

2025 July 1st Compliance Chart

Federal

EEO-1 Reporting

2024 EEO-1 Report Component 1 Due June 24, 2025

Covered employers must submit 2024 EEO-1 Component 1 data on the job category, sex, race and ethnicity of their employees by June 24, 2025. Data must be [submitted electronically](#) using the EEO-1 Component 1 Online Filing System, which opened May 20, 2025, for 2024 filing.

EEO-1 reporting requirements apply to private employers with 100 or more employees and certain federal contractors with 50 or more employees. Covered employers are required to submit information on the demographic composition of their workforce by job category, sex and race/ethnicity.

New for the 2024 reports, employers must classify all employees as either male or female. Previous data collections allowed employers to use a comment field to report nonbinary employees, but that option has been removed, likely as a result of President Trump's [January 20 Executive Order](#) stating the administration's policy of recognizing only two sexes, male and female.

In a statement about the opening of the 2024 data collection, Acting EEOC Chair Andrea Lucas reminded employers that they may not use the demographic information collected for EEO-1 reporting purposes for a discriminatory purpose and emphasized that "there is no 'diversity' exception to Title VII's requirements."

Alabama

Payroll Taxes

Alabama Income Tax Exemption for Overtime Pay Expires June 30, 2025

Alabama's state income tax exemption (which exempts from gross income and Alabama state income tax compensation for hours worked above 40 in any week if it is received by a worker for tax years that begin on or after December 31, 2023, and before June 30, 2025) ends effective October 1, 2024, and instead applies to amounts paid as overtime in accordance with the federal Fair Labor Standards Act if the compensation is received for tax years beginning on or after October 1, 2024, through June 30, 2025.

Alaska

Employee Classification

Alaska Minimum Salary for Executive, Administrative and Professional Employees Increases to \$1,040.00 per Week on July 1, 2025

Effective July 1, 2025, the minimum weekly salary for overtime-exempt executive, administrative or professional employees in Alaska increases from \$952.80 to \$1,040.00.

[See: Ballot Measure No. 1](#) and [Ballot Measure 1 Faq](#)

Labor Relations

Alaska Employee Protections Against Captive Audience Meetings Take Effect July 1, 2025

Effective July 1, 2025, Alaska state law prohibits employers from taking or threatening to take any adverse employment action against an employee for refusing to attend or take part in

an employer-sponsored meeting or receive any communication intended to convey the employer's opinions about political matters.

The law defines *political matters* to include anything related to the decision to join or support a labor organization.

Paid Sick Leave

Alaska Voter-Initiated Paid Sick Leave Takes Effect July 1, 2025

Effective July 1, 2025, under Ballot Measure 1, Alaska requires covered employers to provide paid sick leave to eligible employees. Employers with 15 or more employees must provide 56 hours of paid sick leave per year to eligible employees, while employers with fewer than 15 employees must provide 40 hours of paid sick leave per year.

Employers must comply with written notice requirements by June 1, 2025.

See: [Ballot Measure No. 1](#) and [Ballot Measure 1 Faq](#)

Arizona

Workers' Compensation

Arizona Increases Dependent Allowance for Employees on Temporary Total Disability effective June 28, 2025

Effective June 28, 2025, Arizona increases the monthly dependent allowance from \$25 to \$100 for employees receiving compensation for temporary total disability.

California

Health Care Benefits

California Amends Health Insurance Requirements Related to Reproductive Health on ~~July 1, 2025~~

Delayed until January 1, 2026. See announcement: [California State Budget Delays Implementation of SB 729 Infertility Treatment Health Care Coverage](#).

Employers that issue or renew a group health plan on or after January 1, 2026 must ensure that the plan provides coverage for the diagnosis and treatment of infertility, including a maximum of three completed oocyte retrievals with unlimited embryo transfers. Previously, while the law provided coverage for infertility treatments, it specifically did not provide coverage for invitro fertilization.

Shiftwork and Scheduling

Los Angeles County, California, Fair Workweek Ordinance Takes Effect July 1, 2025

Effective July 1, 2025, the Los Angeles County Fair Workweek Ordinance (FWO) requires covered employers in the unincorporated areas of Los Angeles County, California, to provide covered employees with:

- Good-faith estimates of their work schedules;
- The right to request schedule changes;
- Advanced notice of their work schedules;
- Offers of additional work before hiring other workers;
- Predictability pay for certain schedule changes; and
- Rest between shifts.

