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July 2026 | Vol. 21, Issue No. 7

Employers State Law Alert

Summarizing Significant New Employment Laws & Regs in All 50 States

Analysis

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'Ghost job' ads are latest target of lawmakers in some states

by Tammy Binford

Frustrated jobseekers have long complained about "ghost jobs"–roles that employers advertise but that they don't intend to fill. And those frustrations are striking a chord with lawmakers in a handful of states.

Some see the focus on ghost jobs as a continuation of a trend toward regulating how employers post jobs. In recent years, pay transparency obligations have gained a foothold in state laws, and the use of artificial intelligence (AI) in hiring is also a target in some states. Now, lawmakers are eyeing ways to crack down on advertisements for nonexistent jobs.

WHAT STATES ARE DOING

In April, **New York** lawmakers passed Senate Bill 8877, which would require employers as well as third-party job sites to include in their job postings a time frame for filling a position. The bill would apply to employers with at least 100 employees.

If signed by the governor and enacted, job ads would need to say if the role is intended to be filled in more than 90 days. If the employer doesn't intend to fill the job within 90 days, the ad must say it isn't for a current vacancy and is intended to be filled "no sooner than" a specified date.

Other states have considered bills that would take aim at ghost job postings.

Lawmakers in **Pennsylvania** have introduced House Bill 2321, which would designate job posting requirements, including an estimated time frame for filling the position. That bill also would require including salary ranges and how AI may be used in hiring. The bill was introduced in March and referred to committee but wasn't voted on during the legislative session.

In **New Jersey,** Senate Bill 2136 was referred to the Senate Budget and Appropriations Committee in May. If it eventually advances and is enacted, it would require employers to include in job postings whether the ad is for an existing position.

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In January, **Kentucky** lawmakers introduced a bill aimed at prohibiting ghost job ads, and it was referred to committee but didn't advance during the legislative session.

California lawmakers addressed the issue in a bill introduced in 2025 that didn't advance to a vote.

WHY POST GHOST JOBS?

Critics of the practice of advertising for ghost positions cite jobseeker frustration as a key reason legislation is needed. But the arguments against such ads go beyond wasting jobseekers' time.

Other problems associated with ghost job ads focus on dishonesty and deception. Sometimes employers want to advertise positions to collect data on applicants. Such ads also can give overworked current employees false hope that they'll soon see relief. In addition, employers may use such ads to create the impression that they are growing and more profitable than they are.

Concern over the integrity of employment data is another issue. An April 2025 report from the Congressional Research Service (CRS) says there are no official statistics on the practice of posting ghost jobs. It notes that official statistics on job openings are measured by the Bureau of Labor Statistics in the monthly Job Openings and Labor Turnover Survey (JOLTS).

The CRS report says the survey includes thousands of employers and asks them about job openings, newly hired employees, and job separations. The survey counts only job openings for which:

- A specific position exists and there is work available for that position;
- The job could start within 30 days; and
- The employer is actively recruiting outside workers.

So–if employers answer the confidential JOLTS questionnaires honestly–the job openings measured in JOLTS are unlikely to be ghost jobs, the CRS says.

COMMON PRACTICE

Regardless of how ghost job posts affect applicants and employment data, there are signs that the practice is common. In May 2024, Resume Builder surveyed 1,641 hiring managers and found that 40% of the companies had posted a fake job sometime over the year and 30% had active fake listings at the time of the survey.

According to the hiring managers surveyed, the idea to post a ghost job primarily came from human resources (37%), senior management (29%), executives (25%), investors (5%), or consultants (4%).

Was there a payoff to posting nonexistent jobs? Many of those responding to the Resume Builder survey said yes. Sixty-eight percent reported a positive impact on revenue, 65% reported a positive impact on employee morale, and 77% cited a positive impact on productivity.

A 2024 survey from MyPerfectResume also found the practice of posting ghost jobs common, with 81% of the 753 U.S. recruiters surveyed saying their companies had posted jobs that were either fake or already filled. The survey found that 36% of respondents said about a quarter of the positions they posted were ghost jobs, and 21.5% said about half of their job posts were actually ghost jobs.

