



## Detailed Look at State, Local and Federal Updates



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## ★ State/Territory/District

### Alaska Bars Mandatory Meetings on Religious or Political Matters

Alaska voters have approved a ballot measure that prohibits employers from taking adverse action against employees because they refuse to attend an employer-sponsored mandatory meeting that communicates the opinion of the employer about religious or political matters. The changes take effect **July 1, 2025**.

#### The Details:

Employers are prohibited from taking or threatening any adverse employment action against an employee because the employee refuses to attend or participate in an employer-sponsored meeting or declines to receive or listen to communications from the employer if it is to communicate the opinion of the employer about religious matters or political matters.

The law defines "political matters" as those relating to elections for political office, political parties, proposals to change legislation, regulations, public policy, and the decision to join or support any political party or political, civic, community, fraternal, or labor organization.

Under the law, "religious matters" are defined as those relating to religious affiliation and practice and the decision to join or support any religious organization or association.

#### Exceptions:

The law doesn't:

- Prohibit communication of information that:
  - o The employer is required by law to communicate;
  - o Is necessary for the employees to perform their required job duties; or
  - o Is directly related or relevant to the workplace.
- Prohibit an institution of higher education from conducting meetings or participating in any communications with its employees concerning any symposia, research, or academic program.
- Prohibit a religious organization from requiring its employees to attend an employer-sponsored meeting or participate in any communication with the employer for the purpose of communicating the employer's religious beliefs, practices, or tenets.

- Prohibit employers from requiring executives to listen to information about the employer.

### Next Steps:

- Review policies and practices to ensure compliance with the changes.
- Train supervisors on the new law.

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## Alaska Voters Approve Paid Sick Leave Requirement

Voters in Alaska have approved a ballot measure that will require employers to provide paid sick leave to employees. The requirement takes effect **July 1, 2025**.

### The Details:

#### Covered Employers and Amount of Paid Sick Leave:

The law applies to all employers. However, the amount of paid sick leave that employees must be permitted to accrue on an annual basis depends on the size of the employer.

Employer Size	Paid Sick Leave
15 or more employees	56 hours of earned paid sick leave per year
14 or fewer employees	40 hours of earned paid sick leave per year

#### Covered Employees:

The law applies to most employees with several exceptions including certain apprentices, employees of non-profit organizations, employees engaged in agriculture, fishing, or domestic service, individuals under 18 years of age employed on a part-time basis not more than 30 hours in a week, and employees subject to the federal Railroad Unemployment Insurance Act.

The requirements also do not apply to employees covered by a collective bargaining agreement (CBA) if the requirements are expressly waived in the CBA in clear and unambiguous terms. An employer signatory to a multiemployer CBA may fulfill its obligations under the law by making contributions to a multiemployer paid sick leave fund based on the hours each employee accrues under the law while working under the multiemployer CBA, if the fund enables employees to collect paid sick leave from the fund based on hours they have worked under the multiemployer CBA and for covered purposes under the law.

#### Accrual Rate:

Employees must accrue one hour of paid sick time for every 30 hours worked. An employee will begin to accrue paid sick time at the commencement of their employment or July 1, 2025 (whichever is later).

The law allows employers with 14 or fewer employees to cap annual accrual at 40 hours, and employers with 15 or more employees to cap annual accrual at 56 hours. The law does not address whether employers can cap overall accrual.

Executive, administrative, professional, and outside sales employees who are exempt from overtime requirements under the federal Fair Labor Standards Act (FLSA) are presumed to work 40 hours in each work week for purposes of paid sick leave accrual, unless their normal work week is less than 40 hours, in which case paid sick leave accrues based upon that normal work week.

#### Existing Paid Leave Policies:

Any employer with a paid leave or paid time off policy, that makes available an amount of paid leave sufficient to meet the requirements of the law that may be used for the same purposes and under the same conditions as the law requires, is not required to provide additional paid sick leave.

**Carryover:**

Paid sick leave must carry over to the following year and cannot be capped. However, the law allows employers with 14 or fewer employees to limit annual use to 40 hours, and employers with 15 or more employees to limit annual use to 56 hours.

**Frontloading:**

The law does not address whether frontloading is permitted.

**Rate of Pay:**

The law does not address the rate of pay. The Alaska Department of Labor and Workforce Development (DOLWD) could potentially provide guidance through formal rulemaking or informal FAQs in the future.

**Use:**

An employee is entitled to use paid sick leave as it accrues and for the following reasons:

- An employee's or family member's mental or physical illness, injury or health condition;
- The employee's or family member's need for medical diagnosis, care, or treatment; or the employee's or family member's need for preventative medical care;
- Absences necessary due to domestic violence, sexual assault, or stalking, provided the leave is to allow the employee to obtain for the employee or a family member: medical or psychological attention; services from a victim's aid organization; relocation or steps to secure an existing home; or legal services, including participation in any investigation or civil or criminal proceeding.

Under the ballot measure, "family member" is defined as:

- An immediate family member;
- A domestic partner;
- A foster child, legal ward, or person to whom an employee stands in loco parentis; a foster parent, adoptive parent, legal guardian, or a person who stood in loco parentis when the employee was a minor child; or
- Any other individual related by blood or whose close association is the equivalent of a family relationship.

Paid sick leave may be used in the smaller of either: 1) hourly increments or 2) the smallest increment that the employer's payroll system uses to account for absences or use of other time.

**Employee Notice:**

When the need for paid sick leave is foreseeable, the employee must make a good faith effort to provide notice to the employer in advance of the use of paid sick leave and make a reasonable effort to schedule use of paid sick leave in a manner that doesn't unduly disrupt the employer's operations.

**Documentation:**

For paid sick leave of more than three consecutive workdays, an employer may require reasonable documentation that the paid sick leave has been used for a purpose covered by the law. [See the text of the measure for details](#) on rules surrounding documentation.

**Employer Notice:**

Employers must give employees written notice of the following at the commencement of employment or within 30 days of the law's effective date, whichever is later:

- That beginning July 1, 2025, employees are entitled to paid sick leave and the amount of paid sick leave, the terms of its use guaranteed under the law, and that retaliation against employees who request or use paid sick leave is prohibited.

## Retaliation Prohibited:

Employers are prohibited from:

- Interfering with or denying the exercise of the right to paid sick leave;
- Taking any other adverse action, against an employee who utilizes, or attempts to utilize, their paid sick leave;
- Requiring, as a condition of an employee's taking paid sick leave, that the employee search for or find a replacement worker to cover the hours during which the employee is using paid sick leave; or
- Using an absence control policy that counts paid sick leave taken under the law as an absence that may lead to or result in retaliation or any other adverse action.

## Next Steps:

- Review leave policies and update them if necessary.
- Watch for additional guidance and the sample notice that must be provided to employees from the [Alaska Department of Labor and Workforce Development](#).
- Once published, provide the sample notice to new hires and existing employees.
- Prepare to begin allowing employees to accrue and use paid sick leave beginning July 1, 2025.
- Train supervisors on how to handle leave requests.

