

2026 July 1st Compliance Chart

Alaska

Employee Classification

[Alaska Minimum Salary for Executive, Administrative and Professional Employees Increases to \\$1,120.00 per Week](#)

Effective July 1, 2026, the minimum weekly salary for overtime-exempt executive, administrative or professional employees in Alaska increases from \$1,040.00 to \$1,120.00.

Connecticut

Workplace Safety

[Connecticut Enacts Warehouse Worker Protections](#)

Effective July 1, 2026, Connecticut enacts a warehouse worker protection law that includes requirements for:

- The distribution of written descriptions of each quota to which employees at warehouse distribution centers are subject;
- Limitations on the parameters of such quotas;
- Records of work speed data;
- Requesting copies of records related to quotas and work speed data; and
- Anti-retaliation.

Georgia

Minimum Wage

[Georgia Phases Out Federal Subminimum Wage for Workers With Disabilities](#)

Effective July 1, 2026, Georgia employers that have obtained a special certificate from the US Department of Labor (DOL) on or before July 1, 2025, must pay workers with disabilities at least half of the federal minimum wage.

Employers that had not obtained a special certificate on or before July 1, 2025, must pay workers with disabilities the full federal minimum wage.

Training

[Georgia Enacts Human Trafficking Prevention Training Act](#)

Effective July 1, 2026, Georgia enacts the Human Trafficking Prevention Training Act, which requires all on-site employees of an inn and every third-party property manager of a short-term rental property to receive annual human trafficking awareness training within 60 days of employment and on an annual basis thereafter. Training must be completed by December 31 during the first full year of employment.

Additional site updates are forthcoming.

Hawaii

Leaves of Absence

[Hawaii Allows Family Leave for Military Needs](#)

Effective July 1, 2026, Hawaii amends its Family Leave Law to add qualifying military exigencies as a reason leave may be used under the statute.

Illinois

Shiftwork and Scheduling

Chicago, Illinois, Maximum Pay for Employees Covered by Fair Workweek Ordinance Is Adjusted for Inflation

Effective July 1, 2026, the maximum pay for employees covered by the Chicago Fair Workweek Ordinance is adjusted for inflation, as required by the city code. It is increased in proportion to the increase in the Consumer Price Index (CPI), rounded up to the nearest multiple of \$0.05.

Indiana

Child Labor

Indiana Repeals Youth Employment System (YES) Registration Requirements

Effective July 1, 2026, Indiana's Youth Employment System (YES) registration requirements are repealed.

Hiring

Indiana Enacts Employment Eligibility Verification Requirements

Effective July 1, 2026, Indiana expressly prohibits employers from knowingly or intentionally recruiting, hiring or continuing to employ an individual who is unauthorized to work.

The law also establishes certain protections under state law for employers that engage in reasonable diligence to verify that new hires are authorized to work.

Payroll Taxes

Indiana Clarifies Unemployment Tax Determination of Taxable Wages and Expands Quarterly Reporting Requirements

Effective July 1, 2026, amendments to the Indiana unemployment insurance tax law provide rules that clarify how to determine whether certain payments are considered taxable wages subject to contributions.

The amendments also significantly expand the information required on all quarterly contribution reports, as well as certain related provisions regarding filing requirements and penalties.

Unemployment Insurance

Indiana Amends Unemployment Insurance Notice and Eligibility Requirements

See: [SB 162](#) & [SB 214](#)

Beginning July 1, 2026, Indiana employers must notify the Department of Workforce Development when an employee is separated from employment under certain conditions.

The amendment also clarifies continuing eligibility requirements for claimants.

Minnesota

Paid Sick Leave

Minnesota Final Earned Sick and Safe Time Rules Take Effect

Minnesota final rules implementing the Earn Sick and Safe Time law (ESST) take effect July 6, 2026.

Among other things, the rules clarify:

- How to determine whether an employee is anticipated to work at least 80 hours in the state (and is therefore eligible for leave);

- The process to change the accrual year;
- How to calculate leave used by an employee who is scheduled to work a shift of an indeterminate length; and
- When to seek reasonable documentation if there is a pattern or clear instance of suspected ESST misuse.

