so, then they will be subject to the new reporting requirements under [Assembly Bill 3234](#).

Crown Act Amended

[Assembly Bill 1815](#) strengthens California’s anti-discrimination laws by expanding protections under the CROWN Act (Create a Respectful and Open Workplace for Natural Hair Act). It revises the definition of “race” in the Unruh Civil Rights Act, California Fair Employment and Housing Act, and public-school policies to explicitly include traits associated with race, such as hair texture and protective hairstyles (e.g., braids, locs, and twists). This amendment will remove the term “historically,” affirming that racial traits are protected from discrimination in businesses, workplaces, housing, and schools.

Higher Benefit Amounts for Certain Individuals Under California’s Paid Family Leave (PFL) and Disability Insurance (DI) programs

California’s PFL and DI programs are increasing wage replacement rates for workers earning less than the state’s average wage. Covered workers may now receive up to 90% of their regular wages (up from a maximum of 70%) while on leave or unable to work.

PFL’s maximum duration is 8 weeks of benefits payments for eligible workers who are unable to work due to:

- Caring for a seriously ill family member.
- Bonding with a new child.
- Participating in a qualifying event due to a family member’s military deployment.

DI provides partial wage replacement for workers unable to work due to non-work-related illness, injury, or pregnancy. The maximum duration is 52 weeks of benefit payments.

Captive Audience Meeting: Attendance Requirement Prohibited

Under [Senate Bill 399](#), known as the California Worker Freedom from Employer Intimidation Act, employers will be prohibited from requiring employees to attend meetings for the purpose of communicating the employer’s opinion about religious and political matters. Employers are prohibited from discharging, discriminating, retaliating or taking any other adverse employment action against any employee who declines to attend or participate in such meetings.

Paid Family Leave Requirements Change

Under signed [Assembly Bill 2123](#) employers will no longer be permitted to require employees to use up to two weeks of earned paid time off before accessing PFL Paid Family Leave benefits.

Early Application for Paid Family Leave and Disability Insurance Benefits

Under [Senate Bill 1090](#), employees will be permitted to file a claim for State Disability Insurance (SDI) and Paid Family Leave (PFL) benefits up to thirty days in advance of the first compensable day for benefits. The amendment therefore allows workers to apply before anticipated leave rather than completing the process after they have begun leave.

Paid Sick Leave Expanded for Agricultural Employees

[Senate Bill 1105](#) will expand existing paid sick leave provisions to require employers to provide paid sick days to agricultural employees who (i) work outside and (ii) request sick leave to avoid smoke, heat, or flooding conditions created by a local or state emergency, including sick days necessary for preventive care due to their work or such conditions.

Expansion of Victim Protection

[Assembly Bill 2499](#) reframes and expands existing workplace protections for employees who are victims of crime or abuse. The new law:

- Will move enforcement authority to the California Civil Rights Department
- Expand the definition of victim to include victims of any qualifying act of violence (QAOV).
- Will protect employees from discrimination or retaliation based on a family member's status as a victim.
- Will include new leave reasons and will allow employees to take leave when a family member is a victim (for employers with 25 or more employees).
- Will require employers to provide notice of these protections to all employees annually and when they become aware that an employee or their family member is a victim (this is in addition to at the time of hire and upon request). The California Civil Rights Department is tasked with developing a model notice by July 1, 2025.

Restrictions on Requirement of Driver's License

Under [Senate Bill 1100](#), the Fair Employment Housing Act (FEHA) is amended to prohibit employers from including a requirement for a driver's license in job advertisements, postings, applications, or other materials unless both of the following conditions are met:

- The employer reasonably expects driving to be a job function for the position, *and*
- The employer reasonably believes that using an alternative form of transportation (e.g., ride-hailing services, taxis, carpooling, bicycling, or walking) would not be comparable in travel time or cost to the employer.

Whistleblowing Workplace Poster

The California Whistleblower Protection Act requires employers to prominently display a list of employees' rights and responsibilities under the whistleblower laws, including the telephone number of the whistleblower hotline. The notice must be displayed in lettering larger than size 14-point type. [Assembly Bill 2299](#) requires the Labor Commissioner to develop a model list of employees' rights and responsibilities, accessible on the Labor Commissioner's internet website, which must be included in the employer's posting.