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## California Amends Rules for Paid Family Leave

California has enacted legislation that will prohibit employers from requiring that employees use two weeks of accrued vacation time before they can access paid family leave benefits. The change is a result of enactment of Assembly Bill 2123 and takes effect **January 1, 2025**.

### The Details:

The state's paid family leave program provides wage replacement benefits to workers who take time off work to care for certain seriously ill family members, to bond with a minor child within one year of birth or placement, as specified, or to participate in a qualifying exigency related to the covered active duty or call to covered active duty of certain family members.

Under existing law, employers may require an employee to take up to two weeks of earned but unused vacation before, and as a condition of, the employee's initial receipt of paid family leave benefits during any 12-month period in which the employee is eligible for these benefits.

Beginning January 1, 2025, employers may no longer require employees to use vacation before accessing paid family leave.

### Next Steps:

California employers should:

- Review policies and procedures to determine if changes are necessary to align with Assembly Bill 2123.
- Train supervisors on the change.

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## California Clarifies Law Prohibiting Hairstyle Discrimination

California has enacted legislation to clarify a law that prohibits hairstyle discrimination. The clarification takes effect **January 1, 2025**.

### The Details:

#### Background:

In 2019, California enacted Senate Bill 188, which expressly stated that the prohibition on racial discrimination in employment includes discrimination based on traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. Protective hairstyles include, but aren't limited to, braids, locs, and twists.

#### Assembly Bill 1815:

Effective January 1, 2025, Assembly Bill 1815 removes the word "historically" from the above prohibition. As such, discrimination based on traits associated with race, including, but not limited to, hair texture and protective hairstyles is prohibited by state law.

#### Next Steps:

- Review policies and practices to ensure compliance with the law.
- Train supervisors on the clarification.

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## California Clarifies Nondiscrimination Law

California has enacted legislation that clarifies that the California Fair Employment and Housing Act (FEHA) prohibits discrimination on the basis not just of individual protected traits, but also on the basis of the combination of two or more protected traits. The clarification is a result of enactment of Senate Bill 1137 and is effective **January 1, 2025**.

### The Details:

#### Background:

The Fair Employment and Housing Act (FEHA) prohibits employment discrimination on the basis of an individual's actual or perceived race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status.

#### Senate Bill 1137:

Senate Bill 1137 makes clear that, under the FEHA, race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, age, sexual orientation, reproductive health decision-making, or veteran or military status includes: any combination of those characteristics; a perception that a person has any combination of those characteristics; or a perception that a person is associated with a person who has, or who is perceived to have, any combination of those characteristics.

The interplay between multiple protected characteristics is often referred to as "intersectionality."

#### Next Steps:

- Review policies and practices to ensure compliance with the changes.
- Provide the model notice to employees once published by the state.
- Train supervisors on the new law.

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## California Limits When Employers Can Require Driver's Licenses

California has enacted legislation that restricts employers from including in a job posting or advertisement that a candidate must have a driver's license. The restriction is the result of enactment of Senate Bill 1100 and takes effect **January 1, 2025**.

### The Details:

Under Senate Bill 1100, it is an unlawful employment practice for an employer to include a statement in a job advertisement, posting, application, or other material that an applicant must have a driver's license unless both of the following conditions are satisfied:

- The employer reasonably expects driving to be one of the job functions for the position.
- The employer reasonably believes that satisfying the job function using an alternative form of transportation wouldn't be comparable in travel time or cost to the employer.

For purposes of the law, "alternative form of transportation" includes, but is not limited to, all of the following:

- Using a ride hailing service.
- Using a taxi.
- Carpooling.
- Bicycling.
- Walking.

### Next Steps:

- Review policies and practices to ensure compliance with Senate Bill 1100.
- Train individuals involved in the hiring process on the new law.

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## Missouri Voters Approve Paid Sick Leave

Missouri voters have approved a ballot initiative, Proposition A, which requires all employers to provide paid sick leave to employees. Proposition A will take effect on **May 1, 2025**.

### The Details:

#### Covered Employers and Amount of Paid Sick Leave:

The law applies to all employers. However, the amount of paid sick leave that employees must be permitted to use on an annual basis depends on the size of the employer.

Employer Size	Paid Sick Leave
15 or more employees	56 hours of earned paid sick leave per year
14 or fewer employees	40 hours of earned paid sick leave per year

To determine employer size, count all full-time, part-time, or temporary employees being compensated for performing work in Missouri.

An employer whose number of employees goes above and below 15 employees per week over the year may have to allow employees to use up to 56 hours of earned paid sick leave per year. The requirement is triggered if an employer maintained 15 or more employees in the state on the payroll for some portion of a working day in each of 20 or more different calendar weeks, including any periods of leave, and whether or not the weeks were consecutive, in either the current or the preceding year (irrespective of whether the same individuals were in employment in each working day).

## Covered Employees:

The law applies to individuals employed in Missouri, but contains several exceptions. There is also a temporary exemption for employees covered by a collective bargaining agreement (CBA) in effect as of November 5, 2024. The law will not apply until the CBA expires. However, the exemption will not continue simply because the CBA is renewed, extended, amended, or modified after November 5, 2024. [See the text of the law for further details.](#)

## Accrual Rate:

Employees must accrue one hour of paid sick time for every 30 hours worked. An employee will begin to accrue paid sick time at the commencement of their employment or May 1, 2025 (whichever is later). The law does not address whether employers can cap annual or overall accrual. However, employers are permitted to limit annual use to 40 hours (employers with 14 or fewer employees) or 56 hours (employers with 15 or more employees).

**Note:** Executive, administrative, professional, and outside sales employees who are exempt from overtime requirements under the federal Fair Labor Standards Act will be assumed to work 40 hours per work week for purposes of earned paid sick leave accrual. When an employee's normal work week is less than 40 hours, earned paid sick leave will accrue based upon that normal work week.

## Existing Paid Leave Policies:

An employer with a paid leave policy that meets or exceeds the paid sick leave accrual requirements and has leave that may be used for the same purposes and under the same conditions as earned paid sick leave is not required to provide additional paid sick leave. The paid sick time must be compensated at a rate that meets or exceeds the employee's regular hourly rate and with the same benefits, including health care benefits, as the employee typically earns during their hours worked.

## Carryover:

An employer must either:

- Carryover up to 80 hours of an employee's unused and accrued earned paid sick leave at the end of the year; or
- Pay an employee for unused paid sick time and provide the employee with an amount of paid sick time that meets or exceeds the requirements of the law and is available for immediate use at the beginning of the subsequent year.

Employers are not required to pay out sick leave upon an employee's termination, resignation, retirement, or other separation from employment for accrued earned paid sick leave that has not been used.