Benefits

Minnesota Employers with 100 or More Employees Must Register for Secure Choice Retirement Savings Plan

Eligible Minnesota employers with 100 or more employees must register for the [Minnesota Secure Choice retirement savings plan](#) by June 30, 2026.

Nebraska

Child Labor

Nebraska Child Labor Employment Certificate Amendments Take Effect

Effective July 18, 2026, the Nebraska employment certificates / work permits law is amended so that when a minor employee is terminated or reaches the age of 16, employers must:

- Retain their employment certificate for at least 12 months; and
- Make their employment certificate accessible to the attendance officers and to the Nebraska Department of Labor (NDOL) upon request.

Previously, upon termination of employment, employers were required to transmit employment certificates to the issuing party and return employment certificates to the minors for whom they were issued upon demand.

The amendments also allow the NDOL to approve employment certificates for children who reside outside of Nebraska; previously, NDOL could approve employment certificates only for children who reside in an adjoining state.

Minimum Wage

Nebraska Amends Training Wage, Establishes Youth Wage

Effective July 18, 2026, Nebraska's minimum wage statute is amended to:

- Amend the training wage to:
 - Increase the training wage to \$13.50 per hour;
 - Increase the training wage by 1.5% rounded to the nearest cent every January 1 thereafter;
 - Limit eligibility to employees ages 16-20; and
 - Prohibit employers from paying the training wage to emancipated minors; and
- Establish a youth subminimum wage for minors 14-15 years of age.

Unemployment Insurance

Nebraska Unemployment Insurance Experience-Rated Employers May Pay Additional Fee

Effective July 18, 2026, the state labor department may require (by regulation) an annual administrative and operational support fee to be paid by employers eligible for experience rating regardless of their election to be a contributory or reimbursable employer. The fee amount will vary by set categories and be based on an employer's gross wages paid in the prior calendar year.

WARN

Nebraska Mini-WARN Act Takes Effect

Effective July 18, 2026, Nebraska employers with 100 or more employees must provide 90 days' advance notice and comply with information requirements of the state version of the federal Worker Adjustment and Retraining Notification (WARN) Act before implementing a business closing or mass layoff.

Notice must be provided to employees or their union and the Nebraska Department of Labor.

Workplace Safety

Nebraska Ends Workplace Safety Consultation Program and Safety Committee Requirements

Effective July 18, 2026, Nebraska repeals the requirement for private employers to have a safety committee.

In addition, the state ends its Workplace Safety Consultation Program, which allowed the Nebraska Department of Labor to conduct workplace inspections and consultations to determine whether employers are complying with standards issued by the federal Occupational Safety and Health Administration (OSHA) and the federal Mine Safety and Health Administration (MSHA).

New Hampshire

Noncompete Agreements

New Hampshire Prohibits Noncompete Agreements for Physician Associates

Effective July 7, 2026, noncompete agreements with physician associates (i.e., physician assistants) are prohibited.

New Jersey

Leaves of Absence

New Jersey Family Leave Act Coverage Amendments Take Effect

Effective July 17, 2026, the New Jersey Family Leave Act (NJFLA) is amended to apply to:

- Employers with 15 or more employees (down from 30); and
- Employees who worked for a covered employer for at least three months (down from 12) and worked at least 250 base hours (down from 1,000) during the immediately preceding 12-month period.

New Jersey Paid Family Leave and Temporary Disability Benefits Law Amended

Effective July 17, 2026, employees who take paid family leave (PFL) or temporary disability benefits (TDB) must be restored to the position they held when leave began or to an equivalent position. Employees retain all layoff and recall rights as if they had not taken leave.

In addition, an employee who is eligible for paid sick leave and either TDB or PFL can choose which leave to use and the order in which the leaves are taken, but may not receive different kinds of paid leave simultaneously.

New York

Benefits

New York Employers With 10 to 14 Employees Must Register for Secure Choice Retirement Savings Program

Eligible New York employers with 10 to 14 employees must register for the [New York Secure Choice Retirement Savings Program](#) by July 15, 2026.

