

Employers State Law Alert

Summarizing Significant New Employment Laws & Regs in All 50 States



New Jersey Family Leave Act broadens employee benefits, complicates employer compliance, **p. 3**.
 Statutory developments by state, **p. 3**.
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Keeping up to date on state laws affecting gig worker protections

by Tammy Binford

No one can deny how technology has changed the world of work. One of the dizzying array of options technology has made possible—app-based work—creates opportunities for both workers and businesses.

But the opportunities come with a downside: dealing with the complexity of properly determining a worker’s status.

Questions about worker status can be hard to navigate. For example, are drivers who use apps from companies like Uber, Lyft, DoorDash, and others employees of those companies? (Laws generally say no, they’re not.) If those drivers are in business for themselves, just using the apps to find work, what obligations do the app companies have? (Laws vary by jurisdiction.)

Rules that vary state by state and city by city can make it hard for businesses to sort out what their obligations

are. Regardless of the complexities, the gig economy is proliferating, making the need for a clear understanding of the rules even more important.

Just how prolific is the gig economy? A November 2024 article from World Economic Forum said the gig economy had a market size of \$556.7 billion in 2024, and it is expected to triple to \$1.8 trillion by 2032.

WORKER CLASSIFICATION

Gig workers are generally classified as independent contractors. They are often referred to as 1099 workers because the hiring entity does not take taxes out of their pay. They differ from W-2 employees, who have taxes taken out by an employer.

Determining who is an independent contractor and who should be classified as an employee can be complicated and depends on federal, state, and local laws.

Some states use the very restrictive ABC test to determine classification. That test says workers should be classified as employees unless the hiring entity meets all three of the ABC factors to justify an independent contractor status:

- (A) The worker is free from the control and direction of the hiring entity.
- (B) The worker does work that is outside the usual course of the hiring entity’s business.
- (C) The worker is customarily engaged in an independent trade, occupation, profession, or business.

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A number of states use the ABC test, but other state laws make it easier to justify independent contractor status. For example, some states require just two parts of the ABC test instead of all three. Other states base worker classifications on factors outlined by the Internal Revenue Service (IRS) or the U.S. Department of Labor (DOL) to determine status.

OBLIGATIONS RELATED TO PAY, BENEFITS

While most employees are covered under minimum wage and overtime laws, independent contractors are not. But some state and local laws do require gig companies to provide certain guarantees.

For example, New York City is among jurisdictions requiring pay guarantees. As of January 26, 2026, New York City began requiring app-based grocery delivery drivers to be paid at least \$21.44 an hour (excluding tips) with annual increases, matching the rate for food delivery workers, according to an announcement from the New York City Department of Consumer and Worker Protection.

The New York City law also requires the app companies to pay workers no later than seven calendar days after the end of a pay period and provide detailed, itemized written statements with compensation calculations.

In addition, the app companies operating in New York City must offer customers a clear tip option before or at checkout, including a suggested tip of at least 10% of the purchase price or a custom amount.

Seattle and other cities also require certain pay guarantees.

In addition to addressing pay, state and local laws are beginning to require benefits for app-based workers. For example, Massachusetts, Minnesota, New York, and Washington require rideshare companies to provide paid sick leave, workers' compensation, paid family and medical leave, and other benefits, according to a May 2025 report from nonprofit news network Stateline.

In 2023, Washington became the first state to require paid family and medical leave for app-based drivers.

OBLIGATIONS RELATED TO WORKER RIGHTS

Some jurisdictions have laws ensuring protection against discrimination and harassment—protections usually reserved for employees, not independent contractors.

A 2025 report from labor law poster provider Poster Compliance Center says Delaware; Washington, D.C.; Illinois; Maryland; New York; New York City; and Vermont have expanded their antidiscrimination laws to include independent contractors.

Another provision in some jurisdictions concerns job security for gig workers. Some cities have passed measures

to protect gig workers from deactivation (removal from a platform) without notice or due process, according to the Poster Compliance Center report.

For example, Seattle and New York City require app-based rideshare and delivery companies to provide a valid reason before deactivating a worker. They also must provide an appeals process.

TAX OBLIGATIONS

Businesses that use gig workers must comply with federal tax requirements, i.e., sending 1099-NEC forms to workers who earn \$600 or more annually from the business.

