

LEGAL TIMETABLE

03/17/25

Development	Implementation Date
Ohio Extends Military Leave Protections to US Space Force	March 20, 2025
Michigan Requires Veterans' Benefits and Services Poster	March 31, 2025
Ohio Pay Statement Requirements Take Effect	April 8, 2025
Missouri Paid Sick Leave Employer Notice and Posting Requirements Begin	April 15, 2025
Bellingham, Washington, Minimum Wage Increases to \$18.66	May 1, 2025
Missouri Voter-Initiated Paid Sick Leave Takes Effect	May 1, 2025
New York City Safe Hotels Act Takes Effect	May 3, 2025

Development	Implementation Date
<u>New Jersey Pay Transparency Law Takes Effect</u>	June 1, 2025
<u>Alaska Paid Sick Leave Employer Notice Requirements Begin</u>	June 1, 2025
<u>New York Mandates Warehouse Worker Injury Reduction Program</u>	June 1, 2025
<u>New York Enacts Workplace Violence Prevention Requirements for Retail Employers</u>	June 2, 2025
<u>Pennsylvania Amends Distracted Driving Law</u>	June 5, 2025
<u>New York Warehouse Worker Injury Reduction Program Initial Worksite Evaluation Must Be Completed</u>	June 19, 2025
<u>Nevada Minimum Wage May Be Adjusted for Inflation</u>	Repealed
<u>California Amends Health Insurance Requirements Related to Reproductive Health</u>	July 1, 2025

Development	Implementation Date
<u>Long Beach, California, Hotel Minimum Wage Increases to \$25.00</u>	July 1, 2025
<u>Malibu, California, Minimum Wage Is Adjusted for Inflation</u>	July 1, 2025
<u>Alaska Minimum Salary for Executive, Administrative and Professional Employees Increases to \$1,040.00 per Week</u>	July 1, 2025
<u>Everett, Washington, Scheduling Ordinance Takes Effect</u>	July 1, 2025
<u>Alaska Employee Protections Against Captive Audience Meetings Take Effect</u>	July 1, 2025
<u>Renton, Washington, Minimum Wage Increases to \$19.90 for Mid-Sized Employers</u>	July 1, 2025
<u>Tennessee Information Protection Act Takes Effect</u>	July 1, 2025

Development	Implementation Date
New Hampshire Requires Lactation Accommodations	July 1, 2025
Maryland Paid Family and Medical Leave Contributions Begin	July 1, 2025
Chicago, Illinois, Minimum Wage Is Adjusted for Inflation, Tip Credit Reduced to 24%	July 1, 2025
California Health Care Worker Minimum Wage Increases to \$18.63-\$24.00	July 1, 2025
Fremont, California, Minimum Wage Is Adjusted for Inflation	July 1, 2025
Virginia Tightens Requirements Regarding Information Requests Due to Erroneous Unemployment Benefit Overpayments	July 1, 2025
Emeryville, California, Minimum Wage Is Adjusted for Inflation	July 1, 2025
Oregon Minimum Wage Is Adjusted for Inflation	July 1, 2025

Development	Implementation Date
Los Angeles County, California, Fair Workweek Ordinance Takes Effect	July 1, 2025
Berkeley, California, Minimum Wage Is Adjusted for Inflation	July 1, 2025
Vermont Requires Pay Information in Job Postings	July 1, 2025
Los Angeles, California, Minimum Wage Increases to \$17.87	July 1, 2025
Montgomery County, Maryland, Minimum Wage Increases to \$17.65 for Large Employers, \$16.00 for Mid-Sized Employers and \$15.50 for Small Employers	July 1, 2025
Burien, Washinton, Minimum Wage Takes Effect at \$20.16 for Mid-Sized Employers	July 1, 2025
Seattle, Washington, Hotel Ordinances Take Effect for Ancillary Hotel Businesses	July 1, 2025

Development	Implementation Date
<u>St. Paul, Minnesota, Minimum Wage Increases to \$15.00 for Small Employers and \$13.25 for Micro Employers</u>	July 1, 2025
<u>Vermont Mandatory Retirement Savings Program Deadline Takes Effect for Employers With 25 or More Employees</u>	July 1, 2025
<u>Nevada Launches Mandatory Retirement Savings Program</u>	July 1, 2025
<u>Santa Monica, California, Minimum Wage Is Adjusted for Inflation</u>	July 1, 2025
<u>Colorado Adds Biometric Protections to Privacy Act</u>	July 1, 2025
<u>Tukwila, Washington, Minimum Wage Increases to \$21.10 for Mid-Sized Employers</u>	July 1, 2025
<u>Alaska Minimum Wage Increases to \$13.00</u>	July 1, 2025

Development	Implementation Date
Everett, Washington, Minimum Wage Takes Effect at \$20.24 for Large Employers, \$18.24 for Small Employers	July 1, 2025
Alameda, California, Minimum Wage Is Adjusted for Inflation	July 1, 2025
Milpitas, California, Minimum Wage Is Adjusted for Inflation	July 1, 2025
Washington Amends Equal Pay Law to Cover Additional Protected Characteristics	July 1, 2025
Oregon Creditor Garnishment Limits Increase Again	July 1, 2025
Pasadena, California, Minimum Wage Is Adjusted for Inflation	July 1, 2025