Just 5% of the respondents said none of their job posts were ghost jobs, and 2.5% said almost all the roles they posted were ghost jobs.

Why are employers posting ghost positions? The MyPerfectResume survey found that 38% of the employers wanted to maintain a presence on job boards even when they weren't hiring. Another 36% were trying to assess the effectiveness of their job descriptions, 26% were trying to build a talent pool for the future, and 26% were trying to gain insights into the job market and their competitors.

Other reasons respondents to the MyPerfectResume survey cited: to assess how difficult it would be to replace certain employees; to make the company look viable during a hiring freeze; to improve the reputation of the company; to improve the company's online visibility; and to collect resumes en masse.

FEDERAL OUTLOOK

Federal law doesn't specifically address the issue, although some members of Congress have broached the idea of legislation. But job advertisements that are deemed to be deceptive may violate federal consumer protection law, according to a report from the CRS. Section 5 of the Federal Trade Commission Act prohibits "unfair or deceptive acts or practices in or affecting commerce."

Also, the Federal Trade Commission's Impersonation Rule may apply to scams where a job posting misrepresents the poster's identity or affiliation.

STATUTES

California

HEALTHCARE

Application requirements for new home health agency licenses

Initial applications to the State Department of Public Health shall include resumes, lists of all licensed facilities the person is currently serving as an administrator or director, any change in designations of the person's job

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within 10 days of the change, and an HS 215A form or its successor form for each administrator, administrator designee, director of patient care services, and the director of patient care services designee. The Department may then verify the person's professional licensure status and details, as well as any alleged unmet need for a home health agency in the geographic area.

Cite: Cal. Health & Safety Code §§ 1728.1; 2026 Cal. Legis Serv. Ch. 27 (S.B. 164), (172 pages)

Enacted: 6/29/2026

Effective: 6/29/2026

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HEALTHCARE

Exception to the moratorium on new home health agency licenses

The State Department of Public Health may grant a new license to operate a home health agency or add a branch office only upon making a written finding that the application has demonstrated an unmet need for the home health services in the area proposed, given the concentration of other existing home health services in that particular area.

Cite: Cal. Health & Safety Code §§ 1728.95; 2026 Cal. Legis Serv. Ch. 27 (S.B. 164), (172 pages)

Enacted: 6/29/2026

Effective: 6/29/2026

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HEALTHCARE

Gender-affirming care added to the California Reproductive Health Equity Fund

The statute establishing the California Reproductive Health Equity Fund was amended to include "gender-affirming care" to the list of services upholding the primary purposes of the California Reproductive and TGI Health Equity Program. The statute was further amended to include the requirement that the Department shall distribute the fund to further its primary purpose of providing grant funding to safety net providers of abortion, contraception, and gender-affirming care services.

Cite: Cal. Health & Safety Code, §§ 127631(b); 2026 Cal. Legis Serv. Ch. 27, §42 (S.B. 164), (172 pages)

Enacted: 6/29/2026

Effective: 6/29/2026

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HEALTHCARE

Reproductive Health Equity Fund grants exempt from public disclosure

The statute establishing the Reproductive and TGI Health Equity Program was amended to allow the Department to carry out the program through grants and contracts on either a bid or negotiated basis and that the contracts, grants, and related information "shall not be made public and are exempt from disclosure under the California Public Records Act."

Cite: Cal. Health & Safety Code, §§ 127632; 2026 Cal. Legis Serv. Ch. 27, §42 (S.B. 164), (172 pages)

Enacted: 6/29/2026

Effective: 6/29/2026

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LICENSURE

Moratorium on new home health agency licenses

The State Department of Public Health issued a moratorium on new licenses to operate home health agencies or add branch offices to existing licenses.

