Eye on State and Local Compliance

Timely, topical insights on a variety of payroll and reporting issues.

January 27, 2026

State/Territory/District

California Issues Preliminary Guidance on Pay Data Reporting for 2025, Includes New Data Fields

Highlights

Impacted Employers: All private employers who have 100 or more employees, with at least one California employee.

Effective Dates: January 1, 2026 and May 13, 2026 (reporting due). See below.

Summary: The California Civil Rights Department (CRD) has published preliminary versions of pay data reporting templates for the 2025 reporting year. The templates include new data fields for reporting employees' exemption status, employment type, and weeks worked during the reporting year.

Next Steps: Begin planning how your organization will capture any additional information that may be required for reporting if the changes are finalized. ADP will continue to monitor the status of the preliminary templates and report on any updates.

Background:

Under California law, a private employer with 100 or more employees, including at least one California employee, must submit a pay data report covering the prior calendar year to the state on or before the **second Wednesday of May each year.**

A private employer that has 100 or more employees, with at least one California employee, hired through labor contractors within the prior calendar year must also submit a separate pay data report to the state covering those employees. The private employer must also disclose on the pay data report the ownership names of all labor contractors used to supply employees. A labor contractor must supply all necessary pay data to the private employer.

New Data Fields in Preliminary 2025 Reporting Year Templates

The California Civil Rights Department (CRD) has published preliminary versions of pay data reporting templates for the 2025 reporting year. The preliminary templates include new data fields for reporting employees' exemption status, employment type, and weeks worked during the reporting year.

Topics covered in this issue:

The CRD says the preliminary templates are subject to change and are intended for planning purposes only. An **accompanying document provides answers to frequently asked questions** on the preliminary templates. Final versions of templates and answers to FAQs should be available in February 2026.

Effective January 1, 2026, the CRD also requires that any employee demographic information gathered by an employer or labor contractor for the purpose of pay data reporting be kept separately from the employee's personnel records.

Preliminary Guidance for Completing the New Data Fields:

As mentioned above, the preliminary templates include new data fields for reporting employees' exemption status, employment type, and weeks worked during the reporting year. The following is the CRD's preliminary guidance for completing these fields if they are included in the finalized templates.

Reporting Exemption Status:

The guidance says covered employers should identify whether each California employee is exempt from the minimum wage and overtime pay provisions of state laws and/or the federal Fair Labor Standards Act. Employers should classify each California employee as having either:

- Exempt status; or
- Non-exempt status.

Reporting Employment Type:

The guidance says covered employers should classify each California employee into one of three employment types:

- **Full-time:** An employee who is assigned to regularly work full-time hours under the employer's standard or alternative workweek schedule would fall under the "Full-time" employment type.
- **Part-time:** An employee who is assigned to regularly work less than full-time hours under the employer's standard or alternative workweek schedule would fall under the "Part-time" employment type.
- **Intermittent:** An employee who is assigned to periodically or irregularly work full-time or part-time hours, under the employer's standard or alternative workweek schedule, would fall under the "Intermittent" employment type.

Reporting Weeks Worked:

The guidance says covered employers should identify the number of weeks worked by each California employee during the reporting year. This includes weeks during which the employee was on any form of paid time off (such as vacation time, sick time, or holiday time).

For each establishment, covered employers should identify the number of California employees in each employee group created by classifying employees based on race/ethnicity, sex, job category, pay band, exemption status, and employment type.

Once a covered employer has identified the employee group for each of its California employees in the snapshot period, the employer should then aggregate the total weeks worked during the reporting year for all the California employees in the same employee group. The resulting number should be entered as the Total Annual Weeks Worked.

If an employee doesn't share the same employee group of any other employee in the establishment, the employer would report a count of one employee and report the number of weeks worked during the reporting year by that employee alone. When reporting on labor contractor employees, weeks worked includes the actual number of weeks worked by the labor contractor employee for the reporting client employer.

Next Steps:

Covered employers should:

- Consult legal counsel as needed.
- Start planning how to capture the additional information that may be required for reporting if the changes are finalized.
- Monitor the **state's pay data reporting website** for developments.
- Submit pay data reports for 2025 using finalized templates (once available) by **May 13, 2026**.

ADP will continue to monitor the status of the preliminary templates and report on any updates.

California Publishes Template for "Know Your Rights" Notice Due February 1

Highlights

Impacted Employers: All employers with employees in California.