Oregon

Pay Deductions

Oregon Further Increases Creditor Garnishment Limits

Effective July 1, 2026, the maximum amount that can be garnished from an employee for a creditor garnishment is the lesser of 25% of disposable earnings or the amount by which disposable earnings exceed:

- \$400 for any period of one week (up from \$338);
- \$832 for pay periods longer than one week (up from \$675);
- \$912 for semimonthly pay periods (up from \$737); or
- \$1,792 for monthly pay periods (up from \$1,458).

Starting July 1, 2027, increases will be calculated based on the state minimum wage rate in effect.

Workplace Safety

Oregon Delays Effective Dates for Revised Federal Hazard Communication Standard

Effective July 1, 2026, Oregon establishes revised effective dates, different from the federal standard, to give the local regulated community sufficient time to comply with the amended requirements of the federal hazard communication standard, which were initially published in 2024.

To maintain a similar timeline buffer for compliance as federal OSHA, the state effective dates are as follows:

- [29 CFR 1910.1200\(j\)\(1\)](#) is effective July 1, 2026.
- [29 CFR 1910.1200\(j\)\(2\)\(i\)](#) is effective January 1, 2027.
- [29 CFR 1910.1200\(j\)\(2\)\(ii\)](#) is effective June 1, 2027.
- [29 CFR 1910.1200\(j\)\(3\)\(i\)](#) is effective January 1, 2028.
- [29 CFR 1910.1200\(j\)\(3\)\(ii\)](#) is effective June 1, 2028.

South Carolina

Unemployment Taxes

South Carolina Amends Penalties for Quarterly Unemployment Tax Reporting Failures

Effective July 1, 2026, a South Carolina employer that fails to file a quarterly contribution and wage report within 15 days from the date the Department of Employment and Workforce (DEW) mailed a demand for the report will be assessed a penalty of 10% of the contributions due, but not less than \$25 dollars (the cap of \$1,000 is eliminated), in addition to the contributions due with the report.

Also, if contributions remain unpaid 10 days after the date of an assessment, a penalty of 10% of the contributions due must be paid in addition to any other applicable penalty or interest.

The DEW may extend, for good cause, the time for the filing of reports and the payment of contributions. But if an extension is granted, the employer must pay monthly interest in addition to the contributions due until the payment is made.

Tennessee

Noncompete Agreements

Tennessee Sets Salary Threshold for Noncompete Agreements

Effective July 1, 2026, a noncompete agreement is unenforceable in Tennessee against an employee whose annualized compensation is less than \$70,000.

Annualized compensation includes wages, salary, commissions, nondiscretionary bonuses, and other forms of remuneration, calculated on an annualized basis.

Payment of Wages

Tennessee Amends Pay Frequency, Final Pay Requirements for Piece Rate and Commissioned Employees

Effective July 1, 2026, for employees paid on a piece rate or commission basis, wages earned are due and payable by the last day of the next month.

Also the final pay of such employees must be paid by the last day of the next month following the date of voluntary or involuntary termination.

Virginia

Child Labor

Virginia Child Labor Amendments Take Effect

Effective July 1, 2026, Virginia amends its child labor law to prohibit minors from working in occupations declared hazardous by federal rules; and allow minors ages 14 and older to work in summer camps.

Discrimination

Virginia Broadens Employer Coverage, Lengthens Statute of Limitations for Discrimination Law

Effective July 1, 2026, the Virginia Human Rights Act (VHRA) is amended to apply uniformly to employers with five or more employees (previously 15 or more, with lower thresholds for certain unlawful discharge claims).

The VHRA is also amended to lengthen the statute of limitations for filing a complaint alleging unlawful discrimination from 300 days to two years after the discriminatory practice occurred.

Virginia Bans Wage-Related Coercion or Threats Based on Immigration Status

Effective July 1, 2026, Virginia employers are prohibited from coercing or threatening employees on the basis of their immigration status to facilitate violations of the Virginia Minimum Wage Act or other state wage payment laws.

Fair Pay

Virginia Pay Transparency and Salary History Law Takes Effect

Effective July 1, 2026, Virginia employers must include a wage or salary range in each public and internal posting for a job, promotion, transfer or other employment opportunity.

Employers are also prohibited from seeking or relying on the wage or salary history of a prospective employee in considering the individual for employment or determining the individual's pay.