Cite: Cal. Health & Safety Code §§1728.9; 2026 Cal. Legis Serv. Ch. 27 (S.B. 164)(172 pages)

Enacted: 6/29/2026

Effective: 6/29/2026

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Colorado

EMPLOYEE

Restroom access for employees

A new statute was enacted to prohibit employers from denying meat worker employees the use of a restroom during compensable time. The statute applies to employers with 500 or more employees in the state.

Cite: C.R.S.A. §8-6-101.7; Laws 2026, Ch. 339 (S.B. 26-160), §3

Enacted: 6/3/2026

Effective: 6/3/2026

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EMPLOYEE SAFETY

Personal protective equipment defined

A definition for "personal protective equipment" to include equipment, clothing, respiratory devices, protective shields, and barriers provided by an employer to protect its employees against recognized health and safety hazards was added to the statute.

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Cite: C.R.S.A. 8-4-101; Laws 2026, Ch. 339 (S.B. 26-160), §1
Enacted: 6/3/2026
Effective: 6/3/2026
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Connecticut

ANALYSIS

LEGISLATION

2026 Connecticut legislation: What employers need to know

by Christina Clouser, Jonathan Sterling, and Brendan Gooley, Carlton Fields

In May 2026, Connecticut legislation was enacted that encompasses a wide range of employment topics and expands upon existing protections. This includes H.B. 5003, An Act Concerning Workforce Development and Working Conditions in the State. The Act covers a variety of protections for workers, including the disclosure of benefits in job advertisements and a restriction on promissory notes as a condition of employment. Additionally, S.B. 5, An Act Concerning Online Safety, touches upon the use of artificial intelligence (AI) and other types of software that are utilized in the employment context. The Act will prevent employers from claiming that their use of AI in employment practices insulates them from discriminatory hiring claims.

PAY AND BENEFITS DISCLOSURE

While employers are currently required to disclose the wage or wage range within a job advertisement, effective October 1, 2026, employers will also be required to disclose the general description of the benefits offered with the position being advertised. Even if an applicant finds out about a job application in a manner other than an internal or public job posting, the applicant must be provided with the wage range for the position and the general description of benefits that are offered with the position.

PROMISSORY NOTE RESTRICTIONS

Also effective October 1, 2026, employers will no longer be able to require employees to execute promissory notes as a condition of employment, regardless of the size of the employer. This means that agreements that require employees to repay money if they leave their employment before a specified period will be considered void. This includes agreements that are framed as training reimbursement or other similar repayment obligations. However, if a promissory note is part of an employment agreement, the invalidity of the note will not affect any other provisions of the employment agreement.

OVERTIME PAY CODE NOTICE REQUIREMENT

Effective October 1, 2026, employers must also create a guide for pay codes. Guides will need to include pay codes for overtime and the employer's most commonly used pay differentials (such as shift differentials, on-call pay, hazard pay, call-back pay, holiday or weekend pay, and geographic pay differentials). Employers will need to post the guide on their website in English, Spanish, and any other languages relevant to their workers. The employer's web page must also include the contact information of the office or individual who handles disputes regarding hours and pay differentials. Employers will be required to update their guide each time a new pay code is created. Employees must also be provided with the guide upon the time they are hired, and they should be given the link to the web address with the guide and pertinent information.

REQUIREMENT FOR WRITTEN NOTICE OF ACCOMMODATION RIGHTS

As of October 1, 2026, employers will be required to provide written notice of an employee's right to reasonable accommodations in the workplace for any disability pursuant to the Americans with Disabilities Act (ADA). The written notice must be given to new employees at the beginning of their employment. Existing employees must receive the notice within 120 days of October 1, 2026, and any employee who notifies the employer of their disability must receive the notice within 10 days of making such notification.

NEW BREASTFEEDING ACCOMMODATION REQUIREMENT

While employers must already make reasonable efforts to provide a location for an employee to express breast milk in private, effective October 1, 2026, employers will also be required to provide reasonable break times for an employee to express breast milk for their nursing child. This means that employers will need to provide extra break times for breast feeding in addition to the employee's scheduled lunch and other breaks.