## Frontloading:

An employer may provide all earned paid sick leave that an employee is expected to accrue in a year at the beginning of the year. The law is silent on whether frontloading allows an employer to avoid carryover requirements.

## Rate of Pay:

When employees use sick time, they must be paid the "same hourly rate" and with the same benefits, including health care benefits, as the employee typically earns during hours worked. The rate cannot be less than the state minimum wage. The rate is calculated as follows:

Pay Basis	Calculation
Hourly	Same hourly rate.
Salaried employees – exempt or nonexempt	The rate is determined by dividing the wages the employee earns in the previous pay period by the total number of hours worked during the previous pay period.
Commissioned	Whether base wage plus commission or commission only – the "same hourly rate" is the greater of their base wage or the state minimum wage.

Pay Basis	Calculation
Piece rate or a fee-for-service basis	Employers must use a reasonable calculation of the wages or fees the employee would have received if they had worked.
Multiple hourly rates	<p>The same hourly rate can be either:</p> <ul style="list-style-type: none"> <li>• The wages the employee would have been paid for the hours absent during use of earned paid sick time if the employee had worked; or</li> <li>• The weighted average of all hourly rates of pay during the previous pay period.</li> </ul> <p>Whatever method the employer uses, the employer must use a consistent method for each employee throughout a year.</p>
Employees who receive tips	Must be paid the employee's regular hourly rate or 100 percent of the effective minimum wage without deduction of any tips as a credit.

### Retention of Paid Sick Leave Benefits:

The following employees must retain and be able to use their paid sick leave:

- An employee who is transferred to a separate division, entity, or location, but stays employed by the same employer; and
- An employee who remains employed by a successor employer.

Additionally, an employee that is separated from and then rehired within nine months by the same employer must have their previously accrued and unused earned paid sick leave reinstated. The employee is also entitled to use accrued earned paid sick leave and accrue additional earned paid sick leave at the re-commencement of their employment.

### Use:

Earned paid sick leave may be used in the smaller of hourly increments or the smallest increment that the employer's payroll system uses to account for absences or use of other time. An employee may use earned paid sick leave as it is accrued and when an employer chooses to loan them earned paid sick leave in advance of accrual.

An employee may use paid sick leave:

- To care for their own or a family member's:
  - o Mental or physical illness, injury, health condition; or
  - o Medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or preventative medical care.
- When their business or their child's school or place of care is closed by order of a public official due to a public health emergency.
- To care for themselves or a family member when health authorities having jurisdiction or a health care provider determines that the employee's or family member's presence in the community may jeopardize the health of others because of their exposure to a communicable disease (whether or not the employee or family member has actually contracted the communicable disease);
- For a necessary absence due to domestic violence, sexual assault, or stalking when the leave is to allow the employee to obtain the following for the employee or the employee's family member. [See the text of the law for further details.](#)

### Employee Notice:

Employees may make requests for paid sick leave orally, in writing, by electronic means, or by other means acceptable to the employer. The request must:

- Include the expected duration of the absence (when possible);



- Be made in good faith and in advance (when foreseeable);
- Make a reasonable effort not to unduly disrupt the operations of the employer.

**Note:** When the need for paid sick leave is not foreseeable, an employer may require an employee to provide notice of the need to use earned paid sick leave as soon as practical.

### **Employer Notice:**

Employers must provide employees written notice about earned paid sick leave within 14 calendar days of the commencement of employment or on April 15, 2025 (whichever is later). [See the text of the law for further details.](#)

An employer that requires notice of the need to use earned paid sick leave where the need is not foreseeable must provide a written policy that contains procedures for the employee to provide notice. The law prohibits an employer that has not provided to the employee a copy of its written policy for providing this notice from denying an employee from using earned paid sick leave based on non-compliance with such a policy.

### **Poster Requirements:**

Beginning April 15, 2025, employers must display a poster that contains the information required by law in a visible and accessible place in each establishment where such employees are employed, provided that such poster has been made available by [the Department of Labor and Industrial Relations](#) (the Department).

### **Documentation:**

An employer may require reasonable documentation for paid sick leave used for three or more consecutive workdays.

In cases of domestic violence, sexual assault, or stalking, when responding to an employer's request for documentation, it is the employee's choice which type of lawful documentation to provide. [See the text of the law for further details.](#) An employer may not require that the documentation explain the nature of the illness, details of the underlying health needs, or the details of the domestic violence, sexual assault, or stalking, unless otherwise required by law.

### **Non-Retaliation:**

Proposition A prohibits an employer or other person from interfering with, restraining, or denying an employee from using or attempting to use their right to paid sick leave.

Employers are also prohibited from:

- Retaliating or discriminating against an employee or former employee for exercising their rights. [See the text of the law for further details.](#)
- Having an absence control policy that counts lawfully earned paid sick leave as an absence that may lead to or result in discipline, discharge, demotion, suspension or other adverse action.
- Requiring that an employee search for or find a replacement worker to cover their paid sick leave hours as a condition of using earned paid sick leave.
- Upholding a waiver by an employee of their paid sick leave rights under the law.

### **Recordkeeping:**

Employers must retain records documenting hours worked by employees and earned paid sick time taken by employees, for a period of not less than three years, and must also allow the state labor department access to these such records. The law does not require that information to be included on employee wage statements.

Employers must maintain an employee's or their family member's health or safety information separately from other personnel information; treat it as confidential medical records; and release it only with the express written permission of the affected employee. Employers must keep records documenting hours worked by employees and earned paid sick leave taken by employees for a period of not less than three years. [See the text of the law for further details.](#)

An employer may only disclose details relating to an employee's or an employee's family member's health information, domestic violence, sexual assault, or stalking as a condition of providing earned paid sick leave where required by law.

#### Next Steps:

- Review the requirements of the law and create applicable policies and procedures.
- Display the required poster by April 15, 2025.
- Provide the written notice requirement to employees by April 15, 2025, or within 14 calendar days of the start of their employment (whichever is later).
- Prepare for employees to begin accruing paid sick leave on May 1, 2025.
- Train supervisors and HR personnel on the requirements under the law.

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## Nebraska Voters Approve Paid Sick Leave

Nebraska voters have approved a ballot initiative (Initiative Measure 436), which creates the Nebraska Healthy Families and Workplaces Act (the Act) and will provide paid sick time to employees. Employers must begin providing paid sick leave on **October 1, 2025**.

#### The Details:

##### Covered Employers and Amount of Paid Sick Leave:

The law applies to all employers. However, the amount of paid sick leave that employees must be permitted to accrue on an annual basis depends on the size of the employer.

Employer Size	Paid Sick Leave
20 or more employees*	56 hours of earned paid sick leave per year
Fewer than 20 employees (small business)*	40 hours of earned paid sick leave per year

\*"Small business" means an employer with fewer than twenty employees during a given week, including full-time, part-time, or temporary employees. Small business does not include an employer that maintained twenty or more employees on its payroll in each of twenty or more calendar weeks in the current or preceding calendar year. "Year" means a regular and consecutive twelve-month period as determined by the employer. See the [text of the law](#) for further details.