Effective Date: February 1, 2026

Summary: California has published a template to help employers address a requirement to provide a notice annually to each current employee and to each new employee at the time of hire, informing them of certain rights under state and federal law. The template notice is currently available in English and Spanish and will eventually be available in additional languages.

Next Steps: Employers should provide the required notice to current employees and new hires.

The Details:

Under a law enacted last year, **on or before February 1, 2026**, and annually thereafter, an employer must provide a new stand-alone written notice to each current employee in a manner the employer normally uses to communicate employment-related information. This may include, but is not limited to, personal service, email, or text message, if it can reasonably be anticipated to be received by the employee within one business day of sending.

Employers must also provide the notice to each new employee upon hire. Written notice must also be provided annually to the employee's authorized representative, if any, by either electronic or regular mail.

The written notice must be provided to an employee in the language the employer normally uses to communicate employment-related information to the employee, and which the employee understands if the template notice is available in that language on the Labor Commissioner's website.

If the template notice isn't available in that language, the written notice may be provided in English.

Template Notice Published:

The California Labor Commissioner's office has **posted on its website a template notice**. The template notice is currently available in **English** and **Spanish** and will be available in additional languages later. The template will be updated annually.

Notice Contents:

The notice must contain a description of workers' rights in the following areas:

- The right to workers' compensation benefits, including disability pay and medical care for work-related injuries or illness, as well as the contact information for the California Division of Workers' Compensation.
- The right to notice of inspection by immigration agencies **under state law**.
- Protection against unfair immigration-related practices against a person exercising their rights.
- The right to organize a union or engage in concerted activity in the workplace.
- Constitutional rights when interacting with law enforcement at the workplace, including an employee's right under the Fourth Amendment to the U.S. Constitution to be free from unreasonable searches and seizures, and rights under the Fifth Amendment to the U.S. Constitution to due process and against self-incrimination.

The notice must also contain both of the following:

- A description of new legal developments pertaining to laws enforced by the Labor and Workforce Development Agency that the Labor Commissioner deems material and necessary. The Labor Commissioner must include a list of those developments, if any, in the template notice.
- A list, developed by the Labor Commissioner, of the enforcement agencies that may enforce the underlying rights in the notice. The Labor Commissioner must also include this list in the template notice.

Next Steps:

Employers should provide compliant notices to existing employees and new hires. Employers that typically communicate with employees in languages other than English and Spanish should monitor the **Labor Commissioner's website** for templates in other languages.

All employers should monitor the website for updates to the state's template notice annually.

Colorado Delays AI Law

Highlights

Impacted Employers: All Colorado employers that deploy covered artificial intelligence (AI) systems.

Effective Date: The effective date of a new AI law has been delayed from February 1, 2026 to June 30, 2026.

Summary: Colorado is delaying a law that was set to establish guardrails against discrimination for employers that deploy certain AI systems.

The Details:

Colorado is delaying a law that is meant to establish guardrails against discrimination for employers that deploy certain artificial intelligence (AI) systems. The law was scheduled to take effect on February 1, 2026. Instead, the law is now set to take effect on **June 30, 2026.**

The law classifies certain uses of AI in the workplace as high-risk and imposes obligations on how employers use and monitor AI systems, along with specific disclosure and reporting requirements.

As enacted, the law would expressly require a deployer of a "high-risk AI system" to use reasonable care (as defined by the law) to protect individuals from any known or reasonably foreseeable risks of "algorithmic discrimination."

Some lawmakers have said they would attempt to amend the law during the delay.

Meanwhile, President Trump has **issued an executive order** that aims to limit states from enforcing laws governing the use of AI. It is unclear what, if any, impact the executive order will have on Colorado's law.

Next Steps:

Impacted employers should consult legal counsel to help evaluate the law and develop a plan for complying with it. They should also monitor governmental action at the federal and state level for potential developments.

Delaware Amends Regulations for Paid Family and Medical Leave

Highlights

Impacted Employers: All employers with 10 or more employees working in Delaware.

Effective Date: December 11, 2025

Summary: Delaware has amended regulations implementing the state's Paid Family and Medical Leave Program. Paid leave benefits begin January 1, 2026.

The Details:

The Delaware Department of Labor has published revised regulations that amend and clarify key definitions under the state's Paid Family and Medical Leave Insurance Program, **effective December 11, 2025**. The program is funded through payroll contributions paid by covered employers and employees. Go to the **Revised Regulations** section below to learn more about the changes.