The FWWO also imposes record retention and notice and posting requirements on employers.

Colorado

Privacy

Colorado Adds Biometric Protections to Privacy Act effective July 1, 2025

Effective July 1, 2025, the Colorado Privacy Act (CPA) is amended to require employers that qualify as controllers under the CPA to adopt written biometric policies and obtain consent before using or collecting the biometric information of employees or prospective employees.

Connecticut

Retirement Benefits

Connecticut Clarifies Retirement Program Enforcement Provisions effective July 1, 2025

Connecticut's [MyCTSavings Retirement Program](#) provides that the Labor Commissioner may bring a civil action if a qualified employer fails to enroll qualified employees. Beginning July 1, 2025, qualified employers may be assessed civil penalties for noncompliance up to the following maximums:

- Employers of 5-24 employees: \$500;
- Employers of 25-99 employees: \$1,000;
- Employers of 100+ employees: \$1,500.

Florida

Noncompete Agreements

Florida Law Strengthens Enforcement of Noncompete Agreements effective July 1, 2025

Effective July 1, 2025, the Contracts Honoring Opportunity, Investment, Confidentiality, and Economic Growth (CHOICE) Act authorizes noncompete agreements and "garden leave" agreements with highly compensated employees that may extend for up to four years after separation. The CHOICE Act also implements strong remedies for enforcement, including mandating preliminary injunctions to block a business from engaging a covered employee during the noncompete period.

Georgia

Minimum Wage

Georgia Repeals State Subminimum Wage for Workers With Disabilities effective July 1, 2025

Effective July 1, 2025, Georgia's state subminimum wage for workers with disabilities is repealed.

In addition, employers that have not already obtained a special certificate from the US Department of Labor (DOL) as July 1, 2025, are prohibited from paying workers with disabilities less than the federal minimum wage.

Idaho

Privacy

Idaho Medical Freedom Act Takes Effect July 1, 2025

Effective July 1, 2025, the Idaho Medical Freedom Act (MFA) prohibits an employer from requiring a medical intervention as a term of employment.

The MFA amends and renames the Coronavirus Stop Act, enacted in April 2023, which prohibited employers from requiring employees to be vaccinated against COVID-19. The MFA expands that prohibition to all medical interventions, meaning all medical procedures, treatments, or actions.

Smoking

Idaho Amends Clean Indoor Air Act effective July 1, 2025

Effective July 1, 2025, Idaho amends its Clean Indoor Air Act to add and revise definitions and to clarify requirements regarding sign posting. Under the amendments, *tobacco products* means any substance that contains tobacco, including cigarettes, cigars, pipes, snuff, smoking tobacco, tobacco paper or smokeless tobacco. It is presumed that a lighted cigarette, cigar or pipe contains tobacco.

In addition, "no smoking" signs must be appropriately sized, conspicuous, legible with letters at least one inch in height, unobscured and placed at a height and location easily seen and read by persons entering or within the posted area. Signs may contain information such as the international smoking and no smoking symbols and references to the Idaho Clean Indoor Act.

Workers' Compensation

Idaho Increases Maximum Allowable Burial Expense Benefits effective July 1, 2025

Effective July 1, 2025, Idaho increases the maximum allowable burial expenses paid pursuant to the state's workers' compensation law from \$6,000 to \$10,000.

Illinois

Chicago Paid Leave, Paid Sick Leave

Chicago, Illinois, Paid Leave and Paid Sick and Safe Leave Ordinance Final Pay Provision for Medium Size Employers Takes Effect July 1, 2025

Starting on or after July 1, 2025, medium size employers (i.e., those with 51-100 covered employees) subject to the Chicago Paid Leave and Paid Sick and Safe Leave Ordinance must pay out all unused, accrued paid leave at a covered employees' final pay rate upon their separation from employment, or if they are transferred outside of the geographic limits of the City resulting in them no longer being covered by the Ordinance.