##### Covered Employees:

The law covers an individual employed by an employer for 80 or more hours per year, but does not include an employee subject to the federal Railroad Unemployment Insurance Act.

##### Accrual Rate:

Employees must accrue at least one hour of paid sick time for every 30 hours worked. An employee will begin to accrue paid sick time at the commencement of their employment or **October 1, 2025 (whichever is later)**. The law does not address whether employers can cap overall accrual.

**Note:** Executive, administrative, professional, and outside sales employees who are exempt from overtime requirements under the federal Fair Labor Standards Act will be assumed to work 40 hours per work week for purposes of earned paid sick leave accrual. When an employee's normal work week is less than 40 hours, earned paid sick leave will accrue based upon that normal work week.

**Carryover:**

An employer must either:

- Carryover accrued paid sick time to the following year; or
- Pay an employee for unused paid sick time and provide the employee with an amount of paid sick time that meets or exceeds the requirements of the law and is available for immediate use at the beginning of the subsequent year.

**Frontloading:**

An employer may provide all paid sick time that an employee is expected to accrue in a year at the beginning of the year. The law is silent on whether employers are permitted to frontload a specific number of paid sick leave hours annually in order to avoid carryover requirements.

**Rate of Pay:**

When employees use sick time, they must be paid the same hourly rate and with the same benefits, including health care benefits, as the employee typically earns during hours worked. The rate cannot be less than the state minimum wage. The law does not otherwise address how to calculate the rate. The Department of Labor (NDOL) may publish additional guidance in the future.

**Pay Statement Requirements:**

Employers must ensure that the following amounts are recorded in, or attached to, the employee's paycheck:

- Paid sick time available to the employee;
- Paid sick time taken by the employee to date in the year; and
- The amount of pay the employee has received for paid sick time.

**Use:**

Paid sick leave may be used in the smaller of hourly increments or the smallest increment that the employer's payroll system uses to account for absences or use of other time. An employee may use earned paid sick leave as it is accrued and when an employer chooses to loan them earned paid sick in advance of accrual. The law allows a small business to limit annual use to 40 hours. Other employers can limit annual use to 56 hours.

An employee may use paid sick leave:

- To care for their own or a family member's:
  - o Mental or physical illness, injury, health condition; or
  - o Medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or preventative medical care;
- To attend a meeting necessitated by their child's mental or physical illness, injury, or health condition at a school or place where the child is receiving care;
- When their business or their child's school or place of care is closed by order of a public official due to a public health emergency; or
- To self-isolate or care for themselves or a family member when health authorities or a health care provider determines that the employee or the employee's family member's presence in the community may jeopardize the health of others because of their exposure to a communicable disease (whether or not the individual has contracted the disease). [See the text of the law for further details.](#)

**Definition of Family Member:**

Covered family members include the following (regardless of age):

- A biological, adopted, or foster child, a stepchild, a legal ward, or a child to whom the employee stands in the place of a parent;
- A biological, foster, step, or adoptive parent or a legal guardian of an employee or an employee's spouse;

- A person who stood in the place of a parent to the employee or the employee's spouse when the employee or employee's spouse was a minor child;
- A person to whom the employee is legally married under the laws of any state;
- A grandparent, grandchild, or sibling, whether of a biological, foster, adoptive, or step relationship, of the employee or the employee's spouse; or
- Any other individual related by blood to the employee or whose close association with the employee is the equivalent of a family relationship.

**Employee Notice:**

When practical, an employee must make an oral request for paid sick leave that includes the expected duration of the absence.

**Documentation:**

For more than three consecutive paid sick days, an employer may require the following reasonable documentation:

- Documentation signed by a healthcare professional that indicates the paid sick time is (or was) necessary; or
- A written statement from the employee that indicates they or a family member are taking (or took) paid sick leave for a qualifying purpose when:
  - o The individual did not receive a healthcare professional's services; or
  - o Documentation cannot be obtained from a healthcare professional in a reasonable time or without added expense.

**Nondisclosure:**

Unless required by law, employers:

- Are prohibited from requiring the details of an employee's (or their family member's) health information to be disclosed as a condition of providing the required paid sick time;
- Must ensure health information in their possession that is related to an employee or the employee's family member is:
  - o Maintained in a separate form and file from other employee information;
  - o Treated as confidential medical records; and
  - o Not disclosed except to the employee or with the employee's express permission.

**Employer Notice:**

An employer that requires notice of the need to use paid sick time must provide a written policy that contains reasonable procedures for employees to provide notice. The Act prohibits an employer that has not provided a copy of its written policy for giving notice from denying an employee the right to use earned paid sick leave based on non-compliance with such a policy.

Employers must provide employees written notice at the commencement of the employee's employment or by **September 15, 2025** (whichever is later) of the following:

- Beginning October 1, 2025, employees are entitled to paid sick time;
- The amount of paid sick time and the terms of its use guaranteed under the Nebraska Healthy Families and Workplaces Act;
- Retaliatory action against employees who request or use paid sick time is prohibited;
- Each employee has the right to file a suit or complaint if paid sick time as required by the Act is: 1) denied by the employer or 2) the employee is subjected to retaliatory personnel action for requesting or taking paid sick time; and
- The contact information for the [Nebraska Department of Labor](#), where questions about rights and responsibilities under the Act can be answered.

The notice must be provided in English and any language that is the first language spoken by at least five percent of the employer's workforce (if the Department has provided a model notice in such language).

#### **Poster Requirements:**

Employers must display a poster containing the information required under the Act in a visible and accessible place in each establishment where employees are employed. The poster must be in English and any language that is the first language spoken by at least five percent of the employer's workforce (if the Department has provided posters in such language).

The [Nebraska Department of Labor](#) shall create the required model notices and posters.

**Note:** If an employer does not maintain a physical workplace or an employee teleworks or performs work through a web-based or app-based platform, the employer must provide the poster via electronic communication or a visible posting in the web-based or app-based platform.

#### **Retention of Paid Sick Leave Benefits:**

An employee who is transferred to a separate division, entity, or location, but stays employed by the same employer must retain and be able to use their paid sick leave. Additionally, an employee that is separated and then re-hired within 12 months by the same employer must have their previously accrued and unused earned paid sick leave reinstated. The employee is also entitled to use accrued earned paid sick leave and accrue additional earned paid sick leave at the re-commencement of their employment.

#### **Existing Paid Leave Policies:**

An employer with a paid leave policy that meets or exceeds the paid sick leave accrual requirements and has leave that may be used for the same purposes and under the same conditions as earned paid sick leave is not required to provide additional paid sick leave. The paid sick time must be compensated at a rate that meets or exceeds the employee's regular hourly rate and with the same benefits, including health care benefits, as the employee typically earns during their hours worked.