Companies also must understand state requirements, as some are required to contribute to worker benefits, according to the Poster Compliance Center report. For example, California requires businesses to contribute to state disability insurance and unemployment insurance for gig workers, depending on their classification.

COMPLIANCE TIPS

The Poster Compliance Center report offers tips for businesses using gig workers:

- Conduct regular classification audits to ensure gig workers are properly classified under federal, state, and local laws.
- Make sure contracts are detailed and define the independent contractor relationship. Avoid language that suggests an employment relationship, such as mandatory work hours, set schedules, or company-provided equipment. Also, make sure gig workers understand their tax obligations and rights under the contract.
- Keep up with federal, state, and local laws, which are often subject to change.
- Review compensation practices, keeping in mind that some jurisdictions require that gig workers earn at least a minimum amount. Also, consider offering optional benefits such as healthcare stipends or access to third-party benefit providers.
- Develop dispute resolution processes between gig workers and the business, including mediation or arbitration options.
- Invest in compliance training so managers recognize compliance risks related to gig work.
- Leverage technology for compliance tracking. Workforce management and payroll software can track gig worker payments, contracts, and working hours, creating records to demonstrate compliance with tax, wage, and labor laws.

STATUTES

Nebraska

WAGE AND HOUR

Revises minimum wage provisions

The law changes how the required annual increase to the minimum wage is determined. Currently, the rate is increased by the determined cost of living increase. This law makes the increase the lesser of the determined cost of living increase or one and one-half percent. This sets a ceiling for the annual increase to the minimum wage at one and a half percent of the previous year's minimum wage. This law also allows youths who are fourteen and fifteen and not emancipated minors to be paid thirteen dollars and fifty cents per hour, with no annual increase in the rate. For youths who are sixteen and seventeen, are not seasonal or migrant workers, and are not emancipated minors, employers may pay them a training wage of thirteen dollars and fifty cents per hour through December 31, 2026. This rate will be increased to seventy-five percent of the current minimum wage after December 31, 2026. The employer may only pay the training wage to such an employee for the first ninety days of their employment.

Cite: 2026 NE LB258 (3 pages)

Enacted: 2/9/2026

Effective: 7/16/2026

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WORKERS' COMPENSATION

Eliminates requirement for employer safety committee

This law amends the Nebraska Workers' Compensation Act to remove the requirement that public and private employers have a safety committee.

Cite: 2026 NE LB397 (5 pages)

Enacted: 2/24/2026

Effective: 7/16/2026

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New Jersey



ANALYSIS

LEGISLATION

New NJFLA broadens employee benefits, complicates employer compliance

by Brett M. Anders, Justin B. Cutlip, David G. Islinger & James M. McDonnell, Jackson Lewis P.C.

On January 18, 2026, as one of his last acts before leaving office, New Jersey Governor Phil Murphy signed into law A3451/S2950 to greatly expand employer coverage and employee eligibility under the New Jersey Family Leave Act (NJFLA). The law potentially converts receipt of temporary disability insurance (TDI) benefits and family leave insurance (FLI) benefits into job-protected leave. It will go into effect on or about July 17, 2026.

Murphy stated in a press release that these changes will provide over 400,000 additional New Jersey employees the opportunity to take job-protected leave and receive TDI or FLI benefits. What is the law's impact on businesses and the employees who will be required to cover the work while other employees are on leave?

CURRENT NJFLA

The NJFLA provides eligible employees up to 12 weeks of unpaid, job-protected leave in a 24-month period to:

- Care for a family member with a serious health condition or who has been isolated or quarantined because of suspected exposure to a communicable disease during a state of emergency;
- Bond with a child within one year of the child's birth or placement for adoption or foster care; or
- Provide required care or treatment for a child during a state of emergency if their school or place of care is closed because of an epidemic of a communicable disease or other public health emergency.

An employee is eligible to take NJFLA leave if:

- The employee works for an employer that employs at least 30 employees (regardless of whether all employees work in New Jersey); and
- The employee is employed for at least 12 months and has worked at least 1,000 base hours during the preceding 12-month period.

EXPANSION OF NJFLA COVERAGE, ELIGIBILITY

Effective on or about July 17, 2026, the law expands coverage to smaller employers with fewer employees. The law also lowers the number of months an employee must be employed and base hours worked to be eligible for NJFLA leave.

