

Minimum Wage Increases Effective July 1, 2026

This summary outlines state, district, and local minimum wage increases effective July 1, 2026, alphabetized within each section for ease of reference. Direct PDF links to the official July 1, 2026, workplace posters are provided where published; otherwise, the link goes to the jurisdiction's labor standards page, which will host the updated poster before the effective date. The list is not comprehensive — additional jurisdictions may have rates that differ from the federal or state minimum. When federal, state, and local minimums overlap, the highest applicable rate governs, and for remote workers the rate generally follows where the work is performed. Posters must be updated by July 1 and displayed in English plus any language spoken by 5% or more of employees at a worksite, and several jurisdictions (notably Chicago) require written notice to employees with a paycheck issued within 30 days of the increase. Note also that some local rates apply only above certain employer-size thresholds — with very small employers in places like Everett and Renton defaulting to the state minimum — and that California, Minnesota, Montana, Nevada, Oregon, and Washington prohibit tip credits, meaning tipped employees in those states must receive the full minimum in direct cash wages.

State & District Increases

Jurisdiction	New Rate (July 1, 2026)	Workplace Poster
Alaska	\$14.00/hour	Summary of Alaska Wage & Hour Act (PDF) — references the \$14.00 rate effective 7/1/2026
Oregon — Non-Urban Counties	\$14.55/hour	BOLI Minimum Wage Poster — English (PDF) · Spanish (PDF) (updated annually with 7/1 rates)
Oregon — Portland Metro	\$16.80/hour	BOLI Minimum Wage Poster — English (PDF) · Spanish (PDF)
Oregon — Standard	\$15.55/hour	BOLI Minimum Wage Poster — English (PDF) · Spanish (PDF)

Jurisdiction	New Rate (July 1, 2026)	Workplace Poster
Washington, D.C.	\$18.40/hour (Tipped: \$10.30)	DC 2026 Minimum Wage Poster (PDF)

California Local Jurisdictions — General Minimum Wage

City / County	New Rate (July 1, 2026)	Workplace Poster
Alameda (City)	\$17.76/hour	Alameda Minimum Wage Page (Official Notice posted annually)
Berkeley	\$19.61/hour	Berkeley Minimum Wage Poster — English (PDF)
Emeryville	\$20.34/hour	Emeryville Labor Standards Page (MWO/PSL Workplace Poster)
Fremont	\$18.05/hour	Fremont Minimum Wage / City Wage Bulletin
Los Angeles (City)	\$18.42/hour	Wages LA — Office of Wage Standards (Notice in 13 languages)
Los Angeles County (unincorporated)	\$18.47/hour	LA County DCBA — Workplace Postings as of 7/1/2026 (English & Spanish)
Malibu	\$17.91/hour	Malibu Minimum Wage Ordinance
Milpitas	\$18.50/hour	Milpitas Minimum Wage Page
Pasadena	\$18.57/hour	Pasadena Minimum Wage Ordinance Page (Official Notice Effective July 1, 2026 — English & Spanish)
San Francisco	\$19.61/hour	SF Minimum Wage Ordinance Page · SF 2025 MWO Poster (PDF, multilingual) — to be updated with 7/1/2026 version
Santa Monica	\$18.47/hour	Santa Monica 2026-27 Notice — English (PDF) · Spanish (PDF)

California Industry-Specific Wages (Hotel / Airport / Event)

City	Industry	New Rate (July 1, 2026)	Workplace Poster
Glendale	Hotel workers	\$25.00/hour	Glendale Hotel Worker Minimum Wage
Long Beach	Concessionaire workers	\$26.50/hour	Long Beach Living Wage / Hotel Worker Ordinances
Long Beach	Hotel workers	\$26.50/hour	Long Beach Living Wage / Hotel Worker Ordinances
Los Angeles (City)	Airport workers	\$25.00 + \$7.65 health benefit (or \$32.65 without benefits)	Wages LA — Citywide Airport Worker Page
Los Angeles (City)	Hotel workers	\$25.00 + \$4.25 health benefit (or \$29.25 without benefits)	Wages LA — Citywide Hotel Worker Page
San Diego (City)	Event center workers	\$21.06/hour	San Diego Hospitality Minimum Wage Ordinance (new ordinance — official notice required at each job site)
San Diego (City)	Hotel & amusement park workers	\$19.00/hour	San Diego Hospitality Minimum Wage Ordinance
Santa Monica	Hotel workers	\$25.00/hour (no health-benefit option — flat rate)	Santa Monica Minimum Wage Page (hotel poster published here)
West Hollywood	Hotel workers	\$20.87/hour	West Hollywood Minimum Wage / Hotel Worker Page

California Healthcare Workers (SB 525)

Facility Type	New Rate (July 1, 2026)
All other covered health care facilities not listed in the other categories and not run by Counties	\$23.00/hour
Dialysis clinics	\$25.00/hour
Covered Health Care Facilities run by Large Counties (more than five million people as of 1/1/23)	\$25.00/hour
Covered Health Care Facilities run by Medium Sized Counties (250,000 to five million people as of 1/1/23)	\$23.00/hour
Covered Health Care Facilities run by Small Counties (less than 250,000 people as of 1/1/23)	\$19.28/hour
Hospital or integrated health system with 10,000 or more full-time employees (including skilled nursing facilities operated by these employers)	\$25.00/hour
Intermittent clinics, community clinics, rural health clinics, or urgent care clinics associated with community or rural health clinics	\$22.00/hour
Safety net hospitals (high govt. payor mix / rural independent)	\$19.28/hour

Workplace Poster: Post the official DIR "MW Supplement for Covered Health Care Employees" alongside your applicable IWC Industry or Occupation Wage Order.

- [California General Minimum Wage Order MW-2026 \(PDF\)](#)
- [Current Healthcare Supplement MW-2025 — valid through 6/30/2026 \(PDF\)](#) — the updated 7/1/2026–6/30/2027 version will be published on the [DIR Wage Order Industries page](#) before July 1.