#### **Non-Retaliation:**

The Act prohibits an employer or other person from interfering with, restraining, or denying an employee from using or attempting to use their right to paid sick leave. [See the text of the law for further details.](#)

#### **Next Steps:**

- Review the requirements of the law and create applicable policies and procedures for employees to begin accruing paid sick leave on October 1, 2025.
- Display the required poster by October 1, 2025.
- Provide the written notice required to employees by September 15, 2025, or the commencement of their employment (whichever is later).
- Train supervisors and HR personnel on the requirements.
- Watch for any model notices and posters from the [Nebraska Department of Labor](#).

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## **Nevada Adds Heat Illness Prevention Requirements**

The Nevada Division of Industrial Relations (DIR) has recently approved a heat illness prevention regulation that adds worker protections from indoor and outdoor heat hazards. The regulation takes effect on **February 13, 2025**.

#### **The Details:**

The [new regulation](#) requires Nevada employers with more than 10 employees to perform a one-time job hazard analysis and based on its results:

- Adopt a written safety plan;
- Implement emergency response procedures; and
- Train their employees on certain topics related to heat illness.

### **Job Hazard Analysis:**

The purpose of the one-time job hazard analysis is to assess working conditions that could cause occupational exposure to heat illness. The analysis must include:

- Job classifications where a majority of employees have exposure to heat illness for more than 30 minutes in any 60-minute period (not including breaks).
- All tasks and procedures (or groups of closely related tasks and procedures) where exposure to heat illness may occur.

### **Written Safety Program:**

If a job hazard analysis identifies conditions that may expose an employee to heat illness, an employer must include the following in the written safety program:

- Provisions on potable water, a rest break for an employee exhibiting signs or symptoms of heat illness, and means of cooling employees;
- Monitoring of working conditions that could create occupational exposure to heat illness (unless an employee loads or unloads a motor vehicle that operates on public highways);
- Identification and mitigation of processes that may generate more heat or humidity;
- Emergency response procedures: An employer must designate an employee who is authorized to carry out certain emergency response functions if the employer determines (based on the job hazard analysis) that an employee may be exposed to heat illness. The designated employee must monitor working conditions that could create exposure to heat illness and perform the below functions when an employee is experiencing signs or symptoms of heat illness:
  - o Monitor the employee to determine whether medical attention is necessary;
  - o Contact emergency medical services if an emergency response is required;
  - o Provide information necessary to enable an emergency responder to reach the employee; and
  - o Transport the employee to a location where an emergency responder can reach the employee (when necessary and appropriate).
- Employee training: Employers must provide training to employees identified in the job hazard analysis on how to recognize the hazards of heat illness and the procedures to be followed to minimize the hazards of heat illness. [See the regulation for further details.](#)

### **Next Steps:**

- Be on the lookout for [additional employer guidance](#) from the Nevada Division of Industrial Relations.
- Review the regulation's requirements and update written safety programs to include these new heat-related provisions.
- Train employees and supervisors on the updated requirements.

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## **New Jersey Enacts Pay Transparency Law**

New Jersey has enacted legislation that will require greater transparency in pay and promotional opportunities. The law (Senate Bill 2310/ Assembly Bill 4151) takes effect **June 1, 2025**.

### **The Details:**

#### **Covered Employers:**

Under the law, a covered employer is one with 10 or more employees over 20 calendar weeks and who does business, employs individuals, or takes applications for employment within New Jersey. The definition of covered employer also includes job placement and referral agencies and other employment agencies.

## Job Posting Requirements:

Beginning June 1, 2025, in each internal or external posting for a new job or transfer opportunity, a covered employer must disclose:

- The hourly wage or salary, or a range of the hourly wage or salary, and
- A general description of benefits and other compensation programs for which the employee would be eligible.

The law doesn't prohibit an employer from increasing the wages, benefits and compensation identified in the posting when they offer an applicant employment.

## Temporary Help Service Firms:

The pay/benefits disclosure requirement doesn't apply to temporary help service firms and consulting firms registered with the Division of Consumer Affairs in the Department of Law and Public Safety, if the posting is for identifying qualified applicants for potential future job openings and not for existing job openings.

Temporary help service and consulting firms must provide the pay and benefit information to an applicant for temporary employment at the time of interview or hire for a specific job opening.

## Notice Requirements for Promotional Opportunities:

Beginning June 1, 2025, prior to making a promotion decision, covered employers must make reasonable efforts to announce, post, or otherwise make known to all current employees in the affected department(s) of the employer's business promotional opportunities that are advertised internally or externally.

The law defines promotion as a change in job title and an increase in compensation.

Any promotion for a current employee that is awarded on the basis of years of experience or performance isn't subject to the notification requirement above. The law also doesn't prohibit an employer from making a promotion on an emergency basis because of an unforeseen event.

## Next Steps:

New Jersey employers should review policies and procedures to ensure compliance with the law. Anyone involved in the hiring process should also receive training on the law.

[https://www.njleg.state.nj.us/bill-search/2024/S2310/bill-text?f=S2500&n=2310\\_R1](https://www.njleg.state.nj.us/bill-search/2024/S2310/bill-text?f=S2500&n=2310_R1)

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## New Jersey Prohibits Gender-Specific Dress Codes

New Jersey's Office of the Attorney General and the Division of Civil Rights have made clear the state prohibits gender-specific dress codes.

### The Details:

The New Jersey Law Against Discrimination (NJLAD) prohibits New Jersey employers from discriminating against employees on the basis of certain protected characteristics (actual or perceived), such as age, race, color, religion, ancestry, national origin, sexual orientation, gender, gender identity, gender expression and disability.

The New Jersey Office of the Attorney General and the New Jersey Division of Civil Rights (DCR) [announced that gender-specific dress codes are considered a violation of the NJLAD](#) on the basis that gender-specific dress codes discriminate against LGBTQ+ individuals.

### Background:

In 2023, a restaurant refused service to a non-binary patron because the staff believed the patron did not comply with the restaurant's gender-binary dress code, which prohibited men from wearing sleeveless shirts (similar dress restrictions were not imposed on women). Although the patron previously informed staff that they were non-binary, the restaurant insisted that the patron adhere to the restaurant's rules for men's clothing.

The DCR found that the restaurant had violated the NJLAD and required the restaurant to:

- Adopt a gender-neutral dress code for customers and employees in all New Jersey locales;
- Provide training to all owners, managers, patrons, and employees on the NJLAD, LGBTQ+ discrimination prevention and the new gender-neutral dress code; and
- Pay applicable penalties and refrain from:
  - o Discriminating against an individual on the basis of any protected characteristic under the NJLAD (including gender identity and expression);
  - o Establishing a policy or practice that has a disparate impact on members of a protected class under the NJLAD; and
  - o Conducting retaliatory actions.