First, the amended law expands the definition of "employer" to include any corporation or individual who "employs 15 or more employees for each working day during each of 20 or more calendar workweeks in the then-current or immediately preceding calendar year." (The full definition of an employer is in the statute and includes more than individuals and corporations.)

Second, to be eligible for NJFLA leave, employees need only be employed for at least three months and have

worked not less than 250 base hours during the preceding 12-month period.

AMENDMENTS TO TDI, FLI

The new law also significantly amends the TDI and FLI laws. Historically, TDI and FLI laws have provided partial wage replacement benefits when an employee is absent for work for certain qualifying reasons, not job-protected leave.

Previously, an employee may not have been eligible for NJFLA leave but might have been eligible for FLI benefits, leaving the employee without job-protected leave. The new law arguably provides employees who receive TDI or FLI benefits with job-protected leave.

Under FLI, all private-sector employers are covered, and employees need only work 20 weeks and meet certain earning requirements to be eligible for FLI benefits. In 2026, an employee must work 20 weeks and earn at least \$310 weekly—or a combined total of \$15,500 in a base year—to be eligible for FLI benefits. By lowering the number of employees to be a “covered employer” and reducing eligibility requirements for NJFLA leave, employees who are eligible for FLI benefits are more likely to be eligible for NJFLA leave, thus providing job-protected leave under the NJFLA while the employee receives FLI benefits.

The amendments to the TDI and FLI laws provide that an employee who receives TDI or FLI benefits will be “entitled to be restored by the employer to the position held by the employee when the leave commenced or to an equivalent position of like seniority, status, employment benefits, pay, and other terms and conditions of employment.” This language may convert receipt of TDI and FLI benefits into a form of job-protected leave. Because the failure to reinstate an employee to the same or equivalent position after their TDI or FLI benefits end is prohibited, the employee may essentially receive job-protected leave. However, significant open questions remain about whether this law creates any new leave rights or simply layers additional job protection on existing leave rights when an employee receives TDI or FLI benefits.

If an employer fails to reinstate an employee, the employee may institute a civil action in court seeking:

- Civil fine;
- An injunction;
- Reinstatement;
- Compensation; and
- Payment of reasonable costs and attorneys’ fees.

The law also clarifies that employees have the option of using New Jersey Earned Sick Leave or receiving TDI or FLI benefits and control over the order of such use. Employees cannot receive more than one kind of paid

leave simultaneously during any period. This could be interpreted to mean employees are no longer able to supplement TDI or FLI benefits with sick, vacation, or other paid time off to receive 100% of their pay.

EMPLOYER IMPACT, CONSIDERATIONS

The law may have been well-intended, but there are serious implications for employers’ and employees’ consideration. You will need to update your handbooks, policies, and procedures. Here are some additional employer considerations from a business perspective and a legal perspective:

Are you a covered employer under the NJFLA? All employers with at least 15 employees—regardless of whether they are employed in New Jersey—will be covered employers. Thus, a small out-of-state business with 15 employees, one of whom is a remote employee in New Jersey, would be covered, and the employee would be eligible for leave under the NJFLA and, possibly, TDI and FLI benefits.

Are your employees eligible for NJFLA leave? An employee could be eligible for leave under the NJFLA before they are eligible for FLI benefits (an employee must work 20 weeks plus satisfy minimum earning requirements) because of the lower employee eligibility requirements.

Does receipt of TDI and FLI benefits provide job-protected leave? Employees are eligible for up to 26 weeks of TDI benefits and 12 weeks of FLI. If the amended TDI and FLI laws require employers to provide employees who receive benefits with job-protected leave, employees could be eligible for up to 38 weeks of job-protected leave in a 12-month period. The NJFLA provides employees up to 12 weeks of family leave in a 24-month period. By contrast, employees could be eligible for FLI benefits every 12 months. Thus, an employee could exhaust their NJFLA leave but still be eligible for FLI benefits the following year, which could provide additional job-protected leave despite exhausting their NJFLA leave entitlement.

Will the Consolidated Omnibus Budget Reconciliation Act (COBRA) be triggered by the employee’s leave? If an employee isn’t eligible for leave under the federal Family and Medical Leave Act (FMLA) or has exhausted their FMLA leave entitlement, you should consider reviewing your group health coverage plans to determine whether the leave triggers COBRA based on their reduction in hours. If TDI and FLI provide job-protected leave, employees could be on non-FMLA leave for an extended period. Although the FMLA generally treats employees as if they are actively working during the FMLA leave to avoid triggering COBRA, the case could be different when an employee isn’t working but collecting TDI or FLI benefits.

