

# Legal Timetable

Development	Implementation Date
<a href="#"><u>Bellingham, Washington, Minimum Wage Increases to \$18.66</u></a>	<b>May 1, 2025</b>
<a href="#"><u>Missouri Voter-Initiated Paid Sick Leave Takes Effect</u></a>	<b>May 1, 2025</b>
<a href="#"><u>New York City Safe Hotels Act Takes Effect</u></a>	<b>May 3, 2025</b>
<a href="#"><u>New York Mandates Warehouse Worker Injury Reduction Program</u></a>	<b>June 1, 2025</b>
<a href="#"><u>Alaska Paid Sick Leave Employer Notice Requirements Begin</u></a>	<b>June 1, 2025</b>
<a href="#"><u>New Jersey Pay Transparency Law Takes Effect</u></a>	<b>June 1, 2025</b>
<a href="#"><u>New York Enacts Workplace Violence Prevention Requirements for Retail Employers</u></a>	<b>June 2, 2025</b>
<a href="#"><u>Pennsylvania Amends Distracted Driving Law</u></a>	<b>June 5, 2025</b>
<a href="#"><u>West Virginia Redefines Sex Under State Law</u></a>	<b>June 9, 2025</b>
<a href="#"><u>New York Warehouse Worker Injury Reduction Program Initial Worksite Evaluation Must Be Completed</u></a>	<b>June 19, 2025</b>

Development	Implementation Date
<a href="#"><u>Kentucky Further Aligns Safety and Health Standards With Federal Law</u></a>	<b>June 27, 2025</b>
<a href="#"><u>Montgomery County, Maryland, Minimum Wage Increases to \$17.65 for Large Employers, \$16.00 for Mid-Sized Employers and \$15.50 for Small Employers</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Maryland Paid Family and Medical Leave Contributions Begin</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Los Angeles, California, Minimum Wage Increases to \$17.87</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Malibu, California, Minimum Wage Is Adjusted for Inflation</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Burien, Washington, Minimum Wage Takes Effect at \$20.16 for Mid-Sized Employers</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Tennessee Information Protection Act Takes Effect</u></a>	<b>July 1, 2025</b>
<a href="#"><u>New Hampshire Requires Lactation Accommodations</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Chicago, Illinois, Minimum Wage Is Adjusted for Inflation, Tip Credit Reduced to 24%</u></a>	<b>July 1, 2025</b>

Development	Implementation Date
<a href="#"><u>California Health Care Worker Minimum Wage Increases to \$18.63-\$24.00</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Fremont, California, Minimum Wage Increases to \$17.75</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Virginia Tightens Requirements Regarding Information Requests Due to Erroneous Unemployment Benefit Overpayments</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Oregon Minimum Wage Is Adjusted for Inflation</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Los Angeles County, California, Fair Workweek Ordinance Takes Effect</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Berkeley, California, Minimum Wage Is Adjusted for Inflation</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Vermont Requires Pay Information in Job Postings</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Renton, Washington, Minimum Wage Increases to \$19.90 for Mid-Sized Employers</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Nevada Minimum Wage May Be Adjusted for Inflation</u></a>	<b>Repealed</b>
<a href="#"><u>California Amends Health Insurance Requirements Related to Reproductive Health</u></a>	<b>July 1, 2025</b>

Development	Implementation Date
<a href="#"><u>Long Beach, California, Hotel Minimum Wage Increases to \$25.00</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Alaska Minimum Salary for Executive, Administrative and Professional Employees Increases to \$1,040.00 per Week</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Everett, Washington, Scheduling Ordinance Takes Effect</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Alaska Employee Protections Against Captive Audience Meetings Take Effect</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Los Angeles, California, Hotel Minimum Wage Increases to \$22.50 (Plus \$8.35 in Health Benefits)</u></a>	<b>July 1, 2025</b>
<a href="#"><u>West Hollywood, California, Hotel Minimum Wage Increases to \$20.22</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Emeryville, California, Minimum Wage Increases to \$19.90</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Virginia Expands Noncompete Protections for Low-Wage Workers</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Iowa Shields Independent Contractor Status of Motor Carriers</u></a>	<b>July 1, 2025</b>

Development	Implementation Date
<a href="#"><u>Seattle, Washington, Hotel Ordinances Take Effect for Ancillary Hotel Businesses</u></a>	<b>July 1, 2025</b>
<a href="#"><u>St. Paul, Minnesota, Minimum Wage Increases to \$15.00 for Small Employers and \$13.25 for Micro Employers</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Chicago, Illinois, Paid Leave and Paid Sick and Safe Leave Ordinance Final Pay Provision for Medium Size Employers Takes Effect</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Everett, Washington, Minimum Wage Takes Effect at \$20.24 for Large Employers, \$18.24 for Small Employers</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Milpitas, California, Minimum Wage Is Adjusted for Inflation</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Washington Amends Equal Pay Law to Cover Additional Protected Characteristics</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Oregon Creditor Garnishment Limits Increase Again</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Pasadena, California, Minimum Wage Is Adjusted for Inflation</u></a>	<b>July 1, 2025</b>
<a href="#"><u>Maryland Restricts Noncompete Agreements for Health Care Professionals</u></a>	<b>July 1, 2025</b>

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<u><a href="#">Cook County, Illinois, Minimum Wage Is Adjusted for Inflation</a></u>	<b>July 1, 2025</b>
<u><a href="#">Alaska Voter-Initiated Paid Sick Leave Takes Effect</a></u>	<b>July 1, 2025</b>
<u><a href="#">Alaska Minimum Wage Increases to \$13.00</a></u>	<b>July 1, 2025</b>