DecisionHR

Mid-Year Compliance Updates for 2025

Minimum Wage Increases Effective July 1, 2025

The following list highlights major localities with minimum wage increases effective July 1. It is not a comprehensive list of all jurisdictions that may have a minimum wage rate differing from the federal or state rate.

ALASKA

$13.00 (Poster) The minimum salary level to qualify as a salary-exempt employee will increase to $1,040.00/week $54,080/year

CALIFORNIA

Alameda
$17.46 Posters links: (*English*) (*Arabic*) (*Chinese*) (*Korean*) (*Spanish*) (*Tagalog*) (*Vietnamese*)

Berkley
$19.18 Poster links: (*English*) (*Simplified Chinese*) (*Spanish*)

Emeryville
$19.90 Posters links: (*English*) (*Chinese*) (*Farsi*) (*Spanish*) (*Amharic*) (*Thai*)

Fremont
$17.75 Poster links: (*English*) (*Simplified Chinese*) (*Hindi*) (*Punjabi*) (*Spanish*) (*Tagalong*) (*Vietnamese*)

Los Angeles City
$17.87; $22.50 for hotel workers in hotels w/60 or more rooms. Poster Links: (*English*) (*Spanish*) (*Chinese-Simplified*) (*Chinese-Traditional*) (*Hindi*) (*Vietnamese*) (*Tagalong*) (*Korean*) (*Japanese*) (*Thai*) (*Armenian*) (*Russian*) (*Farsi*)

Los Angeles County (unincorporated areas)
$17.81 The County has not published the Workplace Posters yet, follow this *link* to their page.

Milpitas
$18.20 Posters link: (*English*) (*Chinese*) (*Korean*) (*Spanish*) (*Tagalog*) (*Vietnamese*)

Pasadena
$18.04 Poster Link: (*Employment Poster*) (*English Notice*) (*Spanish Notice*)

San Francisco
$19.18 (*Posters*)

Santa Monica
$17.81 Poster Links: (*English*) (*Spanish*) Hotel workers: **$22.50**

West Hollywood
$20.22 for hotel workers Poster links: (*English* / *Spanish* / *Russian*)

ILLINOIS

Chicago

$16.60 and **$12.62** for tipped workers. *The updated minimum wage posters have not been published yet, follow this link to Chicago's worksite postings page.*

MARYLAND

Montgomery County

$15.50 for employers with 10 or fewer employees; **$16.00** (11-50 employees); **$17.65** (51+ employees). *The minimum wage poster has not been published yet, follow this link to the page.*

MINNESOTA

Saint Paul

$13.25 (Micro 1-5 employees) **$15.00** (Small 6-100 employees). *No change for large or macro employers.* Poster links: (*English*) (*Hmong*) (*Spanish*) (*Karen*) (*Somali*)

OREGON

Standard **$15.05**; Portland Metro **$16.30**; Non-Urban Counties **$14.05** *The updated minimum wage posters have not been published yet, follow this link to Oregon's worksite postings page.*

WASHINGTON D.C.

$17.95; **$12.00** tipped workers. Washington D.C. has not published the update posters yet, follow this *link* to their page.

WASHINGTON

Burien

$20.16 for Level 2 employers (all employers including franchisees with 21-499 FTEs). No change for Level 1 and Level 3 employers. Poster links: (*English*) (*Spanish*) (*Vietnamese*) (*Amharic*) (*Korean*) (*Chinese*)

Everett

$20.24 for employers with more than 500 employees in Washington; **$18.24** for employers with 15-500 employees. *The updated minimum wage poster has not yet been published, follow this link to City of Everett webpage.*

Renton

$19.90 (Mid-Sized Employers 15-500 employees or fewer than 15 employees with more than $2 million in annual gross revenue)

Tukwila

$21.10 (Mid-Sized Employers 15-500 employees or fewer than 15 employees with more than $2 million in annual gross revenue). Poster Links: (*English*) (*Somali*) (*Spanish*) (*Vietnamese*)

Employment Law Updates

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

FEDERAL

U.S. Department of Labor Wage and Hour Division

INDEPENDENT CONTRACTOR

On **May 1, 2025**, the Department of Labor (DOL) issued Field Assistance *Bulletin No. 2025-1*, announcing they will no longer enforce the 2024 Biden-era rule regarding independent contractor classification. Instead they will return to their previous guidance found in *Fact Sheet #13 (2008)* and *Opinion Letter FLSA2019-6*, until the 2024 Rule is revised or rescinded.