How will you continue to operate during extended leaves? If TDI and FLI provide job-protected leave, employees could be out of work for up to 38 weeks every 12 months—almost 75% of the year. Given the TDI and FLI laws apply to all employers, every single employer will need contingency plans for the continuation of operations during extended absences. The burden will likely fall on coworkers, especially for small employers. You may need to hire more employees, or coworkers may need to pick up additional responsibilities and work longer hours, which may result in overtime, additional stress, poor morale, and operating inefficiencies.

Jackson Lewis attorneys can assist with any aspect of compliance and answer questions regarding the law's provisions or applicability. For assistance, please contact your Jackson Lewis attorney.

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Excerpted from New Jersey Employment Law Letter

Dina M. Mastellone and John C. Petrella, Editors

Jackson Lewis P.C.

New York

DRUGS

Relating to opioid antagonists in the workplace

This law removes the requirement that opioid antagonists be in work place first aid supplies and requires instead that employers have opioid antagonists available to provide first aid or emergency treatment at the workplace. The law clarifies that public employers are exempt from these provisions. The law provides that administering an opioid antagonist is considered first aid or emergency treatment for purposes of the public health law.

Cite: 2026 NY AB9453, NY Pub. Ch. 17 (2 pages)

Enacted: 2/13/2026

Effective: 2/13/2026

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EMPLOYEE BENEFITS

Extends paid family leave

This law extends paid family leave benefits to certain construction employees who will be eligible for family

leave benefits if they were employed for at least twenty-six of the last thirty-nine weeks by any covered employer which is signatory to a collective bargaining agreement.

Cite: 2026 NY SB8795, NY Pub. Ch. 72 (4 pages)

Enacted: 2/13/2026

Effective: 1/1/2027

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HIRING

Amends Trapped at Work Act

This law amends the Trapped at Work Act, which generally prohibits the use of certain “employment promissory notes”—defined as agreements that require employees to pay the employer “a sum of money” if the employee “leaves such employment before the passage of a stated period of time”—as a condition of employment or prospective employment. This law now amends and delays the effective date of the Trapped at Work provisions until December 19, 2026. This law also revises definitions for covered persons, create additional exceptions, and provide guidance on how the law will be enforced. It clarifies the distinction between “training” expenses and “education” expenses. It also eliminates independent contractors from coverage, and prohibits reimbursement agreements in circumstances when employees have been discharged for reasons other than “misconduct” or when job duties were “misrepresented.”

Cite: 2026 NY AB9452, NY Pub. Ch. 16 (3 pages)

Enacted: 2/13/2026

Effective: 2/13/2026

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PUBLIC EMPLOYERS: EMPLOYMENT DECISION-MAKING

Use of automated employment-decision making tools and AI systems

This law provides for the use of automated employment decision-making tools and artificial intelligence systems by a county, city, town, village, school district, board of cooperative educational services, county vocational education and extension board, district corporation, the state university of New York, the city university of New York, or community colleges.

Cite: 2025 NY SB8831, NY Pub. Ch. 86 (7 pages)

Enacted: 2/13/2026

Effective: 2/13/2026

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REGULATIONS

Arizona

OCCUPATIONAL SAFETY

Hazard communication and personal protective equipment

The Industrial Commission amended rules to comply with updated federal safety and health standards for construction and general industry, with revisions to the Hazard Communication Standard and to requirements for the provision, use, and maintenance of Personal Protective Equipment, even when provided by the employee.

Cite: A.A.C. R20-5-601, 602 (32 A.A.R. 126, 01/02/2026) (4 pages)

Adopted: 8/25/2025

Effective: 12/8/2025

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California

CIVIL RIGHTS

Contractor nondiscrimination and compliance

The Civil Rights Council amended rules to clarify, make specific, and supplement existing state regulations implementing the Fair Employment and Housing Act, which prohibits harassment and discrimination, and subjects government contractors to its requirements.

Cite: 2 CCR §§ 11004, 11105, 14000, 14003, 14020, 14025, 14051, 14343 (CRNR 2026, No. 3-Z, 01/16/2026, page 51) (8 pages)

Adopted: 1/7/2026

Effective: 4/1/2026

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WORKERS' COMPENSATION

Medical treatment utilization schedule

The Division of Workers' Compensation amended rules to make evidence-based updates to the medical treatment utilization schedule.