Background:

Beginning January 1, 2026, eligible employees are entitled to use paid leave for the following durations and reasons:

- **Parental leave:** Up to 12 weeks in a year for the birth, adoption, or placement of a child through foster care, as well as caring for the child during the first year after birth or placement.
- **Family caregiver leave:** Up to six weeks in any 24-month period to care for a family member (spouse, child, or parent) with a serious health condition.
- **Medical leave:** Up to six weeks in any 24-month period for the employee's own serious health condition.
- **Military family leave:** Up to six weeks in any 24-month period, if the employee has a qualifying exigency arising out of a family member's deployment as a service.

A covered employee is eligible for a ***maximum of 12 weeks*** of paid leave in any application year.

Covered Employees:

To be eligible for leave, the employee must have:

- Been employed with the employer for at least 12 months; and
- At least 1,250 hours of service with the employer during the previous 12-month period.

Covered Employers:

Employers with 10 to 24 employees are covered by the law's parental leave requirements. Larger employers are covered by all the leave requirements.

In general, employers with fewer than 10 employees and employers that close for 30 consecutive days or more per year aren't covered by the law.

Employers with fewer than 10 employees may voluntarily enroll to provide the paid leave by giving notice to the Department of Labor. If an employer does opt-in, the employer must do so for at least three years.

To comply with the law, an employer can provide paid leave benefits by:

- Enrolling in the Delaware Paid Leave plan; or
- Using an approved private benefit plan purchased from an insurance company or administered through a self-insured plan.

Revised Regulations:

The revised regulations amend and clarify key terms under the program. A summary of some of the changes is provided below.

Employee:

Under the revised regulations, "an employee" is still defined as an individual primarily reporting for work at a worksite in the state. However, the revised regulations define "primarily" as **earning** at least 60 percent of an employee's wages physically in Delaware each calendar quarter.

Application Year:

Under the revised regulations, "the application year" is defined as the 12-month period measured forward as defined in the federal Family and Medical Leave Act.

24-Month Period:

The revised regulations clarify that "the 24-month period" for determining whether the maximum duration of family caregiver, medical, and military family leave has been reached begins on the first day of requested leave for that benefit type and continues for 24 months from the date the employee first used the benefit type.

Temporary Employees:

Under both the prior regulations and the revised regulations, if an employee was hired to work on a temporary basis or is expected to work less than 25 hours per week or both, so that the employer and employee reasonably don't expect the employee to be benefit-eligible under the law, the employer can apply to waive contributions.

The revised regulations clarify that an employee is considered to be working on a temporary basis if the employment is expected to last less than 12 months.

Employers that Voluntarily Offer Coverage:

Whether on a public or private plan, an employer that enrolls in any line of coverage voluntarily is prohibited from requiring employees to make contributions for that line of paid family and medical leave coverage.

Coordination of Benefits:

The revised regulations also alter the rules governing the coordination of benefits. Under the revised regulations, an employer is prohibited from requiring a covered individual to use **any** earned but unused paid time off before accessing paid family and medical leave benefits.

However, upon agreement between an employee and their employer, an employee may use their paid time off to supplement their wages (up to 100 percent of a covered individual's average weekly wage). Any agreement to do so must be in writing and signed and retained by the employee and their employer.

If the paid family and medical leave also qualifies for benefits from an employer-provided short-term disability or long-term disability policy, the employer may count both the wage replacement amount and the duration of the paid family and medical leave against the benefit amounts and leave duration provided under the employer-provided short-term or long-term disability policy. The employer must provide all employees with written notice of the intention to do so.

Under the revised regulations, where the employer maintains an employer-provided disability benefit, the Paid Family and Medical Leave Insurance Program is the primary payor. An employer-provided disability may supplement the paid family and medical leave benefit (up to 100 percent of a covered individual's average weekly wages).

Next Steps:

- Review leave policies.
- Train supervisors on how to handle leave requests.
- Begin providing leave for the covered reasons by January 1, 2026.

Illinois Adds New Worker Protections

Highlights

Impacted Employers: All employers with employees in Illinois.

Effective Date: Immediately.

Summary: Illinois has enacted legislation that prohibits employers from taking adverse action against employees based on information they receive from government agencies that aren't responsible for enforcing immigration law.

The Details:

Illinois has enacted legislation that prohibits employers from taking adverse action against employees based on information they receive from government agencies that aren't responsible for the enforcement of immigration law. The law became effective immediately on **December 12, 2025**.