When determining employee versus independent contractor status under the FLSA, the DOL will revert to relying on the **Economic Reality Test**, which evaluates multiple factors to determine whether an employment relationship exists; the factors include:

- **Opportunity for profit or loss depending on managerial skill,**
- **Investments by the worker and the employer,**
- **Permanence of the work relationship,**
- **Nature and degree of control,**
- **Whether the work performed is integral to the employer's business, and**
- **Skill and initiative.**

The central question is whether the worker is economically dependent on the employer for work or is instead operating an independent business. All relevant factors must be considered, with no single factor, or combination of factors, given greater weight. Rather, determination should be based on the totality of the circumstances surrounding the working relationship.

Nonetheless, the 2024 Rule does remain in effect and employers should be vigilant to remain compliant with the classification rule in effect, including the varying classification rules among states.

U.S. Equal Employment Opportunity Commission (EEOC)

DISPARATE IMPACT

On April 23, 2025, President Donald Trump signed an *executive order* instructing federal agencies cease using the disparate impact theory of liability under federal civil rights laws, including Title VII of the Civil Rights Act of 1964 that address employment discrimination. This means that any employers currently facing agency action or litigation based upon disparate impact liability may be able to limit or stop liability based on this executive order. DecisionHR will continue to monitor developments as Trump's order could be challenged in court by groups and individuals who have filed discrimination complaints with federal agencies, likely arguing that he overstepped his authority in issuing it.

Federal Court Vacates Parts of EEOC Harassment Guidance

On **May 15, 2025**, a Texas federal court ruled that parts of the EEOC's expansion of the definition of "sex" in its Enforcement Guidance on Harassment in the Workplace were unlawful. The vacated portions include provisions related to gender identity, such as bathroom access and pronoun use under Title VII.

Although President Trump's January 2025 executive order directed the EEOC to rescind conflicting parts of the guidance, the agency currently lacks a quorum to take such action. In the meantime, the EEOC has *updated its website* to mark the vacated sections and is reviewing its materials to ensure compliance with the court's ruling, which has implications nationwide.

Pregnant Workers Fairness Act (PWFA)

On **May 21, 2025**, U.S. District Judge David Joseph ruled in *Louisiana v. EEOC* that the Equal Employment Opportunity Commission exceeded its authority by requiring employers to accommodate non-medically necessary elective abortions under the Pregnant Workers Fairness Act (PWFA). He ordered the EEOC to revise its final rule and related guidance. The ruling applies nationwide unless overturned by a higher court. Employers should note that abortions stemming from a treatment of an underlying medical condition related to pregnancy are not affected and should still be accommodated as required under the PWFA.

EEO-1 Reporting

The U.S. Equal Employment Opportunity Commission (EEOC) opened the 2024 EEO-1 Component 1 data collection on May 20, 2025. All private-sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, are required to report annually the number of individuals employed by job category and by sex and race/ethnicity. The deadline for submissions is **Tuesday, June 24, 2025**. Follow this *link* to the Equal Employment Opportunity Commission's dedicated 2024 EEO-1 page.

STATE

Alaska

CAPTIVE AUDIENCE BAN

Alaska voters approved Ballot Measure No. 1 in November 2024, effectively banning "captive audience" meetings in the workplace as of **July 1, 2025**. Employers are prohibited from taking or threatening adverse employment action against an employee who refuses to attend or listen to meetings or communications primarily intended to convey the employer's views on political or religious matters.

"Political matters" are defined broadly to include topics such as elections, political parties, candidates, proposed legislation or regulations, and decisions regarding membership in political, civic, fraternal, or labor organizations; while "religious matters" encompass religious affiliation, practices, and decisions about joining or supporting religious groups.

The law includes specific exemptions. It does not prohibit:

- Employers from communicating information required by law, necessary for job performance, or relevant to the workplace;
- Academic institutions from conducting coursework or academic programs; executives from receiving business-related communications; or
- Bona fide religious organizations from requiring employees to participate in communications related to religious beliefs.

PAID SICK LEAVE

Under Ballot Measure No. 1 all private employers in Alaska will be required to provide paid sick leave starting on **July 1, 2025**. Under the new statewide paid leave law, employers must allow employees

to accrue at least one hour of paid sick leave for every 30 hours worked. Employees of smaller employers (fewer than 15 employees) will not be entitled to accrue or use more than 40 hours per year, while larger employers (15 or more employees) may limit accrual and use to 56 hours per year. While paid sick leave must carry over year to year, employees may still be subject the accrual and usage limits.