**Next Steps:**

Review dress code policies for customers and employees to ensure that they are gender-neutral and do not have a disparate impact on a protected class under the NJLAD.

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## Oregon Releases 2025 Paid Leave Premium Rates

The Oregon Employment Department has released the 2025 taxable wage base and rates used when calculating the Paid Leave Oregon premiums. The Paid Leave Oregon contribution rate for 2025 is one percent of employee wages (unchanged from 2024) up to the Social Security wage base of \$176,100. For 2025, the employee contribution rate of .60 percent and the employer contribution rate of .40 percent remain unchanged from 2024.

**The Details:**

The 2025 Paid Leave Oregon taxable wage base and rates for employees and employers are as follows:

**Employee Contribution:**

**Taxable Wage Base**

Effective Date	Taxable Wage Base – Employee Paid Family Leave
01/01/25	\$176,100

**Family and Medical Leave Insurance Rates**

Effective Date	Employee Contribution Rate	Employee Contribution Limit
01/01/25	0.60 percent	\$1,056.60

**Employer Contribution:**

**Note:** Only employers with 25 or more employees are responsible for paying the employer portion of the contribution unless they receive an assistance grant. However, they must still withhold contributions from their employees' wages.

**Taxable Wage Base**

Effective Date	Taxable Wage Base – Employee Paid Family Leave
01/01/25	\$176,100



## Family and Medical Leave Insurance Rates

Effective Date	Employee Contribution Rate	Employee Contribution Limit
01/01/25	0.40 percent	\$704.40

### Employer Contribution:

Effective January 1, 2025, covered Oregon state employers must pay the required premium, collect premiums from employees via wage deductions and remit to the Oregon Employment Department. For more information on the Paid Leave Oregon, see the following link.

<https://paidleave.oregon.gov/>

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## Updated: New York State Requires Paid Prenatal Leave

As we previously reported (see the details below), a New York State budget amendment requires employers to provide pregnant employees with additional paid prenatal personal leave. The paid prenatal personal leave requirement takes effect on **January 1, 2025**. New York has now issued additional guidance on the law.

### Update – December 2024:

New York has issued the following [guidance](#) to clarify its paid prenatal personal leave law:

- Paid prenatal leave is a separate benefit from New York State sick leave or any other leave policies and laws. Employees will automatically receive 20 hours of paid prenatal leave (which does not accrue) in addition to any other available leave options.
- Only the employee that directly receives prenatal healthcare services may use the leave for reasons such as fertility care and treatment or end-of-pregnancy care appointments. Post-natal or postpartum appointments are not covered.
- Employers are prohibited from:
  - o Asking an employee for details about their prenatal appointments, requiring corroborating documentation or requiring the employee to disclose confidential information as a condition to requesting use of leave; or
  - o Requiring an employee to choose one type of leave over another or to exhaust one type of leave before using paid prenatal leave.

See [the guidance](#) for additional answers to frequently asked questions.

### The Details:

New York's Fiscal Year 2025 executive budget expands Labor [Law § 196-b](#) to require all New York employers to provide 20 hours of paid prenatal personal leave to eligible employees beginning on January 1, 2025.

**Note:** The required paid prenatal leave is in addition to existing [paid sick leave](#) requirements.

### Covered Leave:

New York employers must provide eligible employees 20 hours of paid prenatal personal leave in a 52-week calendar period for the following healthcare services during an employee's pregnancy or related to the pregnancy:

- To attend physical examinations;
- For medical procedures;
- For monitoring and testing; or
- For discussions with a healthcare provider.

Employees may take paid prenatal personal leave in hourly increments.

**Pay Requirements:**

Employers must pay employees at their regular rate of pay or the applicable minimum wage (whichever is greater). The benefits for paid prenatal personal leave must be paid in hourly installments.

**Note:** Employers are not required to pay an employee for unused paid prenatal leave upon the employee's termination, resignation, retirement, or other separation from employment.

**Next Steps:**

- Review paid leave policies and procedures.
- Ensure compliance with the law by **January 1, 2025**.
- Train supervisors on how to respond to leave requests.

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## Washington State Announces 2025 Paid Family & Medical Leave Premiums

Washington State has announced its 2025 Paid Family & Medical Leave (PFML) premiums and has released the 2025 taxable wages bases and rates when calculating the state's PFML premiums.

**The Details:**2025 PFML Premiums

The total PFML premium (combined employer and employee share) will be 0.92 percent. This is an increase of 0.18 percent from the 2024 rate of 0.74 percent. The premiums must be collected up to the Social Security wage base, which will be \$176,100 in 2025.

Once an employee wage in 2025 reaches \$176,100, employers must stop collecting premiums. However, employers must continue to report employee's gross wages, excluding tips.

Employers with 50 or more employees must pay at least 28.48 percent of the total premium, which will require employees to pay 71.52 percent of the premium.

Employers with fewer than 50 employees are not required to pay the employer portion of the premium, unless they choose to do so. However, they must still collect the employee premium or pay employees' premium on their behalf.

**Next Steps:**

Effective January 1, 2025, covered Washington State employers must pay the required premium, collect premiums from employees via wage deductions and remit to the Washington State Department of Paid Family & Medical Leave (PFML).

For more information on Washington PFML, please click on the link provided below.

<https://paidleave.wa.gov/>



## Boulder City, CO Enacts Minimum Wage

The Boulder City, CO City Council has enacted an ordinance that creates a minimum wage higher than the Colorado state minimum wage.

### The Details:

Effective **January 1, 2025**, the Boulder City minimum wage will be \$15.57 per hour. Prior to the city council action, Boulder City adhered to the Colorado state minimum wage, which is currently \$14.42 per hour and scheduled to increase to \$14.81 per hour on January 1, 2025.

Boulder City continues to allow the employers of tipped employees to use the Colorado tip credit of \$3.02 per hour. Consequently, the minimum cash wage for tipped employees in Boulder City will be \$12.55 per hour. The current tipped employee minimum cash wage in Boulder City is \$11.40 per hour.

### Next Steps:

Effective January 1, 2025, Boulder City employers must pay its employees in accordance with the information provided above.

For more information on the Boulder City, CO minimum wage, please click on the following link:

<https://bouldercolorado.gov/projects/exploring-increase-minimum-wage>

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## Burien, WA Adopts Minimum Wage Ordinance

The Burien, WA City Council has adopted [Ordinance 855](#), which will increase the minimum wage for certain employees.

### The Details:

Effective **January 1, 2025**, employers with 500 or more full-time equivalent employees (Level 1 employers) in King County must pay a minimum wage of at least \$21.16 per hour.

Effective **July 1, 2025**, employers with 21 to 499 full-time equivalent employees (Level 2 employers) in King County must pay a minimum wage of at least \$20.16 per hour.

Under the Ordinance, Level 1 employers must pay a minimum wage of at least \$4.50 above the state minimum and Level 2 employers must pay at least \$3.50 above the state minimum.

