

2025 Fall Employment Law Updates

Arkansas

Non-Compete Covenants

Effective **August 5, 2025**, Arkansas' non-compete statute (Act 232) prohibits enforcement of non-compete agreements against physicians. Any covenant restricting a physician's right to practice within their lawful scope is void. For purposes of the law, a physician is defined as an individual authorized to practice osteopathy or licensed to practice medicine under the Arkansas Medical Practices Act.

Earned Wage Access

Effective **August 5, 2025**, Arkansas' [Earned Wage Access \(EWA\) Services Act](#) regulates programs that allow employees or contractors to access wages already earned but not yet paid. The law applies to third-party providers, not employers advancing wages directly. Employers using EWA providers must ensure compliance with the Act, which requires providers to offer at least one free access option, disclose all fees and terms, allow cancellation without penalty, prohibit employer profit-sharing in fees or tips, and ban credit checks, late fees, or debt collection against employees.

Hiring Practices

Effective **August 5, 2025**, Arkansas [Act 369](#) expands what current or former employers may disclose to prospective employers with the employee's written consent. In addition to employment history details such as dates of employment, job duties, performance, attendance, test results, threats of violence, and rehire eligibility, employers may now disclose substantiated allegations of sexual abuse or harassment and whether the employee resigned during a pending investigation of such allegations.

Veterans Poster Requirement

Effective **August 5, 2025**, Arkansas [Act 655](#) requires employers with 50 or more full-time equivalent employees to display a poster outlining available veterans' benefits and services in a conspicuous workplace location accessible to employees. The required poster can be accessed [here](#).

Florida

Recent Increase to Florida's Minimum Wage

On **September 30, 2025**, Florida's minimum wage will increase from \$13.00 to \$14.00 per hour. With the \$3.02 tip credit unchanged, the minimum wage for tipped employees will be \$10.98. This increase is part of Florida's constitutional amendment that raises the minimum wage to \$15.00 by September 2026. All Florida employers will be required to display the updated minimum wage poster in a location visible to employees. The poster is not yet available but will be posted on the State's [posters and required notices page](#).

Illinois

Equal Pay Act

On **June 30, 2025**, Governor Pritzker signed [HB2488](#) into law, amending the Illinois Equal Pay Act (EPA). The amendment took effect immediately and eliminates the option for employers to use the federal EEO-1 report to meet Illinois reporting requirements. Now, any business with 100 or more Illinois employees must submit to the Department of Labor a list of all employees from the prior calendar year, broken down by gender, race, and ethnicity. The list must also include details such as county of employment, hire date, total wages paid, and any other information required to evaluate pay equity.

The law also revises the Equal Pay Compliance Statement. Employers must certify that the average compensation of women and minority employees is not consistently below that of men and non-minority employees within each job category. "Job category" is now defined to include ten specific groups: executive/senior-level officials and managers, first/mid-level officials and managers, professionals, technicians, sales workers, administrative support workers, craft workers, operatives, laborers and helpers, and service workers.

Paid Breaks for Nursing Mothers

On **August 1, 2025**, Governor Pritzker signed an amendment to Illinois' Nursing Mothers in the Workplace Act that took immediate effect. Employers must now provide paid break time at the employee's regular rate of compensation for expressing breast milk whenever needed (reasonable break time), for up to one year after the child's birth. These breaks may run concurrently with any existing rest periods. Employers may not require employees to use other forms of paid leave or reduce compensation in any way for this time. The only exception is when providing paid lactation breaks would create an undue hardship as defined by the Illinois Human Rights Act.

Paid Military Funeral Leave

Effective **August 1, 2025**, Illinois [SB 220](#) amended the Military Leave Act. Now, employers with 51 or more employees must provide up to 40 hours of paid leave per year for eligible employees to participate in a funeral honors detail for deceased veterans. To qualify, employees must have worked at least 12 months and 1,250 hours, be trained for funeral honors, and be either current or former military members or authorized providers (such as veterans service organization members). Leave must be requested with reasonable notice and may be denied in specific care facility settings for operational reasons. This leave is in addition to other paid leave and is broader and more generous than unpaid leave under USERRA.