Employees will be able to use paid sick leave for injury, illness, to care for a family member, or when necessary to receive care or legal help related to stalking, domestic violence, or sexual assault. Employers will not be permitted to require proof of illness for paid sick leave unless it extends beyond three (3) consecutive workdays.

Certain classifications of workers are exempt from the new law, including those in agricultural, aquaculture, domestic service, minors under the age of 18 who work less than 30 hours per week, or employees covered by a collective bargaining agreement.

Ballot Measure No. 1 does not require employers to provide additional paid sick leave if their existing paid time off (PTO) policy meets or exceeds the law's minimum requirements and allows employees to use that time for illness or injury.

The Department of Labor and Workforce Development released a set of *FAQs* to clarify provisions of Ballot Measure No. 1.

California

LOS ANGELES COUNTY

On **July 1, 2025**, Los Angeles County's *Fair Workweek Ordinance* goes into effect for those working in the retail industry in unincorporated Los Angeles County for at least two hours per week ("covered employees"). Under the ordinance, retail employers with at least 300 employees nationwide (including franchisees), will be required to provide covered employees:

- A good faith estimate of their work schedule upon hire and thereafter within ten days of a request;
- Written notice of their work schedules fourteen days in advance;
- With certain limitations, the opportunity to work more hours prior to hiring new employees;
- Pay premium if their schedules are altered by the employer under certain circumstances; and
- At least a ten- hour break between scheduled shifts.

Retail employers in Los Angeles County should review their scheduling procedures and policies to ensure compliance with the upcoming requirements.

Colorado

COLORADO PRIVACY ACT

Beginning **July 1, 2025**, the Colorado Privacy Act, as amended, (CPA) will require employers to follow specific rules when collecting and using biometric data—such as fingerprints, facial scans, and voiceprints. Under this law, employers must obtain clear, informed permission from employees and job applicants before collecting any biometric information. This consent must be obvious and cannot be buried in fine print or implied.

In addition to obtaining consent, employers will need to adopt a written biometric policy that explains why the data is being collected, how long it will be kept, how it will be protected, and when it will be deleted. Consent can only be a condition of employment in limited situations, such as for timekeeping systems, secure access to physical or digital locations, or safety monitoring. In all other cases,

individuals must be allowed to decline without facing negative consequences.

Unlike similar laws in other states, Colorado's law does not allow individuals to file private lawsuits. Instead, it can only be enforced by the Colorado attorney general or local district attorneys, which significantly reduces the legal risk for employers.

To prepare, employers should review whether they currently use technology that collects biometric data, plan to update their consent processes, and develop compliant biometric policies. Additional guidance may be issued by the state before the law takes effect.

Florida

RESTRICTIVE COVENANTS

Florida recently passed the Florida Contracts Honoring Opportunity, Investment, Confidentiality, and Economic Growth (CHOICE) Act, a new law that, if signed by the governor, will take effect on **July 1, 2025**. It significantly expands employers' ability to use non-compete and garden leave agreements with high-earning employees and contractors. The law applies to individuals earning more than twice the average wage in their Florida county—typically $80,000 to $150,000+, depending on location. Licensed healthcare professionals are excluded.

Under the CHOICE Act, non-compete agreements can last up to four years, doubling the current two-year limit, but must meet strict requirements. Agreements must be in writing, give the worker at least seven days to review, and include a signed acknowledgment of receiving confidential information or key client relationships during employment. If a worker is placed on "garden leave" (paid but not working), that time reduces the non-compete period day-for-day.

The Act also permits enforceable garden leave agreements requiring up to four years' notice before a worker can leave. During this period, the worker stays on payroll at base salary and benefits but may only be required to work for the first 90 days. After that, they can pursue other work if approved by the employer.

CHOICE makes enforcement easier for employers by requiring courts to uphold valid agreements unless the worker proves they're unenforceable. Employers can also take action if a worker commits serious misconduct and may recover damages and legal fees if they win in court.

Employers should start reviewing and updating their existing non-compete and garden leave agreements to ensure compliance.