Specifically, if an employer receives a written notification from any federal agency or other outside vendor that isn't responsible for the enforcement of immigration law of a discrepancy related to the employee's individual taxpayer identification number or other identifying documents, the following rights and protections apply to the employee:

- The employer is prohibited from taking any adverse action against the employee solely based on receiving the notification.
- The employer must provide a notice to the employee and to their authorized representative (if any), as soon as practical, but no more than five business days after the date of receipt of the notification or after the employer makes the determination that an employee must respond to the notification, whichever is longer, unless a shorter timeline is provided for under federal law or a collective bargaining agreement.
- The employer must notify the employee in person and deliver the notice by hand, if possible. If hand delivery isn't possible, the employer must notify the employee by mail and e-mail (if the e-mail address is known).
- Upon request by the employee or their authorized representative, the employer must furnish the original notification.

Note: Under the law, examples of an agency that isn't responsible for the enforcement of immigration law include, but aren't limited to, the Social Security Administration (SSA), the Internal Revenue Service (IRS), and an insurance company.

The notice to the employee must include:

- An explanation that the federal agency or outside vendor has notified the employer that the identification documents presented by the employee don't appear to match;
- The time period the employee has to contest the disputed information, if such a time period is required by federal law; and
- Any action the employer will require the employee to take.

The employee is also entitled to have a representative of their choosing in any meetings, discussions, or proceedings with the employer.

Next Steps:

- Review policies and practices and update them if necessary.
- Train supervisors on the new law.

Illinois Enacts Law Protecting Certain Employee Use of Employer-Provided Equipment

Highlights

Impacted Employers: All Illinois employers.

Effective Date: January 1, 2026

Summary: Illinois has enacted legislation that prohibits employers from taking adverse action against an employee for using employer-issued equipment to record crimes involving violence against the employee or their family or household member.

The Details:

Illinois has enacted legislation that amends the state's Victims' Economic Security and Safety Act and prohibits employers from taking adverse action against an employee for using employer-issued equipment to record crimes involving violence against the employee or their family or household member. The law takes effect on **January 1, 2026**.

Covered crimes include:

- Domestic violence
- Sexual violence
- Gender violence
- Any other crime of violence

Under the law, an employer is also prohibited from depriving an employee of employer-issued equipment solely because the employee used or attempted to use it to record a covered crime.

Additionally, the law requires that employers grant an employee access to any photographs, voice or video recordings, sound recordings, or any other digital documents or communications stored on an employer-issued device relating to a covered crime.

Exceptions:

The law doesn't:

- Prohibit an employer from complying with an investigation, court order, or subpoena for a device, information, data, or documents.
- Relieve an employee of obligations to comply with an employer's reasonable employment policies or to perform the essential functions of employment.

Next Steps:

Review existing policies on the use of employer-issued equipment to verify they don't violate the new law. Train supervisors on the new law.

Maine Restricts Employers' Surveillance of Employees

Highlights

Impacted Employers: All employers with employees in Maine.

Effective Date: Ninety days after the state's legislature adjourns. The legislature is expected to adjourn on or around April 15, 2026.

Summary: Maine has enacted legislation that establishes restrictions on employers' surveillance of employees.

The Details:

Maine has enacted legislation that establishes restrictions on employers' surveillance of employees. The law (Legislative Document 61) takes effect 90 days after the state's legislature adjourns. The legislature is expected to adjourn on or around April 15, 2026.

Legislative Document 61:

Under the law, employers are **prohibited** from using:

- "Employer surveillance," unless they notify the employee before doing so. The required notice must be in writing and furnished to current employees at least once per calendar year. An employer using surveillance must also inform applicants of such during the interview process.
- Audiovisual monitoring in an employee's residence or personal vehicle or on the employee's property as a means of surveillance, unless such monitoring is required by the employer for the duties of the job.

"Employer surveillance" is defined as the monitoring of an employee through the use of an electronic device or system, including, but not limited to, the use of a computer, telephone, wire or radio or an electromagnetic, photoelectronic or photo-optical system.

Employees are entitled to decline an employer's request to install data collection or transmission applications on the employee's personal electronic devices for the purposes of employer surveillance.