Workers' Compensation Notice Amended

[Assembly Bill 1870](#) amends Section 3550 of the Labor Code to make changes to the workers' compensation notice employers are required to post in a conspicuous location frequented by employees. Currently, employers are required to display a workplace notice in a visible location with details about reporting injuries, employees' rights to choose or change treating physicians, protections against discrimination, and other key information. Beginning January 1, 2025, this notice must also inform injured employees of their right to consult a licensed attorney to understand their rights under workers' compensation laws.

COLORADO

Minimum Wage Update

Colorado's minimum wage will increase to \$14.81/hour; tipped wage \$11.79/hour; executive/supervisor, administrative, or professional employees ("EAP") salary threshold \$1,086.25/week (\$56,485 per year) ([Poster link](#)).

- **Boulder (City)** - \$15.57; tipped wage \$12.55
- **Boulder County (unincorporated areas)** - \$16.57; tipped wage \$13.55
- **Denver** - \$18.81; tipped wage \$15.79. Posters are not available yet, link to the page found [here](#).
- **Edgewater** - \$16.52; tipped wage \$13.50

CONNECTICUT

Minimum Wage Update

Connecticut's minimum wage will increase to \$16.35/hour. Posters are not available yet, link to the page found [here](#).

Paid Sick Leave Expanded

Governor Ned Lamont signed [Public Act 24-8](#) into law, significantly broadening Connecticut's Paid Sick Leave Law.

The scope of employers covered will expand to all employers contingent upon their employee count (not just employers in retail and service sectors). The threshold for coverage will be lowered in three phases, according to the following schedule:

- Employers with **25+ employees** must provide leave starting January 1, 2025.
- Employers with **11+ employees** must provide leave starting January 1, 2026.
- Employers with **1+ employees** must provide leave starting January 1, 2027.

Eligible employees will also accrue one hour of paid sick leave for every thirty hours worked (instead of for every forty hours worked). Eligible employees will still be able to carry over up to 40 hours of unused and accrued paid sick leave to the following year, even though they cannot use more than 40 hours of paid sick leave in a calendar year.

Additionally, the reasons employees may use paid sick leave will be expanded to include:

- closure by order of a public health official, due to a public health emergency, of the employer's place of business, a family member's school, or a family member's place of care due, *and*
- a determination by an employer of the employee, an employer of an employee's family member, a health authority with jurisdiction, or a health care provider that an employee or the employee's family member poses a risk to the health of others due to the employee's or family member's exposure of a communicable illness.

Lastly, employers will have certain recordkeeping requirements and notice requirements.

- For three years, covered employers must maintain records showing (i) the number of hours of paid sick time accrued or provided to each employee, and (ii) the number of hours of paid sick time used by each employee during the calendar year. This information will be required to be included on each employee's wage records/pay stubs.
- Covered employers will be required to post in the workplace an [English](#) and [Spanish](#) version of the model poster of the Paid Sick Leave Law that the Connecticut Department of Labor created; and by January 1, 2025 or at the time of hire, whichever is later, provide all employees a copy of the notice.

DELAWARE

Minimum Wage Update

Delaware's minimum wage will increase to \$15.00/hour; tipped wage will remain \$2.23/hour.

Poster links: ([English](#)) ([Spanish](#)) ([Haitian Creole](#))

Paid Family and Medical Leave Insurance

Beginning January 1, 2025, Delaware's Paid Family and Medical Leave Insurance Program will require employers to start payroll contributions to fund the program. The total contribution rate is set at 0.8% of an employee's wages, up to the Social Security wage cap, with costs split between employers and employees (up to 50% employee contribution). Employees will not be able to submit claims for benefits until **January 1, 2026**. The program provides up to 12 weeks of parental leave annually and up to 6 weeks every 24 months for an employee's own medical condition, family caregiving, or military-related exigency.

Employers are required to notify employees of their rights under the law, including posting notices in the workplace and providing a notice upon hire. The state has created a [website](#) with the Notice of Employee Rights, FAQs, an overview of the program, and other resources for employers.

ILLINOIS

Minimum Wage Update

Illinois' minimum wage will increase to \$15.00/hour; and the tipped wage will be \$9.00/hour. Posters are not available yet, link to the page found [here](#).

