

Legal Timetable

| Development | Implementation Date |
|---|----------------------|
| <u>Bellingham, Washington, Minimum Wage Increases to \$18.66</u> | May 1, 2025 |
| <u>Missouri Voter-Initiated Paid Sick Leave Takes Effect</u> | May 1, 2025 |
| <u>New York City Safe Hotels Act Takes Effect</u> | May 3, 2025 |
| <u>New York Mandates Warehouse Worker Injury Reduction Program</u> | June 1, 2025 |
| <u>Alaska Paid Sick Leave Employer Notice Requirements Begin</u> | June 1, 2025 |
| <u>New Jersey Pay Transparency Law Takes Effect</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>West Virginia Redefines Sex Under State Law</u> | June 9, 2025 |
| <u>New York Warehouse Worker Injury Reduction Program Initial Worksite Evaluation Must Be Completed</u> | June 19, 2025 |

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

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| <u>California Health Care Worker Minimum Wage Increases to \$18.63-\$24.00</u> | July 1, 2025 |
| <u>Fremont, California, Minimum Wage Increases to \$17.75</u> | July 1, 2025 |
| <u>Virginia Tightens Requirements Regarding Information Requests Due to Erroneous Unemployment Benefit Overpayments</u> | July 1, 2025 |
| <u>Oregon Minimum Wage Is Adjusted for Inflation</u> | July 1, 2025 |
| <u>Los Angeles County, California, Fair Workweek Ordinance Takes Effect</u> | July 1, 2025 |
| <u>Berkeley, California, Minimum Wage Is Adjusted for Inflation</u> | July 1, 2025 |
| <u>Vermont Requires Pay Information in Job Postings</u> | July 1, 2025 |
| <u>Renton, Washington, Minimum Wage Increases to \$19.90 for Mid-Sized Employers</u> | July 1, 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 |

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| <u>Long Beach, California, Hotel Minimum Wage Increases to \$25.00</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>Los Angeles, California, Hotel Minimum Wage Increases to \$22.50 (Plus \$8.35 in Health Benefits)</u> | July 1, 2025 |
| <u>West Hollywood, California, Hotel Minimum Wage Increases to \$20.22</u> | July 1, 2025 |
| <u>Emeryville, California, Minimum Wage Increases to \$19.90</u> | July 1, 2025 |
| <u>Virginia Expands Noncompete Protections for Low-Wage Workers</u> | July 1, 2025 |
| <u>Iowa Shields Independent Contractor Status of Motor Carriers</u> | July 1, 2025 |

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

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