Other State Local Jurisdictions

Jurisdiction	Employer Size	New Rate (July 1, 2026)	Workplace Poster
ILLINOIS			
Chicago	4+ employees	\$17.05/hour	Chicago BACP Public Notices (multilingual) (MW Poster + Labor Laws Public Notice)
Cook County	All covered	\$15.40/hour	Cook County MWO Notice Page · MWO FAQ effective 7/1/2026 (PDF)
MARYLAND			
Howard County	14 or fewer EEs	\$16.00/hour	Howard County Minimum Wage Page (supplemental poster)
Montgomery County	10 or fewer EEs	\$15.95/hour	Montgomery County Office of Human Rights — Minimum Wage
Montgomery County	11–50 EEs	\$16.50/hour	Montgomery County Office of Human Rights — Minimum Wage
Montgomery County	51+ EEs	\$18.00/hour	Montgomery County Office of Human Rights — Minimum Wage
MINNESOTA			
St. Paul	5 or fewer EEs (micro)	\$14.25/hour	St. Paul Minimum Wage Page
St. Paul	6–100 EEs (small)	\$16.37/hour	St. Paul Minimum Wage Page

Jurisdiction	Employer Size	New Rate (July 1, 2026)	Workplace Poster
WASHINGTON			
Everett	15–500 EEs (or <15 with >\$2M gross)	\$19.77/hour	Everett 2026 Workplace Poster (PDF) · Everett 2026 Flyer (PDF)
Renton	15+ EEs (or <15 with >\$2M gross)	\$21.57/hour	Renton Labor Standards Page (poster published here)

Salary Threshold Changes (Overtime Exemption)

State	New Weekly Threshold	Annual Equivalent	Statutory Source
Alaska	\$1,120/week	\$58,240	Alaska Statute 23.10.055 (2× state min wage × 40 hrs)

Employment Law Updates

FEDERAL

US Citizenship and Immigration Enforcement (USCIS)

H-1B Visas

On Monday, **June 8, 2026**, U.S. District Judge Leo Sorokin struck down the Trump administration’s \$100,000 fee on new H-1B visa employers use to employ highly skilled foreign workers. Judge Sorokin’s ruling vacated the high fee policy nationwide, reverting to the original fee structure. However, on **June 11, 2026**, the Trump administration filed an appeal and a motion to stay the decision pending the appeal was granted. The ultimate outcome will likely be decided by the U.S.

Supreme Court. In the meantime, it is unclear whether the USCIS intends to continue to collect the fee.

Equal Employment Opportunity Commission (EEOC)

Annual EEO-1 Reporting Delayed

The U.S. Equal Employment Opportunity Commission has not yet announced the opening date or filing deadline for covered employers to file their annual EEO-1 Component 1 report. Historically, all private-sector employers with 100 or more employees, and federal contractors with 50 or more employees that meet certain criteria, have been required to file. However, on May 14, 2026, the EEOC submitted a proposal to the Office of Information and Regulatory Affairs (OIRA) requesting to end the program all together. Currently, there are no updates on the EEOC's dedicated [EEO Data Collection](#) page, but employers should still prepare to file if and/or when the EEOC's opens the portal.

Occupational Safety and Health Administration

OSHA Overhauls Heat NEP through 2031

On April 10, 2026, OSHA issued an updated National Emphasis Program (NEP) for outdoor and indoor heat-related hazards: [CPL 03-00-024 NEP - Outdoor and Indoor Heat-Related Hazards](#), effective immediately. The directive cancels the prior 2022 Heat NEP, which had been extended in 2025 until April 8, 2026, or until superseded. The revised NEP will remain in place for five years and signals OSHA's continued multi-year enforcement focus on workplace heat hazards.

The revised NEP targets 55 high-risk industries based on updated BLS and OSHA data, with 46 industries removed, 22 added, and 33 retained from the prior target list. OSHA's construction targets include residential and nonresidential building construction, utility system construction, highway/street/bridge construction, and several specialty trade contractor categories.

Under the revised procedures, OSHA Area Offices use target-industry establishment lists for programmed inspections on days when the National Weather Service issues a local heat warning or advisory. For inspections opened for other purposes on "heat priority days," defined as days when the heat index is expected to reach 80°F or more, CSHOs should inquire about heat hazard prevention programs and must expand the inspection where there is evidence of hazardous heat conditions.

The update also adds reorganized guidance for evaluating employer heat programs and for developing heat-related citations, primarily under the General Duty Clause where the required elements are met. Employers should review heat illness prevention practices addressing cool water, hydration and rest breaks, shade or cooling areas, training, acclimatization for new and returning workers, and administrative controls such as workload adjustment or earlier start times.

STATE

CALIFORNIA

Workplace "Know Your Rights" Videos

The California Workplace Know Your Rights Act requires employers to provide a stand-alone written Know Your Rights notice to each current employee on or before February 1, 2026, and annually thereafter. Employers must also provide the notice to new employees upon hire and annually to any authorized representative. The Labor Commissioner was given until July 1, 2026, to develop and post separate educational videos for employees and employers. Currently, the Act does not require employers to screen those videos for workers or incorporate them into required training or onboarding; employers may choose to provide a link to, or show, the videos in addition to the required written notice. Follow this [link](#) to the State's *Know Your Rights* page for more information.