- **Cook County** - \$15.00; tipped wage \$9.00

Poster links: ([English](#)) ([Spanish](#)) ([Polish](#)) ([Chinese](#)) ([Arabic](#)) ([Filipino](#)) ([Urdu](#))

Pay and Benefits Information Required in Job Postings

Under the [amended Equal Pay Act of 2003](#), employers with 15 or more employees will be required to include a pay scale and general description of benefits, including bonuses, stock options, and other incentives in job postings. If a third party handles the job posting, the employer must provide the necessary pay and benefits details.

Additionally, employers must notify current employees of promotion opportunities within 14 days of any external job posting. The law applies to positions physically performed (in part) in Illinois or outside Illinois if the employee reports to an Illinois supervisor, office, or work site.

Access to Personnel Records

Under the [amended Personnel Record Review Act](#), covered employers as well as their employees will have new procedures and obligations to follow.

New Employee Request Requirements include:

- **Written Requests Only** - All requests must be in writing, including email or by text message.
- **Reasonable Intervals** - Requests must be made at reasonable intervals unless a collective bargaining agreement states otherwise.
- **Specificity** - Requests must clearly:
 - Identify the records being requested (specific records or all allowable records).
 - State if the employee wants to inspect, copy, or receive copies of the records.
 - Specify the desired format (hardcopy or commercially available electronic format).
 - Identify if a representative (e.g., lawyer, union official, family member) will handle the request.
 - Include a signed waiver if medical records are involved.

The New Employer Obligations and Rights state:

If a request is submitted in line with the above requirements, then employees are entitled to the following categories of documents:

- any personnel documents which are, have been or are intended to be used in determining that employee's qualifications for employment, promotion, transfer, compensation, benefits, discharge, or other disciplinary action, with certain exceptions;
- any employment-related contracts or agreements that the employer maintains are legally binding on the employee;
- any employee handbooks that the employer made available to the employee or that the employee acknowledged receiving; *and*
- any written employer policies or procedures that the employer contends the employee was subject to and that concern qualifications for employment, promotion, transfer, compensation, benefits, discharge, or other disciplinary action.

While the first category remains largely the same as under the current version of the Act, it now also entitles employees to the production of personnel documents relating to an employee's benefits. Employers should take special notice that the last three categories are all new.

Employers must provide requested documents within **seven (7) working days** of receipt of a valid request. Employees (or their representatives) are entitled to make **two (2) requests per calendar year**.

Enhanced Access to Pay Stubs

The Illinois Wage Payment and Collection Act is amended to provide current and former employees enhanced access to their paystubs. Key changes include:

- A new definition of "paystub" to mean a document reflecting an employee's hours worked, overtime hours worked, total wages earned, total deductions, rate of pay during a pay period, and year to date wages and deductions.
- The requirement that employers maintain copies of employee paystubs for at least three (3) years after the date of payment, regardless of employment status.
- Up to two (2) times per year, furnishing copies of an employee's (or former employee's up to one (1) year following separation) paystubs within twenty-one (21) days following the request.
- Employers offering electronic paystubs must, upon an employee's separation, offer records of all paystubs from the preceding year by the end of the final pay period. The employer must document the offer and the employee's response.

Illinois Human Rights Act Amended to Add Protected Classes

The Illinois Human Rights Act is amended to establish two new protected classes- **family responsibilities and reproductive health decisions**.

"Family responsibilities" is defined as an employee's actual or perceived provision of personal care to a family member, whether in the past, present, or future.

"Reproductive health decisions" is defined as meaning a person's decisions regarding the person's use of: contraception; fertility or sterilization care; assisted reproductive technologies; miscarriage management care; healthcare related to the continuation or termination of pregnancy; or prenatal, intranatal, or postnatal care.

Employers may not discriminate in hiring, promotion, training, dismissal, or other employment terms based upon any the newly added protected classes or others included in the Act.

Illinois Human Rights Act Statute of Limitations Extended

The statute of limitations for violations of the Illinois Human Rights Act is increasing from 300 calendar days to **two (2) years** after the date that a civil rights violation allegedly has been committed. Claimants now have up to two years to file their administrative charge, based upon employment discrimination, harassment, or retaliation, with the Illinois Department of Human Rights.