Exceptions:

The law doesn't apply to:

- The use of surveillance cameras for security or safety purposes or the use of global positioning system tracking or other safety devices on vehicles owned by the employer, but operated by the employee.
- Employer surveillance that has been installed or caused to be installed by an employer, patient, client or unpaid caregiver in a setting in which "personal care services" are expected to be provided by an employee.

"Personal care services" are defined as those provided by a licensed personal care agency and include, but aren't limited to, services related to activities of daily living, household tasks, and medication reminders.

Next Steps:

Maine employers should comply with all notice requirements and restrictions and train supervisors on the law.

Nevada Strengthens Protections Against Wildfire Smoke Exposure

Highlights

Impacted Employers: Employers with 11 or more employees (with limited exceptions).

Effective Date: Effective January 1, 2026

Summary: Nevada has enacted legislation that strengthens protections from wildfire smoke.

The Details:

Nevada has enacted legislation (Senate Bill 260), which aims to protect employees who work outdoors from the hazards associated with exposure to **wildfire smoke** (hazards not specifically addressed by **federal Occupational Safety and Health Administration (OSHA) regulations)**.

Senate Bill 260:

As background, in 2022, **the Nevada Division of Industrial Relations (the Division)** released ***Wildfire Health Guidance for Nevada Businesses***. Under Senate Bill 260, the Division will adopt regulations to reduce employee exposure to poor air quality caused by wildfire smoke. Additionally, a covered employer with 11 or more employees must:

- Reduce employee exposure to these hazards when the EPA AQI (Air Quality Index) is 150-200 and where it is 200 or more; and
- Ensure employees do not perform critical tasks outdoors once the AQI reaches a level set by the Division.

Communication System:

A covered employer must also establish a communications system that:

- Informs an employee (in a manner understandable to the employee) when the employee is being exposed to an air quality index of 150 or more during their shift. The employer must also relay the protective controls that are available to the employee to reduce exposure to the air quality; and
- Allows all employees to inform the employer when they are being exposed to an air quality index of 150 or more in the employee's workplace, and they are experiencing a symptom related to the exposure, including asthmatic attacks, difficulty breathing or chest pain.

Training Requirements:

Additionally, a covered employer must train employees on the hazards associated with wildfire smoke and the applicable AQI levels, available protective controls and the risks associated with not using them, and the symptoms associated with exposure to wildfire smoke.

The training must be provided in a manner that is understandable to the employee. It must also describe the requirements imposed on employers under the law and the risks of not using personal protective equipment while working outdoors and being exposed to poor air quality from wildfire smoke.

Note: The Division may provide further written guidance to employers on training requirements.

Exceptions:

Senate Bill 260 does not apply to enclosed or climate-controlled work environments (it only applies to outdoor work environments, where an employee regularly performs job duties in conditions directly affected by the elements). The law also does not cover mine operators, employers of commercial truck drivers, and **providers of emergency services.**

Next Steps:

Employers with employees working in Nevada should review and update their safety policies and practices.

New Jersey Codifies Prohibitions Against Disparate Impact Discrimination

Highlights

Impacted Employers: New Jersey employers, labor organizations, employment agencies and other covered entities.

Effective Date: Effective immediately.

Summary: New Jersey has adopted rules that codify existing law prohibiting disparate impact discrimination.

The Details:

New Jersey has **adopted rules** that codify its nondiscrimination law prohibiting employers from disparate impact discrimination. The rules cover New Jersey employers, labor organizations, employment agencies and other entities, and are effective immediately.

Background:

The **New Jersey Law Against Discrimination (LAD)** prohibits employers from discrimination on the basis of factors such as race, creed, color, national origin, ancestry, age, sex, gender identity or expression, affectional or sexual orientation, marital status, liability for service in the Armed Forces of the United States, disability or nationality.

The LAD safeguards against not only intentional acts of discrimination, but also practices and policies that disproportionately affect members of protected groups (disparate impact discrimination).

The Adopted Rules:

The **adopted rules** reinforce that employment practices and policies may be unlawful if they have a disparate impact on members of a protected class. The rules prohibit these practices and policies unless they are necessary to achieve a substantial, legitimate, nondiscriminatory interest, which is equivalent to whether they are job-related and consistent with a legitimate business necessity.

Note: An employment practice or policy may still be prohibited if necessary to achieve a substantial, legitimate, nondiscriminatory interest if a complainant shows there is a less discriminatory alternative that would achieve the same interest.