ARTIFICIAL INTELLIGENCE USED FOR EMPLOYMENT PURPOSES

As of October 1, 2027, the use of an automated employment-related decision technology will not be considered a defense against a complaint that alleges discriminatory practice. While Connecticut's S.B. 5 has a focus on AI, the definition of "automated employment-related decision technology" goes beyond merely AI and includes any software that screens for certain words and categorizes applicants.

Beginning on October 1, 2027, employers who use such automated technology will be required to disclose to

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employees and applicants that interact with the technology that they are doing so. Employees and applicants must be provided with a written notice that includes disclosure that the employer used such technology, an explanation of the purpose of the technology, the trade name of the technology, the categories of personal data that the technology will analyze and how that data will be analyzed, identification of the sources of that personal data, and the contact information of the employer.

KEY TAKEAWAYS FOR EMPLOYERS

With effective dates approaching in 2026 and 2027, employers should be mindful of these changes. Recruiting practices should be updated to comply with the new transparency requirements, and if "automated employment-related decision technology" is used in hiring practices, candidates should receive notice. Employee promissory notes will no longer be enforceable. Employers should be proactive in creating the newly required written notices and guides, such as accommodation disclosures and pay code materials.

Excerpted from Connecticut Employment Law Letter

James M. Sconzo, Jonathan Sterling, and Brendan Gooley, Editors

Carlton Fields

Delaware

LICENSURE

Renewal of pharmacy license

A license to operate a pharmacy must be renewed biennially and the Board shall determine the period within which a permit holder may renew. A pharmacy license terminates automatically upon a change in ownership, termination of the pharmacy, or the discontinuance of the business practice.

Cite: 24 Del.C. §2529; 85 Laws 2025, ch. 49, §1

Enacted: 6/30/2026

Effective: 6/30/2026

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LICENSURE

Temporary suspension of pharmacy license

Delaware amended the statute governing the suspension of pharmacy licenses pending hearings. The Board may temporarily suspend a license, pending a hearing, upon a written order after a complaint presents a "clear and immediate" danger of specific activity of the licensee. The amendments include provisions regarding a written response to the proposed suspension, that any temporary suspension may remain in effect for no longer than 60 days from the date of issuance, instead of 30 days, and that an expedited hearing may be requested.

Cite: 24 Del.C. §2519; 85 Laws 2025, ch. 49, § 1

Enacted: 6/30/2026

Effective: 6/30/2026

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New Jersey

LABOR

Definitions included in the Employer-Employee Relations Act

The definitions section of the New Jersey Employer-Employee Relations Act was amended to include definitions for "cannabis employee," "cannabis employer," "electronic voting system," "labor dispute," "Labor organization," and "person."

Cite: N.J. Stat. Ann. §34:13A-3

Enacted: 5/12/2026

Effective: 5/12/2026

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New York

ANALYSIS

LEGISLATION

New York State now significantly limits use of consumer credit history for employment decisions

by Charles H. Kaplan, C.H. Kaplan Law PLLC

Effective April 18, 2026, an amendment to New York State's (NYS) Fair Credit Reporting Act (FCRA) has severely limited the ability of employers in New York to use the consumer credit history of job applicants and employees in employment decisions. The provisions of the amendment mirror many of the requirements of New York City's Stop Credit Discrimination in Employment Act (SCDEA), which amended the NYC Human Rights Law (NYCHRL) in 2015. The new NYS FCRA amendment does not, however, preempt the SCDEA provisions in the NYCHRL. Accordingly, employers in New York City will now need to comply with the City's requirements as well as the new NYS FCRA provisions.

WHAT THE AMENDMENT DOES

The new amendment to the FCRA makes it unlawful, throughout New York State, for an employer, labor organization, or employment agency to request or to use, for employment purposes, the consumer credit history of an applicant for employment or employee, or otherwise discriminate against an applicant or employee with regard to hiring, compensation, or the terms, conditions,

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or privileges of employment based on the consumer credit history of the applicant or employee. The amendment broadly defines consumer credit history as including an individual's credit worthiness, credit standing, credit capacity, or payment history, as indicated by:

- A consumer credit report;
- A credit score; or
- Information an employer obtains directly from the individual regarding (1) details about credit accounts, including the individual's number of credit accounts, late or missed payments, charged-off debt items in collections, credit limit, or prior credit report inquiries; or (2) bankruptcies, judgments, or liens.