Cite: 8 CCR §§ 9792.23.2, 9792.23.3, 9792.23.4, 9792.24.5 (CRNR 2026, No. 1-Z, 01/02/2026, page 8) (3 pages)

Adopted: 12/18/2025

Effective: 1/2/2026

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WORKERS' COMPENSATION

Utilization review standards

The Division of Workers' Compensation updated review standards addressing the reporting duties of the primary treating physician, procedures for independent medical review, investigation procedures for utilization review violations, procedures to change the primary treating physician, and added penalties for utilization review and independent medical review violations.

Cite: 8 CCR §§ 9792.71, 9792.9.7, 9792.9.8, 9767.6, 9781, 9785, 9786, 9792.6.1, 9792.7, 9792.8, 9792.9.1, 9792.9.2, 9792.9.3, 9792.9.4, 9792.9.5, 9792.9.6, 9792.10.1, 9792.10.2, 9792.10.3, 9792.10.4, 9792.10.5, 9792.10.6, 9792.10.8, 9792.11, 9792.12, 9792.13, 9792.15, 9792.27.1, 9792.27.17 (CRNR 2026, No. 2-Z, 01/09/2026, page 29) (30 pages)

Adopted: 12/30/2025

Effective: 4/1/2026

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Colorado

LICENSURE

Plumbing rules and regulations

The State Plumbing Board amended rules for licensed plumbers, with sections covering general standards, apprentices registration and recordkeeping, and applications and licensing.

Cite: 3 C.C.R. 720-1 (49 CR 2, 01/25/2026, page 62) (47 pages)

Adopted: 1/5/2026

Effective: 2/14/2026

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Florida

LICENSURE

Disciplinary guidelines for athletic trainers

The Board of Athletic Training amended rules outlining the recommended penalties for a first, second, and third offense for each category of violations, with specified fines, reprimands, suspensions, probation, and revocation of license.

Cite: Fla. Admin. Code R. 64B33-5.001 (52 faw 387, 01/27/2026) (8 pages)

Adopted: 1/23/2026

Effective: 2/12/2026

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LICENSURE**Disciplinary guidelines for the construction industry**

The Construction Industry Licensing Board updated normal penalty ranges under its guidelines for disciplinary cases, absent aggravating or mitigating circumstances and subject to other provisions of this chapter.

Cite: Fla. Admin. Code R. 61G4-17.001
(52 faw 37, 01/06/2026) (9 pages)

Adopted: 12/29/2025

Effective: 1/18/2026

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Illinois**LICENSURE****Pre-licensing and continuing education**

The Department of Insurance amended rules for pre-licensing and continuing education, including new definitions, rules for the National Association of Insurance Commissioners (NAIC) Continuing Education Reciprocity Agreement, limitations against exchanging pre-licensing courses for continuing education courses, rules for self-study, and allowing instructors to receive credit for the courses they teach.

Cite: 50 Ill. Adm. Code 3119 (50 Ill. Reg. 753, 01/16/2025)
(25 pages)

Adopted: 12/30/2025

Effective: 12/30/2025

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OCCUPATIONAL SAFETY: OCCUPATIONAL HEALTH**Electronic submissions**

The Department of Labor amended rules to better provide for electronic submissions of Occupational Safety and Health Administration forms, require annual submissions of certain forms, and update a website reference for information about respiratory protection.

Cite: 56 Ill. Adm. Code 350 (50 Ill. Reg. 316, 01/09/2026)
(12 pages)

Adopted: 12/29/2025

Effective: 12/29/2025

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Iowa**LICENSURE****Firefighter training and certification**

The Public Safety Department rescinded and readopted a new chapter of regulations governing firefighter training and certification, with minimum training standards, continuing training, recordkeeping, certification standards, fees, certification denials, and revocations.

Cite: 661 IAC 251 (IAB Vol. XLVIII, No. 15, 01/07/2026, page 6423) (6 pages)

Adopted: 12/3/2025

Effective: 2/11/2026

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Kentucky**EMPLOYEE LEASING****Professional employer organization contribution and reporting requirements**

The Department for Employment Services adopted emergency rules for professional employer organization contribution and reporting requirements, amending rules for definitions, election requirements for the payment of unemployment insurance, recordkeeping requirements, and effects of successorship.