The **adopted rules** provide examples of prohibited policies and practices. For example, the use of automated employment decision tools may have a disparate impact when:

- They are used to make employment decisions related to advertising, recruiting, screening, interviewing, hiring, and compensation, or any other terms, conditions, or privileges of employment and result in discrimination based on applicants' or employees' protected characteristics.

- The tool limits or screens out applicants based on their schedule as this may have a disparate impact on applicants based on their religion, disability, or medical condition. The tool must include a mechanism for applicants to request a reasonable accommodation.
- The employer's use of the tool has not been adequately tested and shown to not adversely affect people in a protected class before its use.

See **the adopted rules** for more examples on how disparate impact discrimination can be found in employment.

Next Steps:

- Review the **adopted rules** and **fact sheet**.
- Update nondiscrimination policies and procedures and train supervisors on the law.

Reminder: New Jersey Employers Must Report All Separations Electronically

Highlights

Impacted Employers: New Jersey employers.

Effective Date: Effective immediately.

Summary: New Jersey employers must report all worker separation information directly to the New Jersey Department of Labor electronically through the Employer Access portal.

The Details:

Background:

In 2023, **the New Jersey Department of Labor (NJDOL)** instructed employers to create an **Employer Access account** and provide an email address for electronic correspondence with the **NJDOL Divisions of Employer Accounts and Unemployment Insurance**. The NJDOL stated it would use the email provided to send updates to employers.

Updated Termination Reporting Requirements:

Effective immediately, New Jersey employers must report all employee separations directly to the NJDOL electronically through the **NJDOL Employer Access portal**, regardless of the reason for separation (layoff, termination, resignation, or retirement).

Note: Employers must provide separation information immediately when an employee becomes unemployed. Employers that fail to report separations may face penalties.

Next Steps:

New Jersey employers should ensure that they are registered with the **NJDOL Employer Access portal** and are reporting all separations through the portal.

New York State Bans Using Credit History in Employment Decisions

Highlights

Impacted Employers: New York employers, labor organizations, employment agencies (or their agents).

Effective Date: April 18, 2026

Summary: New York will restrict the use of credit history in certain employment decisions.

The Details:

New York State has enacted legislation (Senate Bill 3072), which restricts the use of credit history in employment decisions. Senate Bill 3072 is effective **April 18, 2026**.

Under the law, "consumer credit history" is defined as an individual's credit worthiness, standing, capacity or payment history that stems from a consumer credit report, their credit score, or information an employer obtains directly from the individual regarding details about credit accounts, including:

- The individual's number of credit accounts, late or missed payments, charged-off debts, items in collections, credit limits, prior credit report inquiries.
- Bankruptcies, judgments, or liens.

Note: A consumer credit report includes information by a consumer reporting agency that relates to a consumer's creditworthiness, credit standing, credit capacity or credit history.

Prohibited Actions:

Under the law, covered employers:

- Are prohibited from requesting or using an applicant's consumer credit history for employment purposes; and
- Cannot discriminate against an applicant or employee in hiring, compensation, or the terms, conditions or privileges of employment based on their consumer credit history.

Note: Employers may request or receive consumer credit history information under a lawful subpoena, court order or law enforcement investigation.

Exceptions:

The law does not apply to:

- An employer, or agent required by state or federal law (or by **a self-regulatory organization**) that uses consumer credit history for employment purposes;
- Individuals applying for positions as or employed as peace officers;
- Police officers or those in law enforcement; and
- Individuals in a position that:
    - Is subject to background investigation by a state agency, provided that the agency only uses the credit history information for employment purposes when the appointed position involves a high degree of public trust;
    - Must be bonded under state or federal law;
    - Possess security clearance under federal or state law;
    - Has regular access to trade secrets, intelligence information or national security information (for non-clerical individuals);
    - Has signatory authority over third-party funds or assets valued at $10,000 or more (or involves a fiduciary responsibility to the employer with the authority to enter financial agreements valued at $10,000 or more on behalf of the employer); or
    - Has regular duties that allow the employee to modify digital security systems established to prevent the unauthorized use of the employer's or client's networks or databases.

See **the text of the law** for further details.

Additionally, the law:

- Retains the obligations of individuals required by state or local law relating to disclosures by public employees of conflicts of interest; and
- States that a local law, ordinance or regulation is not inconsistent with Senate Bill 3072 if the protection provides an employee or job applicant greater protection than Senate Bill 3072.

Next Steps:

Review hiring policies and procedures and train supervisors on the changes under the law.