Illinois

Chicago

PAID SICK LEAVE

Beginning July 1, 2025, medium-sized employers in Chicago—those with 51 to 100 covered employees—will be required to pay out up to 56 hours of unused, accrued paid leave upon an employee's separation from employment. This is a significant increase from the current maximum payout of 16 hours.

The payout requirements for small employers (50 or fewer employees) and large employers (101 or more employees) remain unchanged.

The City of Chicago has not yet released updated workplace posters reflecting this change. Employers may check for updates on the City's official website *here*.

Indiana

LEAVE FOR SCHOOL-RELATED REASONS

On April 24, Governor Braun signed *Senate Bill 409* into law, granting employees limited unpaid leave to attend certain school-related meetings for their children. Beginning **July 1, 2025**, Indiana employers—including businesses of any size and government entities—must comply with a new law that protects employees who need to miss work to attend certain school-related meetings for their children. Specifically, employers may not discipline or terminate an employee for being absent in order to attend either an attendance conference under Indiana law or a case conference committee meeting, which is typically related to special education services. This protection applies when the meeting concerns the employee's biological, adopted, foster, or stepchild.

However, there are important limitations. The law only protects one such absence per calendar year, and the time away from work must be reasonable—just enough to attend the meeting and travel to and from it. Additionally, the employee must provide at least five days' notice to the employer. Employers are not required to pay employees for time spent attending or traveling to and from these meetings.

Employees must provide documentation confirming their attendance at the meeting, and schools are required to provide that documentation upon request. The law also encourages employees to schedule these meetings virtually whenever possible.

This law will remain in effect through July 1, 2029, unless extended. Employers should review attendance and leave policies and ensure managers are trained on these requirements before the law takes effect.

Kansas

NEW STANDARDS FOR ENFORCING EMPLOYMENT RESTRICTIVE COVENANTS

Signed on April 9, 2025, *Kansas Senate Bill No. 241* amends the Kansas Restraint of Trade Act to clarify the enforceability of non-solicitation and non-compete provisions in employment agreements, effective **July 1, 2025**. The updated law establishes a presumption that certain covenants are lawful and enforceable if they are reasonable in scope and duration and meet defined statutory criteria.

For employees, written agreements that prevent them from soliciting or interfering with the employer's workforce or customer relationships will be enforceable if they protect legitimate business interests—such as trade secrets, customer or supplier relationships, goodwill, or loyalty—apply only to "material contact" customers (i.e., customers the employee worked with or had confidential information about), and last no more than two years following the end of employment.

For business owners, written covenants restricting solicitation of the company's employees or customers are also enforceable if they are limited to material contact customers and do not extend more than four years after the owner's departure from the business. Additionally, provisions requiring owners to provide advance notice before terminating, selling, or disposing of their ownership interest are likewise presumed lawful.

The revised law allows Kansas courts to modify overly broad covenants and enforce them as long as they remain reasonable. Kansas will generally interpret restraint of trade issues in line with U.S. Supreme Court antitrust decisions unless the state law specifically states otherwise. Importantly, these changes do not apply to franchise agreements or non-compete provisions contained within such agreements.

Maryland

FAMILY AND MEDICAL INSURANCE (FAMLI) DELAYED

Maryland's Family and Medical Leave Insurance (FAMLI) law, enacted in 2022, provides up to 12 weeks of paid leave to employees at businesses of all sizes. Originally scheduled to begin payroll contributions on July 1, 2025, the Maryland General Assembly has postponed implementation. Payroll deductions will now begin on January 1, 2027, with benefits available starting January 3, 2028.

BAN ON RESTRICTIVE COVENANTS FOR CERTAIN HEALTHCARE PROFESSIONALS

Beginning **July 1, 2025**, the second phase of Maryland's law restricting *non-compete and conflict of interest clauses for healthcare professionals* will take effect, focusing on employers involved in direct patient care. Effective for employment contracts signed on or after July 1, 2025, Maryland law will void non-compete and conflict of interest provisions for licensed healthcare professionals who provide direct patient care and earn $350,000 or less annually. The ban does not apply to agreements involving patient or client lists or proprietary information. For those earning over $350,000, non-compete and conflict of interest clauses are allowed but must be limited to one year in duration and a geographic scope of no more than 10 miles from the employee's primary workplace.

Minnesota

Minneapolis

ANTI-DISCRIMINATION ORDINANCE EXPANDED

Effective **August 1,2025**, Minneapolis has amended its Civil Rights Ordinance to expand employer obligations related to discrimination and accommodations.