Cite: 787 KAR 001:370E (52 Ky.R. 1105, 01/01/2026)
(3 pages)

Adopted: 12/15/2025

Effective: 12/15/2025

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Maine**LICENSURE****Professional land surveyor qualifications**

The Board of Licensure for Professional Land Surveyors amended rules concerning qualifications for licensure, repealed rules for licensure by comity and added rules for licensure by endorsement instead, and repealed and replaced rules for standards of practice.

Cite: 02 360 CMR Ch. 50, 60, 80, 90 (Weekly Notices of State Rulemaking, 01/14/2026, page 2) (11 pages)

Adopted: 1/18/2026

Effective: 1/18/2026

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Maryland

HEALTHCARE PROFESSIONALS

Telehealth

The Board of Physicians adopted amendments to regulations on telehealth, clarifying the conditions under which a telehealth practitioner may prescribe opiates.

Cite: COMAR 10.32.05 (53:1 Md. R. 21, 01/09/2026) (1 page)

Adopted: 12/16/2025

Effective: 1/19/2026

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New Mexico

LICENSURE

Licensure and continuing professional education requirements

The Board of Public Accountancy amended licensure and continuing professional education (CPE) requirements, removing an exemption from a 150 semester hour requirement, eliminating mandatory participation in a swearing in ceremony, and updating requirements for reciprocity and CPE.

Cite: 16.60.3 NMAC (37 n m r 34, 01/13/2026) (9 pages)

Adopted: 1/13/2026

Effective: 1/13/2026

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New York

LABOR

State employment relations act

The Public Employment Relations Board amended rules to enact decertification procedures and to update procedures applicable to the Board's private sector jurisdiction.

Cite: 12 NYCRR 251, 252, 253, 263 (N.Y. State Register, Vol. XLVIII, Issue 4, 1/28/2026, page 35) (4 pages)

Adopted: 1/12/2026

Effective: 1/28/2026

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Ohio

WORKERS' COMPENSATION

Payment of hospital inpatient services

The Bureau of Workers' Compensation amended rules for the payment of hospital inpatient services, updating

references and payment adjustment factors, formulas, and rates.

Cite: Ohio Admin. Code 4123:6-37.1 (Register of Ohio, January 2026) (6 pages)

Adopted: 1/20/2026

Effective: 2/1/2026

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Oregon

BENEFITS

Permissible uses of sick time

The Bureau of Labor and Industries amended rules to update permissible uses of sick time consistent with statutory requirements.

Cite: OAR 839-007-0020 (Oregon Bulletin, January 2026) (2 pages)

Adopted: 12/15/2025

Effective: 1/1/2026

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Texas

WORKERS' COMPENSATION

Prospective and concurrent review of health care

The Division of Workers' Compensation amended rules concerning preauthorization, concurrent utilization review, and voluntary certification of health care, pursuant to legislative changes that require expedited medical benefits and accelerated medical dispute resolution for claims for medical benefits by a death investigation professional who sustains a serious bodily injury in the course and scope of employment.

Cite: 28 TAC §134.600 (51 TexReg 411, 01/23/2026) (10 pages)

Adopted: 1/9/2026

Effective: 1/29/2026

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Washington

EMPLOYEE PROTECTION

Protection of isolated employees

The Department of Labor and Industries adopted new rules to implement legislation related to isolated employee protections, providing additional protections and enforcement of the requirements by the Department.

Cite: WAC 296-137-010, 020, 030, 040, 050, 060, 070, 080, 090, 100, 110, 120, 130 (WSR 26-01-099) (6 pages)

Adopted: 12/16/2025

Effective: 1/16/2026

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EMPLOYMENT SECURITY

Employment grants and rules for leave

The Employment Security Department amended rules pursuant to legislative changes regarding family and medical leave employment restoration, small business grants related to pandemic leave assistance, and continuation of health benefits to an employee who is on paid family or medical leave.

Cite: WAC 192-500-010, WAC 192-500-185, WAC 192-510-040, WAC 192-510-050, WAC 192-560-010, WAC 192-560-020, WAC 192-620-005, WAC 192-700-008, WAC 192-700-015, WAC 192-700-020, WAC 192-700-025, WAC 192-700-030, WAC 192-800-100 (WSR 26-01-027) (8 pages)

Adopted: 12/5/2026

Effective: 1/1/2026

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