Leaves of Absence

Virginia Volunteer Emergency Responder Leave Protections Take Effect

Effective July 1, 2026, Virginia employers are prohibited from terminating or taking other adverse action

against employees who fail to report for work because they are serving as a volunteer emergency responder actively responding to an emergency alarm or during a state of emergency declared by the Governor. The leave is unpaid, unless an employee uses their accrued paid leave. Advance notice and certification requirements apply.

A volunteer emergency responder includes members of a volunteer fire department or volunteer emergency medical services agency or auxiliary unit. However, the law does not apply to essential employees.

Noncompete Agreements

Virginia Prohibits Noncompete Agreements for Health Care Professionals

Effective July 1, 2026, noncompete agreements with healthcare professionals are prohibited, except for the sale of a healthcare professional's interest in a business.

Virginia Requires Severance for Noncompete Agreements

Effective July 1, 2026, a noncompete agreement between a Virginia employer and employee is unenforceable if the employer discharges the employee without paying severance benefits, unless the discharge is for cause.

Payment of Wages

Virginia Wage Payment Law Amendments Take Effect

Effective July 1, 2026, the state wage payment law is amended to provide that wages includes any remuneration an employer owes to an employee, including hourly wages, minimum wages, piece rates, day rates, overtime, legally required prevailing wages, commissions, tips, bonuses and damages available due to worker misclassification.

The law is also amended to require employers to keep employee pay statements (or their online equivalent) for at least three years following the date of the work performed.

Further, existing civil remedies for employer violations of the wage payment law are expanded to apply to minimum wage violations, overtime violations, worker misclassification and prevailing wage violations.

Recruiting and Hiring

Virginia Expands Sealed Criminal Records Restrictions

Effective July 1, 2026, Virginia imposes additional restrictions and notice requirements relating to employers' use of sealed criminal records.

Retaliation

Virginia Bans Wage-Related Coercion or Threats Based on Immigration Status

Effective July 1, 2026, Virginia employers are prohibited from coercing or threatening employees on the basis of their immigration status to facilitate violations of the Virginia Minimum Wage Act or other state wage payment laws.

Retirement Benefits

Virginia Expands Access and Clarifies Obligations for Retirement Savings Program

Beginning July 1, 2026, employers with five or more eligible employees must register for and participate

in the RetirePath Virginia retirement savings program.

Additionally, participating employers must remit contributions within 10 business days.

Unemployment Insurance

Virginia Extends Unemployment Benefits to Certain Locked Out Employees

Beginning July 1, 2026, Virginia employees experiencing a lockout are not disqualified from receiving unemployment benefits.

Workers' Compensation

Virginia Increases Workers' Compensation Burial Expenses

Effective July 1, 2026, Virginia increases the burial expenses paid to dependents of an employee killed in a work-related accident from \$10,000 to \$15,000.

In addition, the state provides for an annual amount by which burial expenses and reasonable transportation expenses will be increased.

Workplace Safety

Virginia Enacts Storage Requirements for Handguns in Unattended Vehicles

Effective July 1, 2026, Virginia requires handgun owners to follow strict storage requirements when leaving a handgun in an unattended vehicle or trunk.

Virginia Prohibits Weapons in Certain Hospitals

See: [HB 229](#) and [SB 173](#)

Effective July 1, 2026, with certain exceptions, Virginia prohibits knowingly and intentionally possessing a firearm, location-restricted knife or other dangerous weapon, including explosives and stun weapons, in the building of any hospital that provides mental health services or developmental services, including an emergency department or other facility rendering emergency medical care.

Virginia Prohibits Live Streaming While Driving

Effective July 1, 2026, Virginia prohibits drivers from initiating, participating in or manipulating an electronic device in order to interact with any live stream while operating a motor vehicle.

Live stream is defined as real-time audio or video transmission to any social media platform.

Virginia Expands Workplace Violence Reporting Requirements for Hospitals with Emergency Departments

Effective July 1, 2026, Virginia expands and clarifies workplace violence reporting requirements for hospitals with emergency departments.

The amended law also clarifies that facility-level data and information related to workplace violence is confidential, and information submitted to the Virginia Department of Health is exempt from disclosure under the Virginia Freedom of Information Act.