Employers with 20 or fewer employees (Level 3 employers) are not subject to the Ordinance and are required to pay the state minimum wage. The Washington State minimum wage is currently \$16.28 per hour and is scheduled to increase to \$16.66 on January 1, 2025.

Washington State does not allow the use of a tip credit when paying tipped employees.

### Next Steps:

Burien, WA employers must pay at least the applicable minimum wages noted above in accordance with the above timelines. Further information on the Ordinance including FAQs, may be accessed at the following link:

[https://www.burienwa.gov/city\\_hall/laws\\_regulations/minimum\\_wage](https://www.burienwa.gov/city_hall/laws_regulations/minimum_wage)

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## New York City Adds Hotel Safety Requirements

New York City has enacted the Safe Hotels Act (the Act), which requires certain hotels to employ core employees and provide human trafficking prevention training, panic buttons, and continuous employee coverage when guests are registered at the hotel. The Act is effective **May 3, 2025**.

### The Details:

The Act adds employment, security, and panic button requirements for New York City hotels.

**Note:** If a hotel is covered by a collective bargaining agreement (CBA) that expressly incorporates the requirements of the Act, the requirements under the Act are waived.

### Direct Employment:

Effective immediately, the Act requires a hotel owner (except for small hotels with less than 100 guest rooms) to directly employ all core employees and limits the use of subcontractors to fill roles such as housekeeping and front desk services.

[See the text of the law for further details.](#)

**Note:** A hotel owner may retain a hotel operator to manage all hotel operations involving core employees, which would include employing core employees. In that case, the hotel owner would not need to be a direct employer of core employees.

Employers may continue certain existing agreements with indirect employees provided that: 1) there is a set termination date in the agreement; and 2) agreements for employing indirect employees that are entered into after May 3, 2025, are prohibited, effective immediately.

### Training Requirements:

A hotel operator must provide human trafficking recognition training to core employees in accordance with the law and to new core employees within 60 days of employment.

### Panic Buttons:

A hotel operator must also provide panic buttons to core employees, at no cost to any such employee, whose duties involve entering occupied guest rooms.

### Scheduling and Security:

Effective immediately, the Act requires a hotel operator to schedule at least one:

- Employee to provide continuous coverage of the front desk.
- Security guard to provide continuous coverage on the premises of the hotel while any guest room is occupied (large hotel operators only). **Note:** Staff must be available to confirm the identity of guests checking in to the hotel.

A hotel operator may schedule a security guard in place of a front desk staff during an overnight shift, provided the guard is able to assist guests and is trained in recognizing human trafficking.

### Non-Retaliation:

The Act prohibits a hotel operator from retaliating against an employee for:

- Providing information to, or testifying before, a public body that is conducting an inquiry, hearing or investigation; or
- Taking the following actions, when reasonable in nature and in good faith:
  - o Disclosing (or threatening to disclose) to a supervisor or to a public body the violation or something that poses a substantial and specific danger to the public health or safety;

- o Objecting (or refusing) to participate when their participation would subject them to unusually dangerous conditions outside of their regular job duties.

### **Enforcement:**

Employers that are found to have violated the law may face increasing penalties.

### **Next Steps:**

Employers should:

- Review hiring and safety trainings and policies;
- Train supervisors on the requirements under the Act;
- Provide panic buttons to core employees by May 3, 2025; and
- Be on the lookout for further developments.

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## **St. Paul, MN Enacts Wage Theft Ordinance**

St. Paul, MN has enacted a wage theft ordinance designed to strengthen worker protections. According to the [press release](#), “wage theft occurs any time employers fail to pay wages employees are legally entitled to, including paying below minimum wage, not paying overtime, requiring work without pay, denying legal breaks, misclassification, withholding tips, non-payment of fringe benefits, and illegal deductions.” **The ordinance is effective January 1, 2025.**

### **The Details:**

The wage theft [ordinance](#) is aligned with current Minnesota law and does not impose any new requirements on employers or employees, however, “it does give the St. Paul Human Rights and Equal Economic Opportunity Department (HREEO) labor standards investigators the enforcement capacity to investigate allegations of wage theft.”

### **Highlights:**

Employee Wage Notice: (Consistent with Minn. Stat. § 181.032(d))

At the start of employment, employers must provide each employee a written notice containing the following information. The written notice may provide the information required in this section by explicit reference to an employee handbook, collective bargaining agreement, or similar document if employees are directed to the specific sections of the handbook in which such information is provided.

- The rate(s) of pay and basis thereof, including whether the employee is paid by the hour, shift, day, week, salary, piece, commission, or other method, and the specific application of any additional rates.
- Allowances, if any, claimed pursuant to permitted meals and lodging.
- Paid vacation, sick time, or other paid time-off accruals and terms of use.
- The employee’s employment status and whether the employee is exempt from minimum wage, overtime, and other provisions of Chapter 177, and on what basis.
- A list of deductions that may be made from the employee’s pay.
- The number of days in the pay period, the regularly scheduled pay day, and the pay day on which the employee will receive the first payment of wages earned.
- The legal name of the employer and the operating name of the employer, if different from the legal name.
- The physical address of the employer’s main office or principal place of business, and a mailing address if different; and
- The telephone number of the employer.
- The date on which the employment is to begin.

- Notice of city minimum wage rates and their entitlement to such rates.
- A statement that the sharing of gratuities is voluntary.
- The overtime policy applicable to the employee's position, if any, including when overtime must be paid and the applicable rate(s) of pay.

#### Statement of Earnings (Consistent with Minn. Stat. § 181.032(b))

At the end of each pay period, the employer must provide each employee an earnings statement, either in writing or by electronic means, covering that pay period. An employer who chooses to provide an earnings statement by electronic means must provide an employee access to an employer-owned computer during an employee's regular working hours to review and print earnings statements and must make statements available for review or printing for a period of three years.

The earnings statement must include the following information:

- The name of the employee.
- The rate(s) of pay and basis thereof, including whether the employee is paid by hour, shift, day, week, salary, piece, commission, or other method.
- Allowances, if any, claimed pursuant to permitted meals and lodging.
- The total number of hours worked by the employee unless exempt.
- The total amount of gross pay earned by the employee during that period.
- A list of deductions made from the employee's pay.
- Any amount deducted by the employer.
- The net amount of pay after all deductions are made.
- The date on which the pay period ends.
- The legal name of the employer and the operating name of the employer, if different from the legal name.
- The physical address of the employer's main office or principal place of business, and a mailing address if different.
- The telephone number of the employer.

#### Employer Recordkeeping:

An employer must keep the following employee records and they must be maintained for at least three years after the employee has terminated employment, except for statement of earnings which must be retained for at least three years after the date the statement was provided to the employee.