Key changes include the addition of new protected characteristics: justice-impacted status (criminal history), housing status, and height and weight. Employers may only consider criminal history if it is directly related to job duties, and they must be prepared to justify such decisions under specific criteria.

The Ordinance also requires employers to provide reasonable accommodations for pregnancy-related limitations and sincerely held religious beliefs, unless doing so would cause significant hardship. Notably, pregnant employees cannot be forced to take leave if another accommodation would allow them to work.

Additionally, the complaint process has been revised. Appeals of no probable cause findings will now be reviewed by a three-member panel, including one attorney, and may only be overturned if clearly erroneous.

Missouri

PAID SICK LEAVE

In November 2024, Missouri voters approved *Proposition A*, which mandated paid sick leave for most workers, effective **May 1, 2025**. Key provisions included:

- **Accrual Rate:** Employees earn 1 hour of paid sick time for every 30 hours worked.
- **Usage Caps:** Up to 56 hours per year for employers with 15 or more employees, and up to 40 hours per year for employers with fewer than 15 employees.
- **Carryover:** Employees could carry over up to 80 hours of unused sick time annually.
- **Permissible Uses:** Time off could be used for personal or family illness, preventive care, public health emergencies, or issues related to domestic violence, sexual assault, or stalking.

- **Employer Obligations:** Employers were required to provide written notice to employees by April 15, 2025, and display informational posters in the workplace.

However, on May 14, 2025, the Missouri General Assembly passed a bill (HB 567) that would repeal this requirement. If the governor signs the bill, the paid sick leave law will be repealed effective **August 28, 2025**. This means employers must still comply with the paid sick time rules during the 17-week period between May 1 and August 28.

Employers that already offer a paid time off (PTO) policy meeting the law's requirements may not need to make changes, but those without such a policy may want to implement a temporary one. Employers should prepare now for short-term compliance and also plan how they'll handle any unused sick time once the law is repealed.

New Hampshire

WORKPLACE ACCOMMODATIONS FOR NURSING MOTHERS

Effective **July 1, 2025**, employers with 6 or more employees will be required to provide reasonable accommodation for nursing employees who need to express breast milk while at work. Covered employees are entitled to an unpaid break period of 30 minutes for every three hours worked, for up to one year after the birth of a child. Employers must also make available a clean, private space that is shielded from view and free from intrusion. The space should not be a bathroom, and if feasible, include a chair and an electrical outlet.

Employees planning to express milk during work hours are expected to give at least two weeks' advance notice. The law allows flexibility, permitting employees to use regular breaks or mealtimes if desired, and prohibits employers from requiring employees to make up time missed during the unpaid breaks.

Employers must adopt and distribute a policy to address the sufficient space and reasonable break periods for nursing employees that need to express milk during working hours; the policy should also be distributed at the time of hire.

Exemptions may be granted if providing these accommodations would cause undue hardship based on the size, financial resources, or nature of the business. The penalty provision of the Act will not become effective until **July 1, 2026**.

New Jersey

PAY TRANSPARENCY

On **June 1, 2025**, New Jersey's transparency pay law took effect and applies to employers with 10 or more employees, over 20 calendar weeks, who operate in New Jersey or solicit job applications from within the state, to include employment and third-party referral agencies. Employers are required to disclose in each posting for new jobs and transfer opportunities the range of the hourly wage or salary for the position including a general description of benefits and other compensation programs available. Employers are also required to make "reasonable efforts" to announce, post, or otherwise make known opportunities for promotion to all current employees in the affected department or departments of the employer's business prior to making a promotion decision.

Any employer that fails to comply with the requirements of the transparency law will be subject to a civil penalty not to exceed $300 for the first violation and $600 for each subsequent violation. To read the law in its entirety, follow this *link*.

New York

WORKPLACE VIOLENCE PREVENTION TRAINING FOR RETAIL EMPLOYERS

After a delayed start, retail employers in New York state will be required to issue workplace violence prevention policies and conduct annual workplace violence prevention training effective **June 2, 2025**.

The law covers all employers with at least 10 retail 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.

The State has published resources for employers to include a model Prevention Policy, Training Materials, and Frequently Asked Questions, all found on the dedicated *Retail Worker Safety page*.