San Diego Hospitality Minimum Wage

San Diego's Hospitality Minimum Wage Ordinance takes effect on July 1, 2026, increasing the minimum wage for certain employees of covered hotels, amusement parks, and event centers in the City of San Diego. Hospitality employers must post the official notice in a conspicuous location at each workplace or job site and provide the written notice to all employees on the effective date of the Ordinance, July 1, 2026, and to new employees at the time of hire. The city provided the following forms to assist employers with complying with the new ordinance:

Official Notice

- [Hospitality Minimum Wage Ordinance Official Notice \(English\)](#)
- [Hospitality Minimum Wage Ordinance Official Notice \(Spanish\)](#)

Notice to Employees

- [Notice to Employees \(English\)](#)
- [Notice to Employees \(Spanish\)](#)

Employee Receipt Acknowledgement

- [Employee Receipt Acknowledgment Form \(English\)](#)
- [Employee Receipt Acknowledgment Form \(Spanish\)](#)

COLORADO**Workforce Demographic Data Reporting**

Colorado has enacted [HB1207](#), the Disclosure of Demographic Workforce Data law. Beginning July 1, 2027, covered private employers conducting business in Colorado will be required to include workforce demographic data in their periodic reports filed with the Colorado Secretary of State. The law applies to private sector entities conducting business in Colorado that employ 100 or more workers and, as of March 1, 2026, are required to submit EEO-1 data to the U.S. Equal Employment Opportunity Commission. The law does not apply to federal, state, or local government entities, school districts, state institutions of higher education, quasi-governmental entities, or political subdivisions of the state.

Covered employers must report demographic workforce data collected through the federal Employer Information Report, commonly known as EEO-1 data. This includes workforce demographic information categorized by race, ethnicity, gender, and job category, using the EEO-1 form as it existed on March 1, 2026. Covered employers must include the required EEO-1 data in their Colorado Secretary of State periodic reports beginning July 1, 2027. The reporting obligation will continue even if the federal government later repeals or discontinues the federal EEO-1 reporting requirement.

CONNECTICUT**Updates to the Connecticut Data Privacy Act**

Connecticut enacted [SB 1295](#), now Public Act 25-113, which significantly broadens the Connecticut Data Privacy Act. Several key changes take effect July 1, 2026, including expanded coverage for businesses that process Connecticut consumer data, changes to what qualifies as sensitive data, and additional obligations related to consumer privacy rights, consent, profiling, data minimization, and privacy notices. The law is not primarily an employment law, but PEO clients with consumer-facing operations, websites, apps, online platforms, or Connecticut consumer data practices should review whether they may be covered before the July 1, 2026, effective date.

Warehouse Quota Notice

Connecticut has enacted [SB 298](#), which is a new warehouse quota notice law that takes effect on July 1, 2026. The law applies to certain large warehouse distribution center employers, including employers that directly or indirectly employ or exercise control over the wages, hours, or working conditions of 250 or more employees at a single covered warehouse distribution center in Connecticut, or 1,000 or more employees at one or more covered warehouse distribution centers in the state. Covered operations are tied to specific industry classifications, including warehousing and storage, merchant wholesalers, electronic shopping and mail-order houses, couriers and express delivery services, warehouse clubs and supercenters, certain general merchandise stores, and home centers.

Covered employers that use productivity quotas must provide employees with a written description of each quota and any potential adverse employment action that could result from failing to meet the quota. Current employees must receive the required written notice no later than August 1, 2026, and employees hired after that date must receive the notice at the time of hire. If a quota changes, employers must notify the affected employee as soon as practicable and before the new quota takes effect and must provide written confirmation of the new quota within two business days. Connecticut has not yet published a sample or model warehouse quota notice, so covered employers should prepare their own written notice unless and until the state issues a template.

The law also limits how warehouse quotas may be used. Quotas may not interfere with required meal periods or employees' use of bathroom facilities, including reasonable travel time to and from the bathroom facilities. The law also restricts quotas that measure total output over a time period shorter than the employee's workday or that are based solely on comparing an employee's performance to other employees. Covered employers must maintain quota notices and work speed data records for three years. Employees who believe a quota has caused or will cause a violation of these protections may request copies of applicable quota notices and work speed data, and former employees have a limited right to request similar records for the 90 days before separation.

FLORIDA

Discrimination Claim Filing Deadlines

Florida [HB 1407](#) takes effect on July 1, 2026, and establishes new time limits for certain civil actions under the Florida Civil Rights Act, the state law that covers employment discrimination and harassment claims. Civil actions must be filed no later than one year after the Florida Commission on Human Relations issues a reasonable cause determination or the Equal Employment Opportunity Commission issues a Notice of Right to Sue, whichever occurs first. If neither agency makes a determination within 180 days after the administrative complaint is filed, the civil action must be filed within 18 months after the complaint was filed. PEO clients with Florida employees should be aware that the law does not change the underlying discrimination and harassment protections, but it does clarify the timeline for when claims may proceed to court.

Home Health Care Background Screening Update

Florida [HB 1069](#) takes effect on July 1, 2026, and updates criminal background screening requirements for certain care placement service employees. The law amends the list of offenses that must be included in required background checks for covered care placement settings, including home health care and related regulated care operations.

Florida Operations Charge Law: Wage-and-Hour Considerations for Hospitality Employers

Florida's new Operations Charge law takes effect on July 1, 2026, and may have wage-and-hour implications for restaurants, hotels, catering businesses, delivery operations, and other public food service establishments that add mandatory charges to customer bills. The law requires greater transparency around charges such as service charges, automatic gratuities, credit card surcharges, delivery fees, and similar mandatory add-ons. For employers, the key issue is making sure these charges are properly labeled, disclosed, distributed, and recorded.

Wage-and-hour laws distinguish between voluntary tips and mandatory service charges. Voluntary tips generally belong to employees and are not included in the employee's regular rate of pay. Mandatory service charges, by contrast, generally belong to the employer unless the employer chooses to distribute them to employees. If mandatory charges are distributed to employees, they may need to be included in the employee's regular rate of pay for overtime purposes. This means

employers should confirm that payroll systems are properly calculating overtime when employees receive distributions from service charges or similar operations charges.

The new law puts the distinction between tips and mandatory charges front and center. Mislabeling a required service charge as a gratuity, or failing to clearly explain how a charge is used, can create both customer disclosure issues and wage-and-hour exposure under the Fair Labor Standards Act. Employers that take a tip credit should pay particular attention to whether customer-facing materials, receipts, payroll practices, and employee policies consistently distinguish voluntary tips from mandatory charges.