Until that date, the Ordinance requires medium size employers to pay covered employees *no more than a maximum of 16 hours* (unless the employer chooses to set a higher limit) of unused, accrued paid leave at their final pay rate upon their separation or such transfer.

When it was first enacted, the effective date of this provision was December 31, 2024, but it was postponed by an amendment.

Shiftwork and Scheduling

Chicago, Illinois, Maximum Pay for Employees Covered by Fair Workweek Ordinance Increases to \$62,561.90 per Year (or \$32.60 per Hour) effective July 1, 2025

Effective July 1, 2025, the maximum pay for employees covered by the Chicago Fair Workweek Ordinance is adjusted for inflation, as required by the city code. [Chicago, Illinois Code of Ordinances Sec. 6-110-020.](#)

The maximum pay increases:

- From \$61,149.35 per year to \$62,561.90 per year for salaried employees; and
- From \$31.85 per hour to \$32.60 per hour for hourly employees.

Indiana

Noncompete Agreements

Indiana Bans Physician Noncompete Agreements Effective July 1, 2025

Effective July 1, 2025, state law prohibits all noncompete agreements between a physician and a:

- Hospital;
- Parent company of a hospital;
- Hospital affiliated manager; or
- Hospital system.

The ban does not apply to noncompete agreements originally entered into prior to July 1, 2025.

Retaliation

Indiana Prohibits Retaliation for School Conference Attendance Effective July 1, 2025

Effective July 1, 2025, Indiana prohibits an employer from taking an adverse employment action against an employee in response to a work absence to attend a school attendance conference or individualized education plan (IEP) meeting.

Iowa

Discrimination

Iowa Removes Gender Identity as a Protected Characteristic effective July 1, 2025

Effective July 1, 2025, the Iowa Civil Rights Act (ICRA) is amended to remove gender identity as a protected characteristic on the basis of which discrimination and harassment are prohibited.

Drug Testing

Iowa Amends Drug Testing Notice Requirements effective July 1, 2025

Effective July 1, 2025, Iowa amends its drug testing requirements to provide that notice to an employee of a confirmed positive drug test result may be provided by an in-person exchange of written materials or by electronic notification, in addition to via certified mail, return receipt requested.

In addition, the amendments provide that the parent of a minor who is an employee or prospective employee also has the option to receive required copies of policies and notices through in-person exchange of written materials or by electronic notification, in addition to via certified mail, return receipt requested.

Independent Contractors

Iowa Shields Independent Contractor Status of Motor Carriers effective July 1, 2025

Effective July 1, 2025, a motor carrier safety improvement will not be considered when determining whether a worker is an employee or an independent contractor or a jointly employed employee under

any Iowa law.

Parental Leave

Iowa Requires Equal Treatment for Adoptive Parents Effective July 1, 2025

Effective July 1, 2025, Iowa requires employers to treat adoptive parents in the same manner as biological parents for purposes of employment policies, benefits and protections.

Employer-provided leave, such as parental and family leave policies, may be impacted by the new law.

Additional updates regarding this development are forthcoming.

Workplace Safety

Iowa Distracted Driving Amendments Take Effect July 1, 2025

Effective July 1, 2025, Iowa amends its distracted driving law to prohibit drivers from using an electronic device for any reason. Previously, the law prohibited the use of an electronic communication device to write, send or view an electronic message, but permitted certain activities on a hand-held mobile telephone for the purpose of engaging in a call.

The law is also amended to:

- Broaden the individuals who are exempted from the law, including those reporting an emergency; and
- Allow use of an electronic device in a vehicle that is at a complete stop even if it cannot be entirely removed from the traveled portion of the roadway.

Kansas

Nonsolicitation Agreements

Kansas Clarifies Enforceability of Nonsolicitation Agreements effective July 1, 2025

Effective July 1, 2025, Kansas law clarifies that a nonsolicitation provision in an employment agreement is enforceable and not a violation of the Restraint of Trade Act, provided the agreement meets certain provisions, including a two-year duration limit.

Kentucky

Workplace Safety

Kentucky Further Aligns Safety and Health Standards With Federal Law Effective June 27, 2025

Kentucky law prohibits the adoption of new occupational safety and health regulations that are more stringent than federal law. Effective June 27, 2025, Kentucky also prohibits the enforcement of any state occupational safety and health regulation that is more stringent than federal law or that federal OSHA has not already adopted.