END OF COVID-19 PAID SICK LEAVE

New York's COVID-19-related Paid Emergency Leave (PEL) ends on **July 31, 2025**. The law was enacted in March 2020, and required employers to provide up to 14 days of protected, paid leave to employees who are under a mandatory or precautionary COVID-19 quarantine or isolation order. Employers will no longer have to meet the requirements of PEL but should be mindful that serious cases of COVID-19 or other illnesses may still require compliance with applicable leave and medical accommodation laws, including the federal Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the New York State Human Rights Law, and the New York City Human Rights Law.

New York City

CHANGES TO NYC LACTATION ACCOMMODATION LAWS

As of **May 11, 2025**, the New York City Human Rights Law was amended to require New York City employers to both physically post and electronically share their lactation accommodation policy with employees. This is in addition to giving new employees a copy of the policy when they start. The updated law also matches recent changes to New York State law, which require employers to give nursing employees 30 minutes of paid break time to express breast milk, and allow employees to use other paid breaks or mealtimes if they need more than 30 minutes.

The policy must be easy to find at the workplace and on the company intranet, if one exists. It must also clearly explain how employees can request use of the lactation room, what happens if multiple employees request to use the room at the same time, and that the employer will respond within five business days. Employers are also required to provide a clean, private lactation room (not a restroom), equipped with a chair, table, electrical outlet, access to running water, and a refrigerator nearby for storing milk.

Employers should review and update their policies to meet these requirements and make sure they are properly posted. The New York City Commission on Human Rights offers a sample policy on its *website* to help employers stay compliant.

NYC SAFE HOTELS ACT

As of **May 3, 2025**, New York City's Safe Hotels Act (*Int. No. 991-C*) took effect, establishing new requirements for hotel owners and operators within City limits. Key provisions include:

- **Mandatory Licensing:** All hotel operators must obtain a license from the Department of Consumer and Worker Protection (DCWP), and it must be visibly displayed in a public area of the hotel.
- **Front Desk and Security:** Mandatory front desk coverage and, for large hotels, a security guard on-site whenever rooms are occupied.
- **Direct Employment of Core Staff:** Hotels with 100 or more guest rooms are required to directly employ "core employees," including housekeeping, front desk, and front service staff.
- **Enhanced Safety Measures:** Hotels must provide panic buttons to employees who work alone in guest rooms, such as housekeepers; and all staff must receive training to recognize and respond to signs of human trafficking within 60 days of employment.

Ohio

DIGITAL WORKPLACE POSTINGS PERMITTED

Starting July 20, 2025, Ohio employers will have more flexibility in how they share important workplace notices. Thanks to a new law (Senate Bill 33), employers can now post certain state-required labor law notices electronically, as long as all employees can easily access them. This modern update reflects the reality of today's workforce, especially with more employees working remotely. While physical posters are still allowed (and required for some notices), employers may now use secure internal websites, HR portals, or intranets to post six specific Ohio notices—covering topics like minimum wage, minor labor laws, civil rights, prevailing wage, workers' compensation, and public sector safety standards.

This change can save time and money and makes it easier for remote and field-based employees to stay informed. However, employers must ensure these digital postings are clearly communicated, easy to find, and part of a broader plan to keep employees aware of their rights.

Pennsylvania

Philadelphia

POWER ACT

Effective **May 27, 2025**, Philadelphia's new *Protect Our Workers, Enforce Rights (POWER) Act* is now in force, significantly expanding workplace protections and enforcement tools. Here's what employers need to know:

Wage Theft: The city's Department of Labor (DOL) can now investigate both state and federal wage violations. If employers fail to provide required records, the law presumes a violation occurred. Back pay and penalties may be ordered.

Domestic Workers: Employers must issue written contracts on or before the first day of work, provide advance notice (or severance) for termination, and notify workers of their rights. Missing documentation again creates a presumption of wrongdoing.

Paid Sick Leave: Employers must maintain accurate sick leave records. Failure to do so may result in penalties of up to $2,000 per violation, plus liquidated damages owed to employees.

Retaliation Protections: If an adverse action occurs within 90 days of a worker engaging in a protected activity (like filing a complaint), retaliation is presumed. Protections also cover close family members, and some complaints may be expedited.

Enforcement and Public Listing: The DOL has broad authority to investigate, issue penalties, and

refer employers with repeat or unresolved violations for public listing or even license revocation. Workers can also file private lawsuits within three years.