Minimum Wage

On September 30, 2026, Florida's minimum wage will increase from \$14.00 per hour to \$15.00 per hour. The Florida tip credit remains \$3.02, bringing the minimum cash wage for tipped employees to \$11.98 per hour. This adjustment represents the final scheduled \$1.00 increase under the Florida constitutional amendment approved by voters on November 3, 2020; after 2026, the state minimum wage will adjust annually for inflation.

Florida employers must post the current minimum wage notice in a conspicuous location where employees can see it. The updated poster reflecting the September 30, 2026, rate does not appear to be available yet. Employers should monitor the State's posters and required notices page for the updated notice. Follow this [link](#) to the State's posters and required notices page.

GEORGIA

Healthcare Background Screening Update

Georgia [HB 1097](#) takes effect on July 1, 2026, and updates background screening requirements for certain mental health and behavioral health facilities. The law requires criminal background, license-status, and registry checks for covered facility owners, applicants, and employees, and establishes procedures for handling ineligible determinations. Covered facilities may also face civil penalties for failing to terminate employees who receive an ineligible determination.

Human Trafficking Training for Lodging Employers

Georgia [SB 570](#), the Georgia Human Trafficking Prevention Training Act, takes effect on July 1, 2026, and requires covered lodging employers to provide human trafficking awareness training. The law applies to employers operating Georgia inns,

hotels, and other covered lodging establishments, as well as third-party property managers of covered short-term rental properties. Covered employees generally include on-site employees who work at the lodging property.

New covered employees must complete approved training within 60 days of hire and annually thereafter, with training completed by December 31 during the first full year of employment. Covered employers must also adopt procedures for reporting suspected human trafficking to the National Human Trafficking Hotline or local law enforcement, comply with applicable posting requirements, and maintain training acknowledgment records during employment and for one year after employment ends.

Portable Benefits for Independent Contractors

Georgia [HB 987](#) takes effect on July 1, 2026, and creates a voluntary framework for portable benefit plans and portable benefit accounts for independent contractors. The law allows businesses and other hiring parties to voluntarily contribute funds to an independent contractor's portable benefit account, which may be used for benefits such as health insurance, disability insurance, life insurance, unemployment insurance, or retirement benefits. The law does not require businesses to provide these benefits, but it clarifies that voluntary contributions to a contractor's portable benefit account do not, by themselves, establish an employer-employee relationship under Georgia employment security law.

HAWAII

Family Leave for Military Exigencies

Hawaii [SB 3082](#) takes effect on July 1, 2026, and expands the Hawaii Family Leave Law to allow eligible employees to take family leave for a qualifying military exigency. Covered leave may be available when the need for leave is related to active duty service by the employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent in the U.S. Armed Forces. The Hawaii Family Leave Law generally applies to employers with 100 or more employees and provides eligible employees with up to four weeks of unpaid, job-protected leave during a calendar year.

IDAHO

Background Checks for Covered Care Settings

Idaho [HB 494](#) takes effect on July 1, 2026, and consolidates background check requirements administered by the Idaho Department of Health and Welfare. The law

impacts employers and organizations that operate covered care or regulated programs where employees, contractors, volunteers, license applicants, or other workers have direct access to children, elderly persons, or vulnerable adults. This may include childcare providers, healthcare facilities, home health agencies, elder care facilities, behavioral health providers, disability services providers, foster care or adoption-related entities, and other programs subject to Idaho Department of Health and Welfare screening requirements.

Fingerprint Background Screening for Qualified Entities

Idaho [HB 521](#) takes effect on July 1, 2026, and establishes a fingerprint-based background screening process for qualified private entities that serve vulnerable populations, including children, elderly individuals, and individuals with disabilities. The law authorizes covered entities to submit fingerprints for state and federal criminal history checks for employees, contractors, vendor employees, and volunteers who have access to these populations.

HB 521 should be viewed alongside Idaho HB 494, but the two laws are not identical. HB 494 consolidates background check requirements administered by the Idaho Department of Health and Welfare for covered care and regulated settings. HB 521 separately addresses qualified private entities that may submit fingerprints for criminal history screening when serving vulnerable populations. Organizations should review which framework applies to their operations, particularly if they provide childcare, youth services, elder care, disability services, healthcare-related services, nonprofit services, or other programs involving access to vulnerable individuals.

ILLINOIS

Family Neonatal Intensive Care Leave Act (NICU Leave)

The Illinois Family Neonatal Intensive Care Leave Act took effect on June 1, 2026, and requires employers with 16 or more employees to provide unpaid, job-protected leave to eligible employees while their child is admitted to a neonatal intensive care unit. Employers with 16 to 50 employees must provide up to 10 days of NICU leave, while employers with 51 or more employees must provide up to 20 days. Employees are entitled to the applicable maximum leave amount or the length of the child's NICU stay, whichever is less.

Employees who take NICU leave must be reinstated to their former position or a substantially equivalent position with no loss of benefits held or accrued before

leave. Employers must maintain health insurance benefits during leave as if the employee had not taken leave. NICU leave is in addition to any leave an employee may be entitled to under the federal Family and Medical Leave Act.

Employers may require NICU leave to be taken in minimum increments of no less than two hours and may request reasonable verification of the child's length of stay in the NICU, provided the request does not seek confidential health information protected by HIPAA or other law. Employers may not retaliate against employees for exercising rights under the Act. Employees may file a complaint with the Illinois Department of Labor or bring a civil action, and employers may face civil penalties of up to \$5,000 per affected employee per violation.

Chicago's Fair Workweek

The Chicago Office of Labor Standards updated the rules implementing the [Fair Workweek Ordinance](#), with the revised rules taking effect on June 1, 2026. Key changes include a revised definition of "week" as seven consecutive 24-hour periods beginning on any day and hour; clarified employer-size calculations using a 12-month average for existing employers and a 90-day average for new employers; new requirements that posted work schedules be time-stamped with the date and time of posting; and clarification that schedules and good-faith estimates must address anticipated on-call shifts.