Captive Audience Meetings

Under the new [Worker Freedom of Speech Act](#) employers will be prohibited from requiring employees to attend or participate in meetings or communications where the employer expresses opinions on religious or political matters, including unionization. Participation in such discussions must be voluntary, without incentives or threats of retaliation. Violations related to unionization discussions can be reported, and employees have legal avenues to seek enforcement and penalties.

Employers are required to post a notice in the workplace about these rights by January 31, 2025. It is unclear if the state will create a sample notice, but you MAY check the [Illinois Department of Labor poster website](#) closer to the deadline.

Child Labor

Illinois' prior child labor law has been repealed and replaced with enhanced restrictions under [Child Labor Law of 2024](#). The new law covers minor employees under 16 years of age. Minors 13 years old and younger may not be employed "in any occupation or at any worksite" unless explicitly authorized by or exempted under the law.

To be in compliance, employers will need to ensure they obtain an employment certificate authorizing the minor's work, maintain proper records, and only employ minors in permitted occupations and for work hours as allowed under the law. For more information, please visit the [Illinois Fair Labor Standards Division site](#) on child labor laws.

INDIANA

Child Labor Hours Expanded

[House Bill 1093](#) reduces work limitations for minors aged 14 to 15. For instance, workers age or 15 will be permitted to work beyond 7 p.m. on days preceding school during the summer months (June 1st through Labor Day). Additionally, the hour and time restrictions for minors aged 16 to 17 will no longer exist. We anticipate a revision of the Teen Worker Hour Restrictions Poster in the coming weeks, link here to the [Indiana Publications page](#).

KENTUCKY

Medical Cannabis Status Approved

Under [Senate Bill 47](#), medical cannabis will soon be legal, and the rights and obligations of employers will involve the following:

- **Workplace Policies:** Employers will be permitted to prohibit medicinal cannabis use, maintain drug-free workplaces, and enforce zero-tolerance policies.
- **Safety Concerns:** Employers will be permitted to restrict cannabis-using employees from operating equipment if it poses safety risks.
- **Termination:** Employees may be subject to termination for using cannabis at work, being under its influence, or testing positive if workplace policies are violated.
- **Impairment Testing:** Employers will be permitted to assess impairment and require employees to prove non-impairment if challenged.
- **Non-Discrimination:** Employers will not be penalized for hiring medical cannabis users; however, employers

will not be permitted to discriminate solely based on an individual's status as a medical cannabis cardholder.

- **No Mandatory Accommodation:** Employers will not be required to accommodate medicinal cannabis use in the workplace in violation of workplace policies.

MAINE

Minimum Wage Update

Maine's minimum wage will increase to \$14.65/hour; and the tipped wage will be \$7.33/hour. The exempt salary threshold will raise to \$845.21/week or \$43,951/year.

Maine has issued the 2025 posters, however we anticipate a revision to align with newly increased exempt salary threshold; link here to the [Maine labor poster page](#).

- **Portland** - \$15.50; tipped wage \$7.75 Poster links: ([English](#)) ([Spanish](#))
- **Rockland** - \$15.50; tipped wage \$7.75

Paid Family and Medical Leave Insurance Fund

Contributions under the Paid Family and Medical Leave (PFML) program are scheduled to begin the first of the year, with employers required to deduct and remit payroll contributions quarterly. Key provisions include:

- **Payroll Contributions:** Employers with 15 or more employees must contribute 1% of employee wages and may deduct up to 50% of their contribution from employee wages. Employers with fewer than 15 employees will be required to contribute 0.5% of wages and may deduct the entire amount from employee wages.
- **Employee Notices:** Employers must post program notices and provide written notice to new hires within 30 days of their start date.
- **Coverage Maintenance:** Health insurance must be maintained during employee leave, with no retaliation for its use.

The program offers up to 12 weeks each of family and medical leave annually, with wage replacement at 90% of average weekly earnings, capped at 120% of the state average wage. Beginning in 2026, eligible workers will begin to take leave. For more information, please visit the [Maine Department of Labor site](#).