Maine

Increase to the PTO Accrual Cap

Beginning **September 24, 2025**, Maine's [L.D. 55](#) will amend the state's paid leave law to allow employees to carry over unused earned paid leave from one year to the next. Carried-over hours will not reduce the amount of leave that can be accrued in the current year (40 hours, or more if the employer's policy allows). As a result, employees may accrue up to 80 hours in their second year (40 hours carried over + 40 new hours accrued), though use will remain capped at 40 hours per year unless the employer permits more.

Reporting Time Pay

Beginning **September 24, 2025**, Maine employers with at least 10 employees working more than 120 days per year must provide minimum pay to employees who report for a scheduled shift but have their hours canceled or reduced. The required pay will be the lesser of two hours at the employee's regular rate or the pay for the scheduled shift. Employers can avoid this obligation if they make a documented, good faith effort to notify the employee before reporting to work. Exemptions apply to seasonal workers, certain public employees covered by collective bargaining, and situations where work is canceled due to weather, natural disasters, civil emergencies, illness, or workplace injury. The Maine Department of Labor may adopt enforcement rules, and violations may result in fines of \$100 to \$500 per occurrence.

Massachusetts

Pay Transparency

Effective **October 29, 2025**, Massachusetts' Wage Transparency Act will require employers with 25 or more employees whose primary place of work was in the state during the prior calendar year to disclose pay ranges in job postings and provide pay range information to employees. A

pay range is the annual salary or hourly wage range the employer reasonably and in good faith expects to pay for a position. Covered employers must share this information in job postings and also when an employee applies for a position, is promoted, transferred, begins a new role, or requests the pay range for their current role. The law prohibits retaliation against employees who exercise these rights. Until October 29, 2027, employers will have two business days to correct violations after receiving a Notice to Cure from the Attorney General's Office. A first violation may result in a warning, with subsequent violations subject to civil fines and penalties.

Maryland

Unpaid Parental Leave Amended

Beginning **October 1, 2025**, Maryland's Parental Leave Act, amended by [SB 785](#), will change the definition of "employer." Businesses already covered by the federal Family and Medical Leave Act (FMLA) will be excluded from the state's parental leave requirements. As a result, only employers with 15 to 49 employees who are not subject to FMLA will be required to provide unpaid parental leave under Maryland law. This amendment will eliminate overlapping obligations for larger, FMLA-covered employers while ensuring that employees at smaller businesses continue to have access to parental leave.

Michigan

Earned Sick Time Act (ESTA) Applies to Small Businesses

Starting **October 1, 2025**, small businesses in Michigan will be required to comply with the Earned Sick Time Act. A "small business" is defined as having 10 or fewer employees in a given week, including full-time, part-time, temporary, and staffing agency workers. If a business has more than 10 employees on its payroll for at least 20 weeks in the current or previous year, it will no longer qualify as a small business. Covered employers must allow employees to accrue and use paid sick time and must track accrual and usage in compliance with the Act.

Missouri

Paid Sick Leave Repealed

Effective **August 28, 2025**, Missouri's paid sick leave law, enacted under Proposition A, was repealed by [HB 567](#). Employers are no longer required to provide paid sick leave for qualifying reasons, and the Missouri Department of Labor has removed its paid sick leave FAQ page. The repeal does not require employers to allow the use of previously accrued sick leave after August 28, 2025.

Nebraska

Paid Sick Leave

On **October 1, 2025**, Nebraska's paid sick leave mandated under Healthy Workplaces and Families Act (HWFA), as amended by [LB415](#), will take effect and require paid sick leave. Employees will begin accruing paid sick time after completing 80 consecutive hours of work, at a rate of at least one hour for every 30 hours worked. Annual accrual depends on employer size: up to 40 hours for businesses with 11–19 employees and up to 56 hours for employers with 20 or more. Employees may use leave as it accrues for their own health needs, to care for a family member, attend school or care-related meetings for a child, or during public health emergencies (including closures or self-isolation due to communicable disease exposure).

Unused hours may be carried over into the next year, subject to the accrual caps, unless the employer elects to pay out unused time. Paid sick leave provided between January 1 and October 1, 2025, will count toward an employer's 2025 obligations. Employers may offer more generous policies.

The Nebraska Department of Labor has issued a model notice and poster for employers to meet the statutory notice requirements of HWFA. By **September 15, 2025**, employers must distribute a [Notice of Employee Rights](#) to all employees and provide it to new hires thereafter, as well as display the required [Paid Sick Time poster](#). The Department also published [Frequently Asked Questions](#) addressing HWFA's requirements and exemptions.