Kentucky Implements Emergency Rule on Reporting Injuries and Illnesses effective July 1, 2025

Effective July 1, 2025, the Kentucky Department of Workplace Standards adopts an emergency rule to amend its recordkeeping and reporting regulations to require employers to comply fully with the federal regulations governing recording and reporting occupational injuries and illnesses.

Previously, Kentucky had state-specific reporting requirements in addition to the federal rules.

Maryland

Noncompete Agreements

Maryland Restricts Noncompete Agreements for Health Care Professionals effective July 1, 2025

Effective July 1, 2025, a Maryland law bans the use of noncompete agreements for certain health care professionals whose salaries do not meet the required earnings threshold. The restriction does not apply to an employment contract or agreement with respect to the taking or use of a client or patient list or other proprietary client- or patient-related information.

The law also limits the restrictions that a noncompete agreement may impose for covered health care professionals whose pay exceeds the noncompete earnings threshold.

Montana

Immigration

Montana Requires Employment Eligibility Verification effective July 1, 2025

Effective July 1, 2025, Montana enacts the Legal Employment and Government Accountability Law. The law requires Montana employers to request and retain a copy of the following:

- The citizenship or work authorization status that has been verified by the United States citizenship and immigration services' E-Verify program; or
- A completed Form I-9 with corresponding documents that establish both identity and employment authorization.

The law further establishes civil penalties for failure to comply with the law.

Nevada

Retirement Benefits

Nevada Launches Mandatory Retirement Savings Program effective July 1, 2025

Beginning July 1, 2025, covered employers with more than five employees in Nevada must participate in the [Nevada Employee Savings Trust Program](#), a mandatory state-run retirement savings program.

The Board of Trustees of the Nevada Employee Savings Trust will implement the program in phases so that the ability to contribute first applies on different dates depending on employer size.

New Hampshire

Lactation Accommodations

New Hampshire Requires Lactation Accommodations effective July 1, 2025

Effective July 1, 2025, New Hampshire employers with six or more employees must provide a suitable space and reasonable break periods for nursing employees to express milk during working hours. The law also contains notice and policy requirements.

New Mexico

Payroll Taxes

New Mexico Payroll Tax Depositing and Filing Changes Take Effect July 1, 2025

The following changes to the New Mexico payroll tax depositing and filing requirements take effect July 1, 2025:

- Withheld taxes must be deposited monthly if the average taxes due are more than \$500 per month (increased from more than \$200 per month).
- All employers must file reports of withheld taxes electronically (changed from applying only to employers that file Form 41444 monthly and have an average liability of \$1,000 or more).
- All employers are required to file Forms W-2 electronically (expanded from applying only to employers filing 25 or more W-2 forms).

New York

Prenatal Leave

New York City Expands Earned Sick and Safe Time effective July 2, 2025

Effective July 2, 2025, amendments to New York City's Earned Sick and Safe Time Act rules require covered employers to provide paid leave for health care services related to an employee's pregnancy, known as *paid prenatal personal leave*.

Note that New York state paid prenatal personal leave took effect on January 1, 2025.

Oregon

Pay Deductions

Oregon Creditor Garnishment Limits Increase Again effective July 1, 2025

Effective July 1, 2025, 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:

- \$338 for any period of one week (up from \$305);
- \$675 for pay periods longer than one week (up from \$611);
- \$737 for semimonthly pay periods (up from \$655); or
- \$1,458 for monthly pay periods (up from \$1,309).

The limits increase again on July 1, 2026. Starting July 1, 2027, increases will be calculated based on the state minimum wage rate in effect.

Rhode Island

Accommodations

Rhode Island Adds Menopause Protections to Pregnancy Accommodations Law effective June 24, 2025

Effective June 24, 2025, Rhode Island pregnancy accommodation law includes protections for menopause and menopause-related conditions.

The amended law requires covered employers to provide employees with reasonable accommodations for menopause and menopause-related conditions, in addition to pregnancy and pregnancy-related conditions, barring undue hardship. A covered employer must post and provide employees at specified times an updated written notice that includes these additional rights.