The updated rules also add scheduling flexibility for new hires, employees returning from leave, and employees who are transferred, promoted, or assigned to a new job classification by allowing employers to provide schedules through the end of the currently posted schedule period. The rules clarify how predictability pay must be calculated and paid, including that the regular rate excludes overtime, holiday pay, and other premium rates but includes shift differentials; predictability pay must be paid by the next payday, separately identified on the employee's wage statement or other written documentation, and does not count as hours worked or affect paid leave accruals.

The rules further clarify access-to-hours and right-to-rest requirements. Predictability pay is not required for shifts accepted through the access-to-hours process, and access-to-hours requirements do not apply to hiring for a new location in the city. Written consent is required for certain schedule changes and right-to-rest waivers; right-to-rest consent may be situational or ongoing, but must be voluntary and revocable. Employers must also maintain records showing compliance with schedule posting, consent, access-to-hours, right-to-rest, and related policy requirements, including whether a covered employee receives tips or performs both tipped and non-tipped duties.

Beginning July 1, 2026, Chicago's Fair Workweek compensation thresholds increase. Employees may be covered if they work in one of the seven covered industries — building services, healthcare, hotels, manufacturing, restaurants, retail, or warehouse services — and earn **\$33.85 per hour or less** or \$64,945.55 per year or less, provided the employer also meets the ordinance's coverage requirements.

Chicago's Paid Leave and Paid Sick and Safe Leave

Effective June 1, 2026, the Chicago Department of Business Affairs and Consumer Protection's Office of Labor Standards updated the [rules](#) implementing the Paid Leave and Paid Sick and Safe Leave Ordinance. Key changes include clarification that compliant combined PTO policies are permitted, provided the policy allows covered employees to accrue up to 80 hours of paid time off and satisfies all applicable accrual, carryover, use, payout, and recordkeeping requirements.

The updated rules also clarify that non-exempt employees accrue leave based on all hours worked, including overtime hours, and expand guidance on when paid sick leave may be used for childcare-related closures or disruptions. Employers may request documentation after more than three consecutive days of leave, but may not require employees to provide documentation in person.

The rules further clarify employer authority to address misuse of paid sick leave, including suspicious patterns of unscheduled absences, and add guidance on joint-employer and successor-employer obligations.

INDIANA

Employment Authorization Compliance

Indiana [SB 76](#) takes effect on July 1, 2026, and creates new state-level penalties for employers that knowingly or intentionally recruit, hire, or continue to employ individuals who are not authorized to work in the United States. The law authorizes the Indiana Attorney General to investigate suspected violations and bring enforcement actions against employers, with potential remedies that may include civil penalties and suspension or revocation of certain business operating authorizations for repeat violations.

Employers with Indiana employees should review Form I-9 and work authorization practices before the effective date. The law includes potential protections for employers that use E-Verify or another federal work authorization program in good faith, or otherwise exercise reasonable diligence consistent with industry practices. Employers should also ensure managers understand that employees may not be

discharged or discriminated against for communicating or cooperating with the Attorney General about compliance with the law.

End of Youth Employment Registration System

Indiana [HB 1302](#) takes effect on July 1, 2026, and eliminates Indiana's Youth Employment System. The law repeals the state requirement that employers hiring, employing, or permitting to work at least five minors who are at least 14 years old register certain minor employee information in the state database or face civil penalties.

Employers that hire minors in Indiana should update onboarding and compliance procedures to remove Youth Employment System registration steps after the effective date. Employers must still comply with applicable federal and state child labor requirements, including restrictions on permitted work, hazardous occupations, and any applicable scheduling or recordkeeping obligations.

Workplace Battery Reporting for Healthcare and School Employers

Indiana [HB 1249](#) takes effect on July 1, 2026, and creates a new workplace battery reporting requirement for healthcare and school employers. Employers of health care employees or school employees who are victims of battery must submit semiannual reports to the Indiana Department of Labor concerning workplace battery incidents. The law also expands protections for healthcare workers by broadening the definition of covered healthcare employee to include workers whose responsibilities involve contact or interaction with patients.

KANSAS

Portable Benefits for Independent Contractors

Kansas [HB 2602](#) takes effect July 1, 2026, and creates a voluntary framework for portable benefit plans and accounts for independent contractors. The law allows contributions to portable benefit plans and provides a Kansas income tax subtraction modification for qualifying contributions. This does not require businesses to provide benefits to independent contractors, but it may be relevant for companies that use contractors, gig workers, freelancers, or other non-employee service providers and want to evaluate portable benefit options while maintaining appropriate worker classification practices.

KENTUCKY

Physical Therapy Reporting Requirement

Kentucky [HB 48](#) takes effect on July 15, 2026, and updates state law governing physical therapists and physical therapist assistants. The law requires practitioners and employers to report a physical therapist or physical therapist assistant who has been convicted of certain misdemeanors. Employers that operate or support Kentucky physical therapy practices, rehabilitation clinics, healthcare facilities, or other settings employing licensed physical therapists or physical therapist assistants should review licensing, background check, and incident-reporting procedures before the effective date.

LOUISIANA

Noncompetes for Interns and Apprentices

Louisiana [HB 315](#) takes effect on August 1, 2026, and prohibits noncompete agreements for interns and apprentices. Employers that use interns, apprentices, or similar early-career training roles in Louisiana should review offer letters, training agreements, restrictive covenant agreements, and template employment documents to ensure prohibited noncompete language is removed.

Organ and Bone Marrow Donor Leave

Louisiana [SB 409](#) takes effect on August 1, 2026, and requires private employers to provide unpaid leave to employees who serve as human organ or bone marrow donors. Eligible employees may take up to 30 consecutive calendar days of unpaid leave after submitting a written request to the employer. The leave may be used for donation-related needs, including medical procedures, recovery, and related follow-up care.