Virginia Requires Annual Hospital Workplace Violence Incident Report

Effective July 1, 2026, Virginia hospitals must send an annual report to the Virginia Department of Health

that includes the number of incidents of workplace violence voluntarily reported by an employee.

This reporting requirement is in addition to other workplace violence incident reporting requirements.

Washington

Child Labor

Washington Loosens Working Hour Restrictions for Minors in CTE Programs

Effective July 1, 2026, Washington's working hour restrictions are amended to allow 16- and 17-year-olds enrolled in certain career and technical education (CTE) programs to work the same number of hours and days during the school year as would be permitted during school vacations or holidays.

Washington Requires Revocation of Certain Violators' Child Labor Work Permits

Effective July 1, 2026, under an amendment to Washington's employment certificates / work permits law, the Washington Department of Labor and Industries (DLI) will revoke an employer's minor work permit and prohibit the employer from obtaining a minor work permit for at least 12 months if the employer has been issued certain safety and health citations or restraining orders.

Hiring

Washington Fair Chance Amendments Take Effect for Employers with 15 or More Employees

Effective July 1, 2026, criminal history inquiries are prohibited before a conditional job offer for Washington employers with 15 or more employees. Amendments to the Fair Chance Act also:

- Restrict adverse employment actions based on most arrest records or juvenile conviction records;
- Prohibit adverse action based on adult conviction records without a legitimate business reason; and
- Require employers to provide notice and an opportunity for an individual to respond before taking an adverse employment action based on criminal background information.

Leaves of Absence

Washington Modifies Paid Family and Medical Leave Premium Share Allocations

See: [RCW50A.10.040](#) changes noted in [5292-S2.SL](#) and [2345-S2.SL](#)

Effective June 11, 2026, the state paid family and medical leave (PFML) law is amended to modify the allocation of the employer and employee premium shares.

Employers may withhold from employees' reportable wages up to 100% of the medical leave premium and up to a specified percentage of the family leave premium. The *specified percentage* of the family leave premium is an amount equal to the difference between:

- The full amount of the premium required for family leave plus 45% of the full amount of the premium required for medical leave; and
- The full amount of the premium required for medical leave.

Using the 2026 allocation of the total premium - 48.06% family premium and 51.94% medical premium - the specified percentage of the family leave premium an employer may withhold from an employee's reportable wages would be approximately 40%. The resulting total premiums will be approximately the same as calculated for 2026 - 71.43% paid by employees and 28.57% paid by employers.

The amendment does not change the law regarding small employers, who are not required to pay the employer portion of the premiums.

Payment of Wages

Washington Amends Wage Payment Penalties

Effective June 11, 2026, the civil penalty for willful failure to pay wages is increased to \$1,500 (from \$1,000), and the maximum penalty cap of \$20,000 is repealed.

In addition, penalties will be imposed based on the appropriateness of the penalty with respect to the number of affected employees, the gravity of the violation, the size of the employer's business, the good faith of the employer, the source or cause of any error, the promptness of remedy, the employer's history of previous complaints and violations (including enhancements for repeat willful violations) or other factors the DLI considers relevant.

Penalties may be waived under certain circumstances.

Payroll Taxes

Washington Enacts Waiver of Unemployment Tax Reporting Penalties for Minor Errors

Effective June 11, 2026, the state labor commissioner may waive penalties for filing incomplete or inaccurate wage and tax reports for minor or insignificant errors, including but not limited to inadvertent errors caused by the failure of software to properly produce a tax and wage report with the standard occupational classification code or job title of each worker.

Privacy

Washington Restricts Microchip Implantation

Effective June 11, 2026, Washington employers are prohibited from requesting, requiring or coercing an employee to undergo implantation of a microchip.

Unemployment Insurance

Washington Clarifies Unemployment Insurance Coverage for Laid Off Workers

Beginning June 11, 2026, Washington workers separated from employment due to employer-initiated layoffs or workforce reductions may receive unemployment benefits even if the employee offered to be part of that workforce reduction.

Wyoming

Workplace Safety

Wyoming Lowers Age for Concealed Carry Permit

Effective July 1, 2026, Wyoming lowers the age for obtaining a permit to carry a concealed firearm.