Oregon Adds Workplace Violence Prevention Requirements

Highlights

Impacted Employers: Oregon hospitals, home health agencies and hospice programs.

Effective Date: January 1, 2026

Summary: Oregon has enacted legislation that adds new workplace violence prevention requirements.

The Details:

Oregon has enacted legislation (Senate Bill 537), which adds new workplace violence prevention requirements. Senate Bill 537 takes effect on **January 1, 2026.**

Senate Bill 537:

Under the law, the following are expanded:

- The definition of workplace violence, in addition to physical assaults, is expanded to include threats, harassment, intimidation and other forms of non-physical abuse; and
- Covered employers (healthcare employers) now include (in addition to hospitals): **home health agencies and hospice programs**.

Safety Requirements:

Workplace Safety Assessments:

The law requires healthcare employers to be proactive and conduct workplace safety assessments that evaluate patterns of workplace violence over the past five years, analyze root causes, and identify vulnerabilities.

Workplace Violence Prevention and Response Plan:

Under the law, employers must also:

- Develop and maintain a **comprehensive violence prevention and response plan** that is incorporated into existing safety procedures and continuously updated to address emerging risks.
- Provide to each employee and, if applicable, to the employee's union representative, a written copy of the workplace violence prevention and response plan that includes a written statement that an employee who reports an incident of workplace violence has a right to be protected from retaliation. **Note:** For newly hired employees, the healthcare employer shall provide a copy of the plan and the written statement within 30 calendar days from the date of hire.

Employer Incident Response:

Following an incident of workplace violence, an employer must investigate, conduct post-incident interviews and provide appropriate support (including access to first aid, medical treatment and trauma counseling for employees who have been affected).

Training:

A healthcare employer must:

- Provide annual training for employees and contracted security personnel that covers recognition of workplace violence, de-escalation techniques, emergency response procedures and reporting procedures. New hires must complete training within 90 days, and temporary employees must complete training within 14 days.

- Ensure that a person with the appropriate knowledge and expertise is available to employees to answer questions and clarify any aspects of the workplace violence prevention and protection training through in-person interaction, phone, electronic mail or other reasonable means of communication.

See the text of the law for further information and requirements.

Additional Safety, Security, and Privacy Protections:

The law also includes additional protections, such as:

- Employee badges do not need to display last names (except when required by federal rule or regulation);
- Newly built or renovated hospitals must implement safety measures such as bullet-resistant barriers or enclosures in emergency department intake areas;
- Facilities must adopt systems to alert staff to patients with a history of violence; and
- Home health providers must assess risks during client intake (including the presence of pets, weapons or other hazards).

See **the text of the law** for further information.

Next Steps:

Covered Oregon employers should review the requirements of **Senate Bill 537** and update their safety policies and practices.

Pennsylvania Requires Veterans' Benefits and Services Poster

Highlights

Impacted Employers: Pennsylvania employers with more than 50 full-time employees.

Effective Date: January 1, 2026

Summary: Pennsylvania has enacted legislation that requires employers with more than 50 full-time employees to post a veterans' benefits and services poster.

The Details:

Pennsylvania has enacted legislation (House Bill 799), which will require employers with more than 50 full-time employees to post a **veterans' benefits and services poster**. The Pennsylvania Department of Labor will create the poster. House Bill 799 takes effect on **January 1, 2026**.

Note: The law does not require the posting to be a hard copy. Employers may post the information to an employee accessible website or intranet that the employer maintains.

Next Steps:

Pennsylvania employers should display the required poster by **January 1, 2026**.

Local

New York City Adds Pay Data Reporting Requirement

Highlights

Impacted Employers: New York City employers with 200 or more employees working in the city.

Effective Date: The legislation is effective immediately, but covered employers will only submit pay data reports after the city establishes a reporting framework. See details on timing below.

Summary: New York City will require covered employers to report pay and demographic data annually. The city will also conduct an annual pay equity study.

The Details:

New York City has passed ordinances that will require employers with 200 or more employees working in New York City to report pay and demographic data annually. The law will also require the city to conduct a pay equity study.

Note: While New York City's mayor vetoed the law on November 7, 2025, the City Council overrode the veto on December 4, 2025 and the law became effective immediately.

Pay Data Reporting:

Ordinance **Int. 982-2024-A** will require covered employers to submit a pay data report on an annual basis. To assess coverage, employers should use the highest number of full-time, part-time or temporary workers who work for compensation at the same time during the reporting year.