Discrimination

Rhode Island Amends Civil Rights of People with Disabilities Act effective July 1, 2025

Effective July 1, 2025, the law is amended to provide that state disability protections under Rhode Island law apply immediately if any provision of federal disability law under Section 504 of the Rehabilitation Act of 1973 (Section 504) is repealed.

Section 504 protects against discrimination based on disability in federally funded programs and activities.

The amendment ensures that if a federal court or executive or administrative action eliminates Section 504, state law will continue to uphold similar rights.

Rhode Island Bans Hairstyle Discrimination effective July 1, 2025

Effective July 1, 2025, the definition of *race* under Rhode Island Fair Employment Practices Act (FEPA) is amended to include traits historically associated with race, including hair texture and protective hairstyles. The FEPA applies to employers with four or more employees.

Labor Relations

Rhode Island Captive Audience Meeting Protections Take Effect July 2, 2025

Effective July 2, 2025, Rhode Island state law prohibits employers from taking or threatening to take any adverse employment action against an employee for refusing to attend or take part in an employer-sponsored meeting or listen to or view any communication intended to convey the employer's opinions about political matters.

The law defines *political matters* to include anything related to the decision to join or support a labor organization.

Workplace Safety

Rhode Island Amends Distracted Driving Laws effective July 2, 2025

Effective July 2, 2025, Rhode Island amends its distracted driving laws to expand the prohibition on the use of a wireless handset or personal wireless communication device while driving for any purpose. Previously, the prohibition was limited to their use for text messaging.

The amendments also clarify the definition of *wireless handset* and allow for additional permitted uses of wireless handsets and personal wireless communication devices.

Tennessee

Privacy

Tennessee Information Protection Act Takes Effect July 1, 2025

Effective July 1, 2025, the Tennessee Information Protection Act (TIPA) gives Tennessee consumers privacy rights with respect to their personal data and establishes certain requirements and limitations for covered businesses.

The TIPA's protections do not apply to individuals acting in an employment context or to employment-related data.

Vermont

Family and Medical Leave

Vermont Amends the Parental and Family Leave Act effective July 1, 2025

Effective July 1, 2025, amendments to the Vermont Parental and Family Leave Act impact both parental and family leave and short-term family leave.

Parental and family leave provisions are amended to:

- Broaden qualifying reasons for leave;
- Expand the definition of qualifying family members;
- Modify employee notice requirements; and
- Add confidentiality requirements.

In addition, for purposes of short-term family leave, the definition of qualifying family members is similarly expanded.

Additional updates regarding this development are forthcoming.

Minimum Wage

Vermont Repeals Subminimum Wages for Learners, Apprentices and Workers With Disabilities effective July 1, 2025

Effective July 1, 2025, a statute authorizing the Vermont Commissioner of Labor to recommend subminimum wages for learners, apprentices and persons with disabilities is repealed.

Pay Transparency

Vermont Requires Pay Information in Job Postings effective July 1, 2025

Effective July 1, 2025, Vermont employers with five or more employees must include a pay range in any written advertisement for:

- A position that is physically located in Vermont; or

A remote role that will predominately perform work for a Vermont-based office or work location.

Workers' Compensation

Vermont Workers' Compensation Act Requires Translation Services effective July 1, 2025

Effective July 1, 2025, the Vermont Workers' Compensation Act requires an employer to pay for translation services when an injured employee does not speak English fluently, to ensure the employee fully understands their rights and can effectively participate in their medical recovery and the workers' compensation claims process.

Virginia

Noncompete Agreements

Virginia Expands Noncompete Protections for Low-Wage Workers effective July 1, 2025

Effective July 1, 2025, Virginia law expands the protection against noncompete agreements for low-wage employees to include any employee, regardless of their average weekly earnings, who is entitled to overtime compensation under the federal Fair Labor Standards Act.

Unemployment Taxes

Virginia Tightens Requirements Regarding Information Requests Due to Erroneous Unemployment

Benefit Overpayments effective July 1, 2025

Effective with erroneous unemployment benefit overpayments established on or after July 1, 2025, an employer establishes a *pattern* of failing to respond timely or adequately to written requests by the Commission for information relating to claims if the failure occurs on three or more occasions (currently four or more occasions) within the applicable review period.