However, the new amendment to the FCRA expressly excludes from its coverage:

- An employer, or agent thereof, that is required by state or federal law or by a self-regulatory organization in the securities industry to use an individual's consumer credit history for employment purposes;
- Persons applying for positions as or employed as police officers or in law enforcement;
- Persons in a position that involves a high degree of public trust that is subject to background investigation by a state agency;
- Persons in a position in which an employee is required to be bonded under state or federal law;
- Persons in a position in which an employee is required to possess a security clearance under federal law or the law of any state;
- Persons in a nonclerical position having regular access to trade secrets, intelligence information, or national security information;
- Persons in a position: (1) having signatory authority over third-party funds or assets valued at $10,000 or more; or (2) that 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
- Persons in a position with 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.

With these limited exceptions, employers in New York can no longer use an employee's credit history. However, the amendment doesn't preclude an employer from requesting or receiving consumer credit history information pursuant to a lawful subpoena, court order, or law enforcement investigation. This investigation exception, however, doesn't extend to an employer's own internal investigation of employee misconduct that hasn't yet involved the courts or law enforcement.

New York State's FCRA provides employees and applicants a private right of action in court to recover actual damages and attorneys' fees for violations. In addition, they can obtain punitive damages if they establish that the employer's violation was knowing or willful.

TAKEAWAY

This new amendment is part of a broader national trend of states restricting the ability of an employer to use an employee's credit history. Employers throughout New York State now need to make sure that any use by them of employee credit history data meets the requirements of New York's expanded FCRA.

Excerpted from New York Employment Law Letter

Charles H. Kaplan, Editor

C.H. Kaplan Law PLLC

Vermont

HEALTHCARE

Qualifications of pharmacy technicians

The statute was amended to remove references to "COVID 19" tests and replace it with "authorized" tests by pharmacy technicians. Technicians performing "authorized tests" shall do so only when a licensed pharmacist is present and it is in accordance with a state protocol or under a standing order of the Commissioner of Health.

Cite: 26 V.S.A. §2042a; 2025 Adj. Sess., No. 119, Sect 14c

Enacted: 6/8/2026

Effective: 6/8/2026

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REGULATIONS

Alabama

LICENSURE

Electronic security reciprocity

The Electronic Security Board of Licensure amended rules to specify that all individuals applying for licensure under reciprocity must submit to a state and federal background check through the Electronic Security Board before their license can be issued, with discretion of the Executive Director to license applicants from Louisiana, Mississippi, and Tennessee prior to a criminal history report being received by the administrative staff.

Cite: Ala. Admin. Code r. 304-X-1-.01, -.12 (Volume XLIV, Issue No. 8 AAM, 05/29/2026, page 49) (2 pages)

Adopted: 5/20/2026

Effective: 7/15/2026

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LICENSURE: HEALTHCARE PROFESSIONALS

Registered nurse practitioner and nurse midwife

The Board of Nursing amended rules for qualifications, applications, and authorization to practice as a certified registered nurse practitioner and certified nurse midwife.

Cite: Ala. Admin. Code r. 610-X-9, -14 (Volume XLIV, No. 8, AAM, 05/29/2026, page 49) (8 pages)

Adopted: 5/8/2026

Effective: 7/15/2026

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California

LABOR

Orders regulating industries and occupations

The Department of Industrial Relations amends and republishes orders regulating wages, hours, and working conditions in the manufacturing, personal service, and other industries.

Cite: 8 CCR §§ 11010, 11020, 11030, 11060 (CRNR 2026, No. 22-Z, 05/29/26, page 743) (47 pages)

Adopted: 5/18/2026

Effective: 5/18/2026

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WORKERS' COMPENSATION

Medical fee schedule

The Division of Workers' Compensation updated the Workers' Compensation Official Medical Fee Schedule (OMFS): Hospital Outpatient Departments and Ambulatory Surgical Centers Fee Schedule.