Vermont

PAY TRANSPARENCY

Effective **July 1, 2025**, Vermont employers with **5 or more employees** will be required to comply with *H.704* by including pay transparency in job postings. Under the law, employers must include the compensation or a compensation range in any job advertisement for positions that are either physically located in Vermont or remote roles that primarily support a Vermont-based office or worksite. This requirement applies to both internal and external job postings, including those for promotions or transfers.

The law defines a job advertisement as any **written notice** of a specific job opening, regardless of format. General announcements about potential future openings or verbal notices do not meet the definition and are not subject to the pay disclosure requirement. There are two key exceptions: advertisements for commission-based positions must disclose that compensation is commission-based but are not required to list a specific pay range; and job postings for tipped positions must state that pay is tip-based and disclose the base wage or range of base wages.

VERMONT SAVES

Effective **July 1, 2025**, the Office of the State Treasurer is rolling out Vermont Saves, their new state-sponsored retirement savings program for employees who do not currently have access to a tax-qualified retirement plan through their employer. Although contributions will be made by employees and participation is optional, covered employers (those with 5 or more employees) are required to register for the program if they do not already offer a tax-qualified retirement plan. Additionally, covered employers who do offer a retirement plan must certify exemption through the Vermont Saves site.

The rollout of Vermont Saves follows a tiered compliance schedule based on employer size:

- **Beginning July 1, 2025**, all covered employers with **25 or more employees** must offer the Vermont Saves program to all covered employees.
- **Beginning January 1, 2026**, all covered employers with **15 to 24 employees** must comply.
- **Beginning July 1, 2026**, the requirement extends to all covered employers with **5 to 14 employees**.

Employers are encouraged to comply by visiting the *Vermont Saves site* and completing the required registration or certify exemption.

Virgina

NON-COMPETE PROTECTIONS EXPANDED

On March 24, 2025, Governor Glenn Youngkin signed *legislation* expanding Virginia's restrictions on non-compete agreements. Currently, employers in Virginia are prohibited from entering into or enforcing non-compete agreements with "low-wage employees," defined as those earning less than the Commonwealth's average weekly wage $1,463.10 per week or $76,081 annually.

Effective **July 1, 2025**, the definition of a "low-wage employee" will be expanded to include any worker who is entitled to overtime pay under federal law, regardless of their actual earnings. This means non-compete agreements will generally be prohibited for most hourly and non-exempt salaried employees, even if they earn above the previous wage threshold.

Washington

EXPANSION OF PROTECT CLASSES FOR PAY DISPARITY

Effective **July 1, 2025**, the Washington Equal Pay and Opportunities Act (EPOA) is amended to prohibit employers from paying employees less based on gender **or membership in a protected class** when employees are similarly employed; meaning they perform jobs requiring similar skill, effort, and responsibility under similar working conditions. Protected class is defined as *"a person's age, sex, marital status, sexual orientation, race, creed, color, national origin, citizenship or immigration status, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability."*

Job titles alone will not determine comparability, and permissible pay differences must be based on bona fide, job-related factors, such as:

- Education, training, or experience;
- Seniority or merit systems;
- Production-based pay systems; and
- Regional differences in compensation levels.

An employee's prior wage history cannot be used as a defense, and employers bear the burden of proof to justify any pay differences. The law also permits complaints based on intersectional discrimination (e.g., based on both gender and race). Violations are classified as a misdemeanor, and employers could also face civil penalties and civil actions.

PERSONNEL FILES AND TERMINATION INFORMATION

Substitute House Bill 1308 takes effect on **July 27, 2025**, mandating private employers provide free copies of personnel files within 21 calendar days of a request by a current or former employee, or their designee. Under RCW 49.12.240, the definition of "Personnel File" will include:

- Job applications;
- Performance evaluations;
- Closed disciplinary records;
- Leave and accommodation records;
- Payroll records;
- Employment agreements; and
- Other records designated by the employer as part of the employee's personnel file.

Additionally, employers must also provide a written termination statement (effective date and reason, if any) ***within 21 days upon written request*** by the respective employee or their designee. The statement of discharge must include the effective date of discharge, whether the employer had a reason for the discharge, and if so, the reasons.

The new law allows for a private right of action, permitting employees to sue for equitable relief, statutory damages ranging from $250 to $1,000, and recovery of reasonable attorneys' fees and costs. However, before filing a lawsuit, the employee must first give the employer written notice of their intent to sue at least five days in advance.