MARYLAND

Minimum Wage Update

- **Howard County** - \$16.00 (15+ employees); no change for employers with 14 or fewer employees, or for government workers. Poster links: ([English](#)) ([Spanish](#))

MICHIGAN

Minimum Wage Update

Michigan's minimum wage will increase to \$10.56/hour; for minors aged 16 & 17 wage will increase to \$8.98/hour; and the tipped wage will be \$4.01/hour. Poster links: ([English](#)) ([Spanish](#)) ([Arabic](#))

A second increase is scheduled for **February 21, 2025**: \$12.48; \$5.99 tipped workers. Poster links: ([English](#)) ([Spanish](#)) ([Arabic](#))

Earned Sick Time Act (ESTA)

On **February 21, 2025**, Michigan's ESTA will replace the Paid Medical Leave Act (PMLA). Employees will be able to earn 1 hour of sick time for every 30 hours worked, with accrual starting immediately upon hire. However, employers may require new employees to wait up to 90 days before using their accrued time. Small businesses, with fewer than 10 employees, must provide up to 40 hours of paid sick time and an additional 32 hours of unpaid sick time annually. Larger employers will be required to provide up to 72 hours of paid

sick time per year. Any unused sick time must carry over to the following year, with no cap on accrual or carryover limits.

Michigan Department of Labor & Economic Opportunity issued Frequently Asked Questions as well as a notice employers are required to post in the workplace. See below for links to those resources.

- [Earned Sick Time Act Frequently Asked Questions \(FAQs\)](#)
- [LEO Paid Leave Required Poster](#)

MINNESOTA

Minimum Wage Update

Minnesota's minimum wage will increase to \$11.13 for all employers (no longer tiered by employer size). The training wage for employees under 20 will increase to \$9.08/hr. Poster links: ([English](#)) ([Spanish](#)) ([Chinese](#)) ([Hmong](#)) ([Somali](#))

- **Minneapolis** - Small and Large businesses: \$15.97. Poster links: ([English](#)) ([Spanish](#)) ([Somali](#)) ([Vietnamese](#)) ([Lao](#)) ([Hmong](#)) ([Chinese](#)) ([Oromo](#)) ([Amharic](#)) ([Karen](#))
- **St Paul** - Macro (10,000+ employees) and Large (101-10,000 employees) businesses: \$15.97; (small and micro employers - no change). Posters are not available yet, link to the page found [here](#).

Pay Equity and Transparency Requirements

Minnesota employers with **30 or more employees in Minnesota**, including recruiting and staffing agencies, must disclose salary ranges and a general description of benefits and other compensation in job postings.

A "salary range" under the law is defined as the minimum or maximum salary or hourly range of compensation for a job at the time of posting based on an employer's "good faith estimate," and may not be open-ended. The requirement applies to specific job openings, but not to general solicitations. Additionally, the law's scope includes recruitment of Minnesota employees and potentially out-of-state candidates.

This new pay equity and pay transparency law builds on the state's recent legislation which prohibits asking applicants about their pay history. We anticipate the Department of Labor and Industry to issue further guidance in the near future.

MISSOURI

Minimum Wage Update

Missouri's minimum wage will increase to \$13.75/hour; and the tipped wage will be \$6.88/hour. Poster links: ([English](#)) ([Spanish](#))

MONTANA

Minimum Wage Update

Montana's minimum wage will increase to \$10.55/hour. Poster links: ([English](#)) ([Spanish](#))

NEBRASKA

Minimum Wage Update

Nebraska's minimum wage will increase to \$13.50/hour; the tipped will remain \$2.13/hour. Poster links: ([English](#)) ([Spanish](#))

NEVADA

Heat Illness Prevention

The Nevada Division of Industrial Relations (DIR) adopted a heat illness prevention regulation to protect workers from heat-related hazards. The regulation is effective now; however, enforcement is delayed until 90 days after the DIR publishes guidance on its website, which is expected around the New Year.

Employers with **10 or more employees** must perform a one-time **written job hazard analysis** of working conditions that may cause heat illness. This includes factors such as air temperature, humidity, radiant and conductive heat, airflow, workload severity and duration, and the protective gear worn. The analysis must identify:

- **Job Classifications:** Roles where most employees are exposed to heat illness for over 30 minutes in any 60-minute period (excluding breaks).
- **Tasks and Procedures:** Activities where exposure to heat illness may occur.