Portable Benefits for Independent Contractors

Louisiana [HB 301](#) takes effect on August 1, 2026, and creates a voluntary framework for portable benefit accounts for independent contractors. The law does not require businesses to provide benefits to contractors, but it may be relevant for companies that use contractors, freelancers, or gig workers and want to evaluate portable benefit options while maintaining appropriate worker classification practices.

MAINE

Employer Surveillance

Effective July 14, 2026, [Maine's worker privacy statute, 26 M.R.S.A. § 620-A](#), will require public and private employers to provide advance notice before using employer surveillance. "Employer surveillance" generally includes monitoring through electronic devices or systems, including computers, telephones, wire or radio systems, and electromagnetic, photoelectronic, or photooptical systems. The law excludes certain monitoring, including surveillance cameras used for security or safety purposes and GPS tracking or other safety devices used on employer-owned vehicles.

Employers that use employee surveillance must inform applicants during the interview process if the employer engages in surveillance and must provide written notice to current employees before surveillance begins and at least once per calendar year. The law also restricts audiovisual monitoring in an employee's residence, personal vehicle, or on the employee's personal property unless the monitoring is required or necessary for the employee's job duties. Employers may not require employees to install data collection or transmission applications on personal electronic devices for surveillance purposes without the employee's authorization.

Employers are prohibited from firing, disciplining, demoting, threatening, or otherwise penalizing any worker who asserts their rights under this statute. Non-compliant employers may incur civil penalties of up to \$500. for each individual violation. The Department of Labor published a [Maine-Employer Surveillance - Your Rights](#) notice, that employers may post at their discretion.

Healthcare Noncompete Restrictions

Maine [LD 2200](#) takes effect on July 13, 2026, and restricts noncompete agreements for health care practitioners. Employers may not require or enforce post-employment noncompete agreements with health care practitioners in certain circumstances, including where the practitioner does not have an ownership interest in the employing entity. "Health care practitioner" is broadly defined to include individuals qualified or licensed under Maine law to perform or provide health care services.

The restrictions apply to noncompete agreements entered into or renewed on or after July 13, 2026. Noncompetes involving practitioners with an ownership interest may still be permitted if they comply with Maine's general noncompete requirements and recognize a patient's right to choose their own health care

practitioner. Employers with Maine healthcare operations should review physician, clinician, and other licensed health care practitioner agreements before entering into or renewing noncompete provisions.

Labor Department Enforcement and Workplace Violation Notices

Maine [LD 1587](#) takes effect on July 29, 2026, and expands the Maine Department of Labor's enforcement authority for violations of certain state employment laws. Under the law, employers found to have violated covered labor requirements may be required to post a notice of the violation in the workplace. This creates an added reputational and compliance risk for employers, in addition to any underlying penalties or corrective action that may apply.

Pay Transparency

Maine [LD 54](#) takes effect on July 29, 2026, and requires employers with 10 or more employees to include the pay range for a position in each job posting. The requirement applies to electronic and print postings, whether made directly by the employer or through a third party. For positions paid solely by commission, employers do not need to provide a numerical pay range, but the posting must disclose that the position is commission-only.

All employers must disclose the pay range for a current employee's position upon request and maintain records of each employee's job title and pay history during employment and for three years after separation. Employers with Maine employees should review job posting templates, recruiter instructions, compensation records, and recordkeeping practices before the July 29, 2026 effective date.

Workplace Substance Use Testing Updates

Maine [LD 2110](#) takes effect on July 29, 2026, and makes significant changes to the state's employer substance use testing requirements. The law adds rules for criteria-based testing, replaces "probable cause" testing with a new "reasonable suspicion" standard, and requires employers to give applicants and employees an opportunity to contest a non-negative test result before the result is confirmed.

Employers with Maine employees should review and update written drug and alcohol testing policies, reasonable suspicion documentation procedures, supervisor training materials, applicant and employee notice practices, and testing vendor processes before the effective date. Employers should also confirm that their policies reflect Maine's new procedures for contesting non-negative results and any other revised testing parameters.

MINNESOTA

Bloomington's Paid Sick and Safe Time Repealed

On April 27, 2026, Bloomington, Minnesota repealed its local Earned Sick and Safe Time Ordinance. Employees working in Bloomington remain covered by Minnesota's statewide Earned Sick and Safe Time law, but employers are no longer subject to a separate Bloomington ordinance. As a result, employee complaints related to earned sick and safe time must now be filed with the state rather than the city. The city repealed the local ordinance after determining that the statewide law fulfilled the ordinance's primary purpose and that maintaining a separate local framework was no longer necessary.

NEBRASKA

Human Trafficking Training for Lodging Establishments

Nebraska [LB 320](#) takes effect on September 17, 2026, and requires covered lodging establishments to display human trafficking awareness posters and provide human trafficking recognition training to employees. The law applies to hotels and similar public lodging establishments and is intended to help employees identify and report potential human trafficking activity.

Covered lodging employers should review posting requirements, identify which employees must complete training, and update onboarding and annual training procedures before the effective date. Employers should also maintain documentation showing that required training was completed.

State WARN Notice Requirements

Nebraska [LB 921](#) takes effect on July 17, 2026, and creates the Nebraska Worker Adjustment and Retraining Notification Act, often referred to as a state "mini-WARN" law. Covered employers must provide 90 days' advance written notice before a covered business closing or mass layoff affecting 100 or more full-time employees at a single site of employment. This is longer than the federal WARN Act's 60-day notice period, and Nebraska's law does not include the federal 33% workforce threshold for mass layoffs.

Nebraska WARN notices must be provided to affected employees or their representatives and to the Nebraska Department of Labor. Notices must include detailed information about the planned action, affected employees and positions, anticipated employment-loss dates, and applicable handbooks or employment

policies. Employers must also post the notice at the worksite in any language spoken by at least 5% of the workforce.