- The name, address, phone number, email, and position of each employee.
- The rate of pay, and the amount paid each pay period to each employee.
- The hours worked each day and each workweek for employees paid on an hourly basis; the number of pieces completed for employees paid at a piece rate; and the method of calculating commissions for employees paid on a commission basis.
- The statements of earnings as required.
- The employee wage notice(s) and changes thereto required.
- A copy of all personnel policies provided to the employee, including the date the policies were given to the employee and a brief description of the policies.
- Other information the Director finds necessary and appropriate to enforce the law.

#### Notice and Posting:

HREEO must publish and make available to employers notices suitable for posting by employers in the workplace informing employees of their rights under the wage theft protection ordinance.

Employers are required to:

- Post the notice place at any workplace or job site in St. Paul where any employee works where the notice can be readily observed and easily reviewed.
- Provide the notice on an annual basis to employees advising employees of their right to report a violation and that employers are prohibited from retaliating against employees for reporting a violation.
- Include a notice in the handbook in cases where the employers provides its employees with a handbook.

Implementation:

The Director of HREEO (Director) is authorized to implement, administer, and enforce this chapter. The Department has the authority to investigate possible violations of this chapter whenever it has cause to believe that a violation of this chapter has occurred, either on the basis of a report of a suspected violation or on the basis of any other credible information, including violations found during the course of an investigation.

The Director must publish, maintain, and make available to the public any such initial rules at least 90 days prior to their effective date. Any revisions to published rules must be published, maintained, and made available to the public at least 30 days prior to their effective date.

**Next Steps:**

Employers subject to the St. Paul wage theft legislation should review the [ordinance](#) and implement whatever policies and procedures are necessary to comply with the requirements prior to the effective date of January 1, 2025.



# Minimum Wage

## Minimum Wage Announcements: 11/21/24 - 12/20/24

The following states or localities have announced new minimum wage increases.

State or Locality	Minimum Wage Rate	Minimum Tipped Cash Wage	Effective Date(s)	New or Updated Poster Requirement?	Notes
Oakland, CA	\$16.89	\$16.89*	1/1/25	<a href="#">Yes</a>	
Oakland, CA Hotel Workers <b>with</b> Health Benefits	\$18.36	\$18.36*	1/1/25	<a href="#">Yes</a>	
Oakland, CA Hotel Workers <b>without</b> Health Benefits	\$24.48	\$24.48*	1/1/25	<a href="#">Yes</a>	
Richmond, CA (if employers do not pay toward medical benefits)	\$17.77	\$17.77*	1/1/25	<a href="#">Yes</a>	
Richmond, CA (if employer pays at least \$1.50 per hour toward medical benefits)	\$16.27	\$16.27*	1/1/25	<a href="#">Yes</a>	
Santa Rosa, CA	\$17.87	\$17.87*	1/1/25	Yes	Once available found <a href="#">here</a>
Boulder City, CO	\$15.57	\$12.55	1/1/25	None Located	
Cook County, IL	\$15.00	\$9.00	1/1/25	<a href="#">Yes</a>	
Vermont	\$14.01	\$7.01	1/1/25	Yes	Once available found <a href="#">here</a>
Burien, WA (500 or more full-time employees in King County)	\$21.16	\$21.16*	1/1/25	No	
Burien, WA (21 to 499 full-time employees in King County)	\$20.16	\$20.16*	1/1/25	No	
Burien, WA (20 or less full-time employees)	\$16.66	\$16.66*	1/1/25	No	

\*CA and WA do not allow the use of a tip credit.

[Download a PDF of a comprehensive listing of state and local minimum wage rates.](#)



## **Labor Board: Mandatory Employer Meetings About Unionization Are Unlawful**

The National Labor Relations Board (NLRB) has ruled that the National Labor Relations Act (NLRA) prohibits employers from requiring employees to attend meetings in which the employer expresses their views on unionization. The NLRB ruled that the decision will be applied prospectively (future cases) only.

### **The Details:**

Overruling a previous decision, the NLRB concluded that such meetings:

- Interfere with an employee's right under Section 7 of the NLRA to freely decide whether, when, and how to participate in a debate concerning union representation, or refrain from doing so.
- Provide a mechanism for an employer to observe and surveil employees as they exercise their Section 7 rights.
- Lend a coercive character to the message regarding unionization that employees are forced to receive.

### **Exception:**

The NLRB made clear that employers may lawfully hold meetings with workers to express their views on unionization so long as:

- Workers are provided reasonable advance notice of the subject of any such meeting;
- Attendance is voluntary with no adverse consequences for failure to attend; and
- No attendance records of the meeting will be kept.

### **Next Steps:**

- Review policies and practices to ensure compliance with the decision.
- Train supervisors on the decision.

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## **PCORI Fee for 2025 Announced**

The Internal Revenue Service (IRS) released Notice 2024-83, which establishes the applicable dollar amount for policy and plan years ending on or after October 1, 2024, and before October 1, 2025, in relation to the Patient-Centered Outcomes Research Institute (PCORI) fee established under the Affordable Care Act (ACA).

### **The Details:**

The ACA created a nonprofit corporation, PCORI, to support clinical effectiveness research. This entity is to be funded in part by fees paid by certain health insurers and applicable sponsors of self-insured health plans. The goal of PCORI is to assist patients, clinicians, purchasers, and policymakers in making informed health decisions by "advancing the quality and relevance of evidence-based medicine through the synthesis and dissemination of comparative clinical effectiveness research findings." The fee imposed on an insurer is based on the average number of lives covered under the policy and the fee imposed on a plan sponsor of a self-insured health plan is based on the average number of lives covered under the plan.

**For plan and policy years ending on or after October 1, 2024, and before October 1, 2025, the adjusted applicable dollar amount is \$3.47 per person.** This is a 25-cent increase from the \$3.22 amount in effect for plan and policy years ending on or after October 1, 2023, and before October 1, 2024.

Fully insured plans are to be assessed the applicable PCORI fee amount through their monthly premium payments made to their health insurance carrier. Self-insured plans pay this fee as part of the annual IRS Form 720 filing due by July 31 of each year.

The PCORI fee will increase for each year based on the percentage increase in the projected per capita amount of National Health Expenditures.

For a copy of Notice 2024-83 please click on the link provided below.

[https://www.irs.gov/irb/2024-49\\_IRB#NOT-2024-83](https://www.irs.gov/irb/2024-49_IRB#NOT-2024-83)

#### **Next Steps:**

Employers of self-insured plans and carriers of insured plans must submit the required fee along with IRS Form 720 by the July 31st for the plan year ending prior to October 1st of the previous year.

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## ADP Compliance Resources

ADP maintains a staff of dedicated professionals who carefully monitor federal and state legislative and regulatory measures affecting employment-related human resource, payroll, tax and benefits administration, and help ensure that ADP systems are updated as relevant laws evolve. For the latest on how federal and state tax law changes may impact your business, visit the ADP *Eye on Washington* Web page located at [www.adp.com/regulatorynews](http://www.adp.com/regulatorynews).

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