In addition, after the employer's second such failure (currently third failure), the employer will be assessed a civil penalty of \$100 (currently \$75). After the Commission's third determination of such failure, and for each subsequent such determination, the employer will be considered to have waived all rights in connection with the claim, including the right to appeal, unless the employer can demonstrate it has *good cause* (as defined in the law) for the failure.

Workplace Violence

Virginia Requires Hospital Workplace Violence Incident Reporting effective July 1, 2025

Effective July 1, 2025, Virginia hospitals must establish a workplace violence incident reporting system, through which each hospital must document, track and analyze any reported incident of workplace violence.

Hospitals must report the data collected and reported to their chief medical officer and chief nursing officer at least quarterly.

At a later date, each hospital must send an additional annual report to the Virginia Department of Health.

Washington

Equal Pay

Washington Amends Equal Pay Law to Cover Additional Protected Characteristics effective July 1, 2025

Effective July 1, 2025, the Washington Equal Pay and Opportunities Act is amended to prohibit pay and opportunity discrimination on the basis of membership in any protected class covered under the Washington Law Against Discrimination, rather than solely on the basis of gender. The Act applies to all employers in Washington.

Organizational Exit, Payroll Taxes

Seattle, Washington, Hotel Ordinances Take Effect for Ancillary Hotel Businesses effective July 1, 2025

Two Seattle ordinances impose various requirements upon certain ancillary hotel businesses and provide protections for their employees:

- *The Hotel Employees Job Retention Ordinance* - Requires certain actions to reduce job insecurity. The ordinance takes effect for smaller ancillary hotel businesses on July 1, 2025.
- *The Improving Access to Medical Care for Hotel Employees Ordinance* - Requires employers to provide increased access to medical care. Ancillary hotel businesses with between 50 and 250 employees that contract, lease or sublease with a hotel must comply with the ordinance *by the later of* July 1, 2025, or the earliest annual open enrollment period for health coverage, if offered, *after* July 1, 2025.

These ordinances are effective for all other covered hotel employers on July 1, 2020.

Retaliation

Washington Prohibits Immigration-Status Coercion effective July 1, 2025

Effective July 1, 2025, an employer in Washington that discloses or threatens to disclose an employee's or their family member's immigration status to conceal any violation of wages, labor standards, industrial welfare or agricultural labor laws will be subject to a civil penalty of \$1,000 to \$10,000, in addition to any other penalty that may be imposed for those violations.

Shiftwork and Scheduling

Everett, Washington, Scheduling Ordinance Takes Effect July 1, 2025

Effective July 1, 2025, the Everett, Washington, scheduling ordinance requires covered employers to offer additional hours of work to existing employees who have the skills and experience to perform the work before hiring additional employees or subcontractors. Employers are required to use a "reasonable, transparent, and nondiscriminatory process" to distribute the hours of work among existing employees.

Employers are not required to offer an employee work hours if they would be required to pay the employee overtime or any other premium rate required under any law or collective bargaining agreement.

Wyoming

Noncompete Agreements

Wyoming Voids Certain Noncompete Agreements effective July 1, 2025

Effective July 1, 2025, Wyoming law makes void any noncompete agreement that restricts an individual's right to receive compensation for skilled or unskilled labor, with exceptions for the sale of a business, protection of trade secrets or for executives and their professional staff.

The law also provides additional protections allowing physicians to notify certain patients of their continuing medical practice after termination of employment, partnership or corporate affiliation.

Weapons in the Workplace

Wyoming Expands Locations Permitting Concealed Carry of Weapons effective July 1, 2025

Effective July 1, 2025, Wyoming enacts the Repeal Gun Free Zones Act (Act), which expands the locations in which carrying a concealed weapon is permitted. In addition to other provisions, the Act allows a person who may lawfully carry a concealed weapon in Wyoming to carry it on or in:

- Government property;
- Legislature meetings;
- Public buildings;
- Non-prohibited public airport areas; and
- Public schools, colleges and universities.

However, the Act also clarifies that it does not prohibit private property owners from restricting firearms on their private property.