The report must include:

- Detailed pay and demographic data that correspond with the categories required by the U.S. Equal Employment Opportunity Commission (EEOC) in the EEO-1 component 2 reporting requirements for reporting years 2017 and 2018 (such as race, ethnicity and gender); and
- A signed statement that confirms the submission of the pay data report and the accuracy of its information.

Note: Employers may choose to submit the report anonymously, provided the signed statement identifies the covered employer.

Int. 982-2024-A also allows New York City to modify the information required, including having reporting options that account for different gender identities. The report must also allow employers the option to provide explanatory remarks regarding the information in the report and must not require an employee's personal information.

Pay Equity Study:

A designated agency will use the pay data collected to assess compensation disparities based on race, gender or ethnicity. The agency will be charged with identifying industries where disparities exist and providing recommendations to address the inequities. The agency will publish its recommendations and data from the pay equity report in aggregate without disclosing employer or employee identities.

Timing:

The timing and process for pay data reporting and the pay equity study are as follows:

- Within one year of the effective date (December 4, 2025), the mayor must designate an agency to create a system to collect the required pay data reports and conduct a **pay equity study**.
- Within one year after the agency is designated, that agency must develop a standardized fillable form, which may be electronic, for employers to submit pay data reports.
- Within one year after the standardized form is published, and annually thereafter, covered employers must submit a pay report.

- Within one year after the pay equity reports are submitted, the designated agency, in collaboration with the New York City Commission on Gender Equity and other relevant agencies, will conduct a pay equity study.

Penalties:

An employer found not to have submitted the signed statement will have a 30-day grace period to submit the required statement after being notified of noncompliance. Otherwise, the employer may have their noncompliance reported on the agency's website.

An employer that is found to have violated the law may also face the following penalties:

- **First violation:** A written warning provided they fix the violation within 30 days, and if not, a civil penalty of $1,000.
- **Subsequent violations:** The civil penalty will increase to $5,000.

Next Steps:

Employers should review their internal pay practices and prepare to collect and report the required pay data. Employers should also monitor for additional guidance to address implementing these requirements.

Philadelphia Adds Menstruation, Menopause and Perimenopause Protections

Highlights

Impacted Employers: Philadelphia employers.

Effective Date: January 1, 2027

Summary: Philadelphia has amended its Philadelphia Fair Practices Ordinance to prohibit discrimination based on menstruation, menopause and perimenopause.

The Details:

The Philadelphia City Council has enacted legislation (Bill 250849), which amends the **Philadelphia Fair Practices Ordinance (PFPO)** to prohibit discrimination against employees based on menstruation, perimenopause and menopause. The changes take effect **January 1, 2027**.

Additional Nondiscrimination Protections:

Starting January 1, 2027, a Philadelphia employer must, upon request, provide a reasonable accommodation for needs related to symptoms of menstruation, perimenopause or menopause that substantially interfere with an employee's ability to perform one or more job functions. An employer must provide a reasonable accommodation, unless doing so would cause an undue hardship.

Philadelphia has also added menstruation, perimenopause or menopause as protected characteristics under **the PFPO**, which prohibits the direct or indirect practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, differentiation or preference in the treatment of an individual on the basis of certain protected characteristics under Philadelphia, Pennsylvania or federal law.

As a reminder, additional protected characteristics covered under the PFPO include actual or perceived race (including hairstyles and characteristics commonly associate with race), ethnicity, color, sex (including pregnancy, childbirth, or a related medical condition), reproductive health autonomy, sexual orientation, gender identity, religion, national origin, ancestry, age, disability, marital status, source of income, familial status, genetic information or domestic or sexual violence victim status.

Next Steps:

Philadelphia employers should review workplace and reasonable accommodation policies, practices and training to help comply with the changes.

Minimum Wage

Minimum Wage Announcements – 12/21/25 – 1/20/26

There are no new minimum wage announcements between 12/21/25 and 1/20/26.

Download a PDF of a comprehensive listing of state and local minimum wage rates.

ADP Compliance Resources

ADP maintains a staff of dedicated professionals who carefully monitor federal and state legislative and regulatory measures affecting employment-related human resource, payroll, tax and benefits administration, and help ensure that ADP systems are updated as relevant laws evolve. For the latest on how federal and state tax law changes may impact your business, visit the ADP ***Eye on Washington*** Web page located at **www.adp.com/regulatorynews**.

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