Nevada

Child Labor Laws Amended

Starting **October 1, 2025**, Nevada's AB215 will make significant changes to child labor laws. The bill reduces the maximum weekly hours for minors aged 14 and 15 from 48 to 40, aligning with federal standards. It also prohibits minors aged 16–18 who are enrolled in high school and not emancipated from working between 11 p.m. and 6 a.m. on nights before school days, with limited exceptions for jobs such as lifeguards, arcade workers, and performers. School districts or juvenile courts may grant exemptions when it is in the best interest of the minor. Employers that violate these provisions may face misdemeanor charges with penalties of up to six months in jail, fines of up to \$1,000, or both, in addition to civil penalties. The Nevada Labor Commissioner will issue a required workplace notice that must be posted once available.

Ohio

WARN Act

On July 1, 2025, Governor Mike DeWine signed HB 96, the 2026–2027 state operating budget, which includes a new state-level mini-WARN Act. Effective **September 29, 2025**, employers will be required to provide at least 60 days' advance written notice of a mass layoff or plant closing to affected employees, any applicable unions, and designated state and local government officials. Notices must include: (1) the reason for the plant closing or mass layoff, (2) information on how employees can access unemployment benefits and other assistance programs, and (3) details on available services such as job placement, retraining, or counseling. This new law largely mirrors the federal WARN Act but imposes additional state-specific requirements.

Cleveland Pay Transparency

Effective **October 27, 2025**, employers in the city with 15 or more employees must include salary ranges in all job postings and may not request or rely on an applicant's salary history during the hiring process. Employers cannot ask about or use current or past compensation to screen candidates, set pay, or make hiring decisions, and retaliation against applicants who refuse to disclose salary history is prohibited. Employers may, however, discuss salary expectations and any unvested equity or deferred compensation an applicant may forfeit by leaving a current job. Exceptions apply in limited circumstances, including when required by law, for internal transfers or promotions, when salary history is voluntarily disclosed, when discovered incidentally through a background check, for rehires with salary history already on file, for positions covered by collective bargaining agreements, and for government employers other than the city.

Oregon

Age Discrimination

On May 22, 2025, Governor Tina Kotek signed [HB 3187](#) into law, expanding Oregon's age discrimination protections. Beginning **September 28, 2025**, employers and employment agencies will be prohibited from asking applicants for their age, date of birth, or education attendance/graduation dates unless (1) the applicant has completed an initial interview, or (2) a conditional job offer has been made where no interview occurred. Exceptions apply when the information is needed to confirm a bona fide occupational qualification (BFOQ) or comply with specific legal requirements. The law also eliminates prior language allowing apprenticeship programs to reject applicants who would not complete training before age 70, ensuring that age can no longer be used to deny apprenticeship opportunities.

Texas

Healthcare Non-Compete Agreements

Effective **September 1, 2025**, Texas [SB 1318](#) amended the Business & Commerce Code §15.50 by extending physician noncompete restrictions to dentists, vocational nurses, and physician assistants. The law applied to agreements entered into or renewed on or after the effective date and made several key changes: (1) **Buyout Requirement**: Replaced the “reasonable price” standard with a mandatory buyout equal to one year of the practitioner’s salary and wages at the time of hire or termination; (2) **Time Limitation**: Limited noncompete restrictions to no more than one year after termination; (3) **Geographic Limitation**: Replaced the “reasonable geographic limit” with a cap of five miles from the location where the practitioner primarily worked before termination; and (4) **Good Cause Protection (Physicians Only)**: Voided noncompetes if a physician was involuntarily terminated without good cause, defined as discharge based on performance, conduct, or employment record.

Confidentiality Clauses and Sexual Abuse

Effective **September 1, 2025**, Texas [SB 835](#) limited the enforceability of nondisclosure and confidentiality provisions in labor and employment agreements relating to acts of sexual abuse. Under the law, any clause in an employment contract, NDA, or settlement agreement that restricted a party from disclosing information about sexual abuse was deemed void and unenforceable as a matter of public policy. Confidentiality could still apply to other aspects of an agreement, such as financial settlement terms, provided it did not prevent disclosures concerning sexual abuse. The law applied retroactively to all agreements, regardless of when executed. To enforce any pre-existing restrictive provisions, parties were required to obtain a final, non-appealable declaratory judgment affirming enforceability.