PAY TRANSPARENCY AMENDED

On May 20, 2025 Governor Bob Gerguson signed Senate Substitute Bill 5408 to offer some relief to employers who have faced an onslaught of lawsuits under the Washington pay transparency law. The amended law takes effect on **July 27, 2025**, with the following key changes:

- Five-day correction period to correct non-compliant job postings after receiving written notice.
- Revised damages structure with a $100–$5,000 range, assessed based on employer size and intent;
- Option that employers may include a fixed wage amount if they are not offering a pay range.
- Clearer definition of "posting" to exclude third-party reposts beyond the employer's control; and
- Sunset clause applying the correction period to postings made through July 27, 2027.

DRIVER'S LICENSE REQUIREMENTS

Effective **July 27, 2025**, *Senate Bill 5001* amends the Equal Pay and Opportunities Act to prohibit employers from requiring a valid driver's license in job postings or as a condition of employment unless driving is an essential function of the job or tied to a legitimate business need. The Department of Labor and Industries will enforce the law, with potential remedies including damages, penalties, and other relief.

COVERED USES OF PAID SICK LEAVE TO INCLUDE IMMIGRATION PROCEEDINGS

On April 25, 2025, Governor Bob Ferguson signed *House Bill 1875* into law allowing employees the use of paid sick leave to prepare for or participate in certain immigration proceedings involving themselves or a family member. For verification, employers must accept either:

- Documentation from a professional (e.g., attorney, clergy, advocate) confirming involvement in the proceeding; or
- A written statement from the employee affirming the purpose of the leave.

Importantly, the documentation must not include any personal identifiable information about a person's immigration status or related protections; and providing documentation does not waive legal confidentiality or privilege. The amended law becomes effective **July 27, 2025**, and employers are encouraged to update their paid sick leave policies.

WARN ACT

On May 13, 2025, Governor Bob Ferguson signed the Securing Timely Notification and Benefits for Laid-Off Employees Act (WA WARN), which takes effect **July 27, 2025**. The law requires Washington employers with 50 or more employees (excluding part-time employees) to provide 60 days' notice of certain mass layoffs and business closures.

WA WARN also expands the scope of covered layoffs to include statewide job losses and does not limit notice triggers to single sites of employment. It introduces unique provisions, such as prohibiting the inclusion of employees on state-paid family or medical leave in mass layoffs unless an exception applies. Employers must give notice to affected employees, unions, and the state, and include detailed information such as employee names and addresses. The law allows exceptions (e.g., unforeseen business circumstances), requires documentation to justify them, and imposes penalties of back pay, lost benefits, and up to $500 per day in fines. WA WARN has a three-year statute of limitations and coordinates with federal WARN obligations.

Spokane

BAN THE ADDRESS

Spokane Mayor Lisa Brown signed Ordinance C36666 into effect, amending the City's Fair Chance Hiring Ordinance to prohibit employment discrimination based on housing status. Employers within Spokane city limits may not reject or disqualify applicants solely because they are homeless, lack a fixed regular residence, living in shelters, or temporary housing. Employers cannot ask about housing

status or reject applicants solely for being unhoused, unless housing is directly relevant to the job. However, employers are not required to provide accommodation for homeless individuals. The law became effective on **May 25, 2025**, and will be enforced through the municipal court but does not create a private right to sue.

West Virginia

WORK PERMITS ELIMINATED FOR MINORS AGED 14 AND 15

Effective **July 11, 2025**, minors aged 14 and 15 will no longer need to obtain a work permit from their school superintendent. Instead, recently passed *SB 427* requires employers to obtain an age certificate from the state Division of Labor, verifying the minor's age.

The Commissioner, or an authorized representative, may issue an age certificate only after receiving valid proof of the child's age, such as a birth certificate or official transcript. The certificate must include the child's full name, birth date and place, and the name and address of the child's parent, guardian, or custodian. It must also confirm the child's proof of age, school attendance, intended job, a brief job description, parental consent for children under 16 years of age, and applicable work hour limits, which must be printed on the certificate. The Commissioner will provide standardized forms on the Division of Labor's website and keep a record of all certificates issued.

We anticipate the State will soon update their *Child Labor Forms page* and related *Frequently Asked Questions page*.

PLEASE CONTACT OUR HR DEPARTMENT AT HRSUPPORT@DECISIONHR.COM OR 888-828-5511 IF YOU NEED FURTHER GUIDANCE OR IF YOU HAVE ANY QUESTIONS OR CONCERNS ABOUT THESE UPDATES.