Cite: 8 CCR § 9789.39 (CRNR 2026, No. 18-Z, 05/01/2026, page 649) (52 pages)

Adopted: 04/15/26

Effective: 03/01/26

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WORKERS' COMPENSATION

Medical treatment utilization schedule

The Division of Workers' Compensation adopted evidence-based updates to the medical treatment utilization schedule pursuant to Labor Code section 5307.27, regarding general approaches, eye disorders, and chronic pain guidelines.

Cite: 8 CCR §§ 9792.22; 9792.23.9; 9792.24.2 (CRNR 2026, No. 22-Z, 05/29/26, page 743) (4 pages)

Adopted: 5/18/2026

Effective: 6/1/2026

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Colorado

WORKERS' COMPENSATION

Procedural rules for hearings

The Office of Administrative Courts amended rules to update and clarify procedures consistent with operational practices and make certain procedures explicit in the rules, and conform the rules to changes to the Workers' Compensation Act, with changes including an expanded definition of "hearing," formatting requirements, requirements for certificates of service, rules for orders to show cause, updates to include auxiliary services, and other hearing-related rules.

Cite: 1 C.C.R. 104-3 (49 CR 9, 05/10/2026) (25 pages)

Adopted: 4/10/2026

Effective: 7/1/2026

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Florida

LICENSURE

National certification

The Board of Medicine amended rules regarding national certification for the licensure of dietitians/nutritionists, to add national certifications that are recognized by the Board under the MOBILE endorsement licensure pathway.

Cite: Fla. Admin. Code R. 64B8-42.0011 (52 faw 2360, 05/27/2026) (1 page)

Adopted: 5/22/2026

Effective: 6/11/2026

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Illinois

LABOR

Day and temporary labor services

The Department of Labor amended and adopted new rules under the Day and Temporary Labor Services Act, adding definitions for new terms, outlining the process for an interested party to pursue a civil action to enforce the Act, codifying statutory penalties, and outlining other provisions required in the Act.

Cite: 56 Ill. Adm. Code 260 (50 Ill. Reg. 7177, 05/15/2026) (34 pages)

Adopted: 4/28/2026

Effective: 4/28/2026

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Indiana

LICENSURE

Counseling compact fee

The Behavioral Health and Human Services Licensing Board amended rules to add a counseling compact fee to applicants for licensure to practice in social work, counseling, and related professions who join the counseling compact.

Cite: 839 I.A.C. 1-2-5 (Indiana Register, LSA Document #25-820, 05/13/2026) (3 pages)

Adopted: 4/16/2026

Effective: 5/13/2026

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Michigan

OCCUPATIONAL SAFETY

Recording and reporting

The Department of Labor and Economic Opportunity amended rules for recording and reporting of occupational injuries and illnesses, providing appendices for partially exempt industries and designated industries.

Cite: AC, R 408.22160, R 408.22161, R 408.22162 (2026 MR 7, 05/01/2026, page 2) (11 pages)

Adopted: 3/23/2026

Effective: 3/30/2026

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Mississippi

LICENSURE

Professional responsibilities and continuing education

The State Board of Architecture amended rules to require use of a disclaimer if drawings, specifications, reports or other professional work which were not prepared by or under the responsible control of the architect are shown on unsealed documents containing the architect's title block and to state that architects shall not delegate critical decision-making responsibilities to automated systems, technological tools, or artificial intelligence; add a penalty for failure to comply with continuing education requirements to the list of disciplinary penalties; and delete language regarding a penalty for late continuing education hours, which is being moved to a different rule.

Cite: Code Miss. R. 30-201-4.5.2 (Miss. Admin. Bulletin, 05/07/2026) (5 pages)

Adopted: 05/07/26

Effective: 06/08/26

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Missouri

LICENSURE: HEALTHCARE PROFESSIONALS

Licensing of physicians and surgeons

The State Board of Registration for the Healing Arts amended rules regarding continuing medical education including a mandatory nutrition-specific continuing medical education requirement for physicians.