If the analysis identifies potential heat illness risks, a **written safety plan** must be developed, including:

- **Access to Potable Water:** Ensuring employees have safe drinking water.
- **Rest Breaks:** Allowing breaks if heat illness symptoms arise.
- **Cooling Methods:** Providing shade, cooling tents, or air-conditioned spaces.
- **Monitoring:** Assigning someone to oversee conditions that may lead to heat illness.
- **Process Adjustments:** Modifying work processes that increase heat or humidity.
- **Employee Training:** Teaching employees to recognize heat illness and minimize risks.
- **Emergency Procedures:** Establishing clear protocols, including designating someone to contact emergency services during heat-related incidents.

Follow this [link](#) to read the regulation in its entirety. Nevada's Division of Industrial Relations (DIR) indicated it will be providing additional guidance on its [site](#) in the coming weeks.

NEW HAMPSHIRE

Registered Sex Offender Employment Ban

Under [House Bill 1038](#) registered sex offenders will be prohibited from being employed or volunteering in roles that involve direct service, supervision, or oversight of minors. This includes employment or volunteer work in positions such as teachers, school administrators, coaches, childcare workers, camp counselors, scout leaders, and other jobs providing one-on-one interactions or services predominantly to minors.

The bill classifies violations as felonies for knowingly engaging in prohibited employment or volunteer work or failing to disclose prior convictions when applying for such roles or offering related employment or volunteer opportunities. Although the legislation does not explicitly mandate background checks for employment or volunteer positions involving direct services or supervision of minors, this legal framework implies that organizations should implement thorough screening processes, including background checks, to ensure compliance and avoid potential legal repercussions.

NEW JERSEY

Minimum Wage Update

New Jersey's minimum wage will increase to \$15.49/hour, and \$14.53/hour for employers with fewer than 6 employees. The tipped wage will be \$5.62/hour. Posters are not available yet, link to the page found [here](#).

NEW MEXICO

Minimum Wage Update

Las Cruces minimum wage will increase to \$12.65/hour; tipped wage will be \$5.06/hour. Posters links: ([English](#)) ([Spanish](#))

NEW YORK

Minimum Wage Update

- New York State's minimum wage will increase to \$15.50/hour and \$16.50/hour for NYC, Westchester County, and Long Island.
- The home health aid rate will increase to \$18.10; \$19.10 for NYC, Westchester County, and Long Island.
- The tipped service worker rate will increase to \$12.90 for New York State; and \$13.75 for NYC, Westchester County, and Long Island.
- The tipped food service worker rate will increase to \$10.35 for New York State; and \$11.00 for NYC, Westchester County, and Long Island.
- The upstate exempt salary threshold will increase to \$1,161.65/week or \$60,405.80/year; while downstate (NYC, Westchester County, and Long Island) will increase to \$1,237.50/week or \$64,350/year.

Poster links are not available yet but may be found [here](#) and [here](#). Here is also a [link](#) to the NY Minimum Wage Lookup tool.

Paid Prenatal Leave

New York employers will be required to provide pregnant employees with twenty (20) hours of paid prenatal leave within a 52-week calendar period. This leave can be used for pregnancy-related healthcare services, such as physical exams, medical procedures, monitoring, testing, or consultations with healthcare providers, and may be taken in hourly increments. Employees must be compensated at their regular rate of pay or the minimum wage, whichever is higher, but employers are not required to pay for unused leave upon an employee's separation from employment. In the state's recently released [FAQs](#), it is made clear that employers may not ask employees for information about their health condition or request medical records or related documents in order to use paid prenatal leave.

Workplace Violence Prevention Training for Retail Employers

Effective **March 3, 2025**, retail employers in New York state will be required to create a workplace violence prevention policy and conduct annual workplace violence prevention training. The act covers all employers with **at least ten (10) employees** who work at a retail store, which is defined broadly as "a store that sells consumer commodities at retail and which is not primarily engaged in the sale of food for consumption on the premises." Larger retailers with 500+ retail employees will also be required to install panic buttons throughout their stores or on equipment provided by the employer, to its retail employees, effective January 1, 2027.

Stay tuned for a model policy and training program that will be published by the New York Department of Labor.

OHIO

Minimum Wage Update

Ohio's minimum wage will increase to \$10.70/hour; the tipped wage will be \$5.35/hour. ([Poster link](#))

RHODE ISLAND

Minimum Wage Update

Rhode Island's minimum wage will increase to \$15.00/hour; the tipped wage will remain \$3.89/hour. Posters not available yet, link to the page found [here](#).