The law allows employers to reduce the 90-day notice period on a day-for-day basis by providing severance or regular wages and benefits in lieu of notice. Nebraska WARN is enforced by the Nebraska Department of Labor, with potential fines of up to \$100 per day for noncompliance.

Workplace Safety Program and Committee Requirements Repealed

Nebraska [LB 397](#) takes effect on September 17, 2026, and repeals Nebraska's requirement that certain employers maintain a workplace safety program and workplace safety committee. This change removes a state-specific administrative requirement for covered employers.

Employers should review existing Nebraska workplace safety policies and committee procedures to determine whether any updates are needed. Even though the state requirement is being repealed, employers should continue to maintain appropriate workplace safety practices and comply with applicable federal OSHA and workers' compensation obligations.

NEW JERSEY

Expanded Family Leave and Reinstatement Protections

New Jersey [AB 3451](#) takes effect on July 17, 2026, and expands employee protections under the New Jersey Family Leave Act (NJFLA), Temporary Disability Insurance (TDI), and Family Leave Insurance (FLI). The law lowers the NJFLA employer coverage threshold from 30 employees to 15 employees, counting employees both inside and outside New Jersey. It also expands employee eligibility by reducing the service requirement from 12 months of employment and 1,000 hours worked in the preceding 12-month period to 3 months of employment and 250 hours worked in the preceding 12-month period.

The law also adds reinstatement protections for employees who take leave while receiving TDI or FLI benefits under certain circumstances. Covered employees must generally be restored to their same position or an equivalent position upon returning from leave. In addition, employees who are eligible for both TDI or FLI and New Jersey Earned Sick Leave may choose which benefit to use and the order in which to use available benefits, but they may not receive more than one type of paid leave for the same period of time.

Employers with New Jersey employees should review leave policies, eligibility determinations, reinstatement practices, benefit coordination procedures, and manager guidance before the July 17, 2026, effective date. Employers should also monitor for updated state notices, posters, FAQs, and other agency guidance before the law takes effect.

NEW YORK

Credit Inquiry Ban for Employment Decisions

Effective April 18, 2026, New York SB S03072 amends the New York State Fair Credit Reporting Act to restrict the use of consumer credit history in employment decisions. Public and private employers generally may not request, require, or use an applicant's or employee's consumer credit history when making decisions related to hiring, promotion, compensation, retention, or other terms and conditions of employment. "Consumer credit history" is broadly defined to include credit reports, credit scores, bankruptcies, judgments, liens, and information obtained directly from the individual about credit accounts, limits, late or missed payments, charged-off debts, or collections.

Employers may use consumer credit history only where a narrow exception applies, such as when the inquiry is required by state or federal law or a financial self-regulatory organization; the position involves signatory authority over third-party funds or assets of \$10,000 or more; the position involves fiduciary authority to enter financial agreements of \$10,000 or more; the role is non-clerical and requires regular access to trade secrets, intelligence information, or national security information; the role involves authority to modify digital security systems protecting employer or client networks or databases; the position is a public law enforcement or high-public-trust role; or the position is legally required to be bonded.

Healthcare Workplace Violence Prevention

New York [AB 203](#) takes effect on September 18, 2026, and requires covered healthcare facilities, including general hospitals and nursing homes, to establish workplace violence prevention programs. Covered facilities must conduct workplace safety and security assessments and develop safety and security plans that address identified workplace violence threats or hazards. The law also includes requirements related to emergency department security staffing and workplace violence standards.

Healthcare employers with New York operations should review workplace violence prevention policies, security staffing, incident response procedures, employee training, and safety assessment practices before the effective date. This law is most relevant to hospitals, nursing homes, and related healthcare facilities, and is not a general workplace violence requirement for all employers.

New York Secure Choice Savings Program: Final Registration Deadline

New York's Secure Choice Savings Program requires covered employers with at least 10 employees that do not offer a qualified retirement plan to register for the state-facilitated retirement savings program or certify an exemption. The program is being phased in based on employer size, with registration deadlines of March 18, 2026, for employers with 30 or more employees; May 15, 2026, for employers with 15 to 29 employees; and July 15, 2026, for employers with 10 to 14 employees.

Covered employers should confirm whether they must register or certify an exemption, coordinate with payroll providers on employee payroll deduction procedures, and ensure eligible employees receive required program communications. Employers that already offer a qualified retirement plan should still complete any required exemption certification through the program portal.

TENNESSEE

Noncompete Agreement Restrictions

Effective July 1, 2026, Tennessee employers may not require, request, or enforce a noncompete agreement against an employee who earns less than \$70,000 in annualized compensation. Annualized compensation includes wages, salary, commissions, and nondiscretionary bonuses. Employers may still use other restrictive covenants, such as confidentiality, customer nonsolicitation, and employee nonsolicitation agreements, if they are otherwise reasonable and enforceable under Tennessee law.

The law also creates rebuttable presumptions for the reasonable duration of restrictive covenants. Restrictions of two years or less are presumed reasonable for former employees and independent contractors. Restrictions of three years or less are presumed reasonable for certain business relationships, including distributors, dealers, franchisees, lessees, and licensees. For sellers of a business interest, restrictions of up to five years, or the duration of any seller payment period, whichever is longer, are presumed reasonable. Restrictions longer than the applicable period are presumed unreasonable, but courts may modify overbroad covenants to make them enforceable.

The law applies to agreements entered into, renewed, or amended on or after July 1, 2026. Employers with Tennessee workers should review noncompete templates, compensation thresholds, contractor agreements, business-sale covenants, and related nonsolicitation and confidentiality provisions before the effective date.