Cite: 20 CSR 2150-2.125 (51 MoReg 569, 05/01/2026) (2 pages)

Adopted: 5/31/2026

Effective: 6/30/2026

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New Mexico

BACKGROUND CHECKS

Employee abuse registry

The Health Care Authority amended rules applying to a broad range of New Mexico providers of health care and services and employees of these providers who are not licensed health care professionals or certified nurse aides, requiring that providers check with the registry and avoid employing an individual on the registry, and providing for the investigation and determination of complaints alleging abuse, neglect or exploitation of recipients of care or services by employees.

Cite: 8.370.8 NMAC (37 n m reg 10, 05/19/2026, page 597) (13 pages)

Adopted: 5/19/2026

Effective: 5/19/2026

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Oregon

WAGES

Prevailing wage rate determination

The Bureau of Labor and Industries amended rules to update the prevailing wage rate determination for the period beginning April 5, 2026.

Cite: OAR 839-025-0700 (Oregon Bulletin, May 2026) (1 page)

Adopted: 4/2/2026

Effective: 4/5/2026

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South Carolina

LICENSURE: HEALTHCARE PROFESSIONALS

Code of ethics

The State Board of Medical Examiners adopted new regulations regarding anesthesiologist's assistants, including a code of ethics.

Cite: S.C. Code Regs. 81-600 (50-5 sc reg 182, 05/22/2026) (2 pages)

Adopted: 5/22/2026

Effective: 5/22/2026

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Texas

CIVIL RIGHTS

Training rules

The Workforce Commission adopted amendments to align rules relating to employment discrimination training with current federal guidance and to clarify the definition of "disability" as it relates to property code.

Cite: 40 TAC §§ 819.25, 819.112 (51 TexReg 2957, 05/01/2026) (5 pages)

Adopted: 4/14/2026

Effective: 5/4/2026

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Utah

OCCUPATIONAL SAFETY

Retaliation

The Labor Commission amended rules providing protection for employees who engage in protected activities under or related to the Utah Occupational Safety and Health Act.

Cite: Utah Admin. Code r. 614-1 (26-10 utah bull 301, 05/15/2026) (16 pages)

Adopted: 4/1/2026

Effective: 5/22/2026

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Washington

OCCUPATIONAL SAFETY

Public safety program fees

The Department of Labor and Industries amended rules to adopt 6.51 percent fee increases to the department of labor and industries' public safety program rules for contractor registration, electrical, elevator, factory assembled structures, and plumbers.

Cite: WAC 296-46B-909, 296-150F-3000, 296-150V-3000, 296-46B-906, 296-46B-911, 296-96-00922, 296-96-01085, 296-150C-3000, 296-150I-3000, 296-150M-3000, 296-150P-3000, 296-150R-3000, 296-150T-3000, 296-200A-900, 296-400A-045 (WSR 26-10-060, 05/05/2026) (24 pages)

Adopted: 5/5/2026

Effective: 7/1/2026

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WORKERS' COMPENSATION

Conversion factors and maximum daily fees

The Department of Labor and Industries amended rules to update the resource based relative value scale and anesthesia conversion factors and maximum daily fees for certain professional health care services for injured workers.

Cite: WAC 296-20-135, 296-23-220, 296-23-230, (WSR 26-10-059, 05/05/2026) (3 pages)

Adopted: 5/5/2026

Effective: 7/1/2026

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Wisconsin

LABOR

Employment of minors

The Department of Workforce Development revised and repealed rules under labor standards for the employment of minors, implementing statutory changes, repealing certain duplicative provisions, and consolidating rules relating to "street trades."

Cite: Wis. Admin. Code §§ DWD 270, DWD 271 (Wis. Admin. Reg. No. 845B, 05/26/2026) (30 pages)

Adopted: 4/28/2026

Effective: 6/1/2026

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