Increased Benefits for Temporary Caregiver Insurance (TCI)

There will be an increase in the number of weeks available under TCI, from six (6) weeks to seven (7) weeks beginning January 1, 2025; and eight (8) weeks beginning January 1, 2026. TCI is run by the state but requires employers to provide job-protected leave and health benefit continuation during approved leave. For more information, check out the state's TCI [website](#).

Veteran's Benefits Poster Requirement

Rhode Island employers with over 50 full-time employees will be required to display a poster detailing veterans' benefits and services, including contact information for veteran support, mental health treatment, education resources, tax benefits, unemployment eligibility, and legal services. The poster will be available on the Rhode Island Department of Labor [website](#).

SOUTH DAKOTA

Minimum Wage Update

South Dakota's minimum wage will increase to \$11.50/hour; the tipped wage will be \$5.75/hour. Poster links: ([English](#)) ([Spanish](#))

VERMONT

Minimum Wage Update

Vermont's minimum wage will increase to \$14.01/hour; the tipped wage will be \$7.01/hour. Posters are not available yet, link to the page found [here](#).

VIRGINIA

Minimum Wage Update

Virginia's minimum wage will increase to \$12.41/hour; the tipped wage will remain \$2.13/hour. [Poster link](#)

WASHINGTON

Minimum Wage Update

Washington's state minimum wage will increase to \$16.66/hour. Poster links: ([English](#)) ([Spanish](#)) ([Multiple Languages](#))

The salary threshold for small employers (1-50 employees) will be \$1,332.80/week (\$69,305.60/year), and the salary threshold for large employers (51 or more employees) will be \$1,499.40/week (\$77,968.80/year). The minimum wage for exempt computer professionals who are paid on an hourly basis will be \$58.31/hour. Washington does not require employers to post the State's minimum wage.

- **Bellingham** - \$17.66
- **Burien** - \$21.16 for large employers, \$20.16 for midsize employers. [Wage Flow Chart](#)
- **Kings County (unincorporated)** - \$17.29 (15 or fewer employees and an annual gross revenue of less than \$2 million). \$18.29 (15 or fewer employees and annual gross revenue of \$2 million or greater). \$18.29 (16-499 employees). \$20.29 More than 500 employees. Poster links: ([English](#)) ([Amharic](#)) ([Chinese](#)) ([Spanish](#)) ([French](#)) ([Hindi](#)) ([Japanese](#)) ([Korean](#)) ([Russian](#)) ([Somali](#)) ([Tagalog](#)) ([Telugu](#)) ([Ukrainian](#)) ([Vietnamese](#))

- **Renton** – \$20.90 Large employers (more than 500 employees worldwide). \$18.90 Mid-size employers (at least 15 but no more than 500 employees worldwide or over \$2 million of annual gross revenue) \$18.90
- **Sea Tac** - \$20.17.
- **Seattle** - \$20.76 [Annual Workplace Poster](#); additional languages may be found [here](#).
- **Tukwila** - \$21.10 if employer has more than 500 employees; \$20.10 if employer has 15-500 employees; otherwise, must pay the state minimum wage. [Poster link](#); additional languages may be found [here](#).

Paid Sick Leave Amended

Under [Senate Bill 5793](#) the state's paid sick leave law that applies to employers of any size, has been amended to provide an additional reason for leave and to broaden the definitions of "family member" and "child."

Expanded Definitions:

- **Family Member:** The term will now include any individual who regularly resides in the employee's home, provided there is an expectation that the employee will care for them, and they depend on the employee for care. This excludes individuals who merely share the same residence without such expectations. Additionally, it encompasses individuals where the relationship creates an expectation of care, and the person depends on the employee for such care.
- **Child:** The definition has been expanded to include the spouse of the employee's child.

Expanded Use of Paid Sick Leave:

- **Closure of Child's School or Place of Care:** Employees are permitted to use paid sick leave not only when their child's school or place of care is closed for health-related reasons but also when such closures occur due to a declared emergency by local, state, or federal authorities, regardless of whether the emergency is health-related

**PLEASE CONTACT OUR HR DEPARTMENT AT 877-884-7700
IF YOU NEED FURTHER GUIDANCE OR IF YOU HAVE ANY
QUESTIONS OR CONCERNS ABOUT THESE UPDATES.**