VERMONT

Beginning June 30, 2026, the final phase of Vermont's state retirement savings mandate applies to employers with 2 or more employees that have been in business for at least 2 years and do not offer a qualified retirement plan. Covered employers must register for Vermont Saves or certify that they are exempt because they already sponsor a qualified retirement plan. The employee threshold was lowered from 5 employees to 2 employees in early 2026. Employees are enrolled in a payroll-deduction Roth IRA unless they opt out or customize their account during the program's opt-out period. Employers should use the Vermont Saves website to register or certify an exemption. To register or certify exemption, employers should visit the [Vermont Saves](#) website.

VIRGINIA

Noncompete Restrictions Following Discharge Without Severance

Effective July 1, 2026, Virginia SB 170 amends the state's noncompete law and limits when employers may enforce noncompete agreements against discharged employees. A noncompete agreement will be unenforceable if the employer discharges the employee without providing severance benefits or other monetary payment, unless the employee is discharged for cause. Any severance benefits or other monetary payment must be disclosed when the noncompete agreement is signed.

The law expands protections beyond Virginia's existing low-wage employee noncompete restrictions and may allow employees to bring civil claims if an employer attempts to enforce a prohibited noncompete. Employers with Virginia employees should review noncompete agreements, severance practices, termination procedures, and restrictive covenant templates before the July 1, 2026, effective date.

Protections for Volunteer Emergency Responders

Effective July 1, 2026, Virginia employers may not discharge, discipline, threaten, discriminate against, retaliate against, or otherwise penalize an employee who misses work because the employee is serving as a volunteer emergency responder

in response to an emergency alarm or state of emergency, provided the statutory requirements are met.

Employers are not required to pay employees for missed work time under the law, but employees may use available vacation or sick leave if permitted. Employers should review attendance policies, leave procedures, call-out practices, and manager guidance to ensure qualifying absences are not treated as unexcused or improperly counted under attendance policies.

VA Human Rights Act Expanded

Effective July 1, 2026, Virginia will expand protections under the Virginia Human Rights Act. The law lowers the employer coverage threshold from 15 employees to 5 employees, meaning more employers will be subject to state discrimination protections. It also extends the deadline for employees to file certain employment discrimination complaints with the Office of the Attorney General from 300 days to 2 years.

VA State-Facilitated IRA Savings Program

Effective July 1, 2026, Virginia HB 176 / SB 149 expands Virginia's state-facilitated IRA savings program, commonly known as RetirePath Virginia. The law reduces the eligible employer threshold from 25 employees to 5 employees, based on the number of eligible employees employed as of December 31 of the preceding calendar year before the program's open enrollment period. Employers that already offer and sponsor a qualified retirement plan, including a 401(k) plan, are not considered eligible employers for purposes of the program.

The law also updates employer contribution-remittance obligations. Employers that withhold employee payroll deduction contributions for the program must remit those contributions no later than 10 business days after the date the wages were withheld. An employer that withholds employee contributions but fails to submit them in the required time and manner may be treated as violating applicable federal or state labor laws and may incur related penalties.

Employers with Virginia employees should determine whether they are newly covered by the lower 5-employee threshold, confirm whether they offer a qualifying retirement plan, and review any registration or exemption obligations under RetirePath Virginia.

Wage Transparency

Effective July 1, 2026, Virginia employers may not ask applicants about wage or salary history, rely on past pay to evaluate candidates, or use prior compensation

to determine starting wages. If a candidate voluntarily discloses pay history, an employer may use that information only to support a higher wage or salary after an initial offer has been made.

The law also requires employers to include the wage, salary, or wage/salary range in each external job posting and internal promotion, transfer, or other employment opportunity. Employers must set wage and salary ranges in good faith. The law includes anti-retaliation protections prohibiting employers from refusing to interview, hire, employ, promote, or otherwise retaliate against applicants or employees who refuse to disclose pay history or request a wage or salary range.

Violations create a private right of action, exposing employers to statutory damages or actual damages, whichever is greater, plus reasonable attorneys' fees and costs.

WASHINGTON

Washington Fair Chance Act Amendments

Beginning July 1, 2026, Washington employers with 15 or more employees must wait until after making a conditional job offer before asking about or considering an applicant's criminal history. Employers with fewer than 15 employees must comply beginning January 1, 2027. Employers may not use policies or practices that automatically or categorically exclude individuals with criminal records from employment.

The amended law also limits how employers may use criminal history after a conditional offer. Employers may not take adverse action against an applicant or employee based on a juvenile conviction record or an arrest record, including a pending charge, except that an adult arrest record may be considered if the individual is currently out on bail or released on personal recognizance while awaiting trial. If an adult conviction record is identified, the employer may take adverse action only if it has a documented legitimate business reason based on the nature of the conviction, the position, business operations, and other required factors.

Before rescinding an offer or taking other adverse action based on an adult conviction record, the employer must provide notice identifying the potentially disqualifying record and give the individual at least two business days to correct or explain the record or provide mitigating information, such as rehabilitation, good conduct, work experience, education, or training. If the employer proceeds with the adverse action, it must provide a written decision explaining the specific reason for the decision and documenting the required assessment.

Employers that notify applicants that a position will be subject to a post-offer criminal history background check, or that receive voluntary criminal history information from an applicant during an interview, must provide a written summary of the applicant's rights under the Fair Chance Act and a copy of the Washington Attorney General's Fair Chance Act guide. Violations remain enforceable by the Washington Attorney General and may result in increased penalties ranging from \$1,500 to \$15,000 per violation, along with possible compensatory damages.

Burien – Minimum Wage Update

On May 18, 2026, the Burien City Council approved [Ordinance No. 892](#) to address confusion created by overlapping local minimum wage ordinances. The ordinance repealed the City's prior council-adopted minimum wage ordinance and directed staff to prepare administrative rules clarifying the voter-approved minimum wage ordinance under BMC Chapter 5.16. For 2026, Burien's minimum wage rates are \$21.78 per hour for large employers, \$20.78 per hour for medium employers, and \$19.28 per hour for small employers. The rates will remain in effect through December 31, 2026, and will be adjusted annually on January 1 based on inflation. The City will publish the next year's rates by October 15.

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.