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September 2026 | Vol. 21, Issue No. 9

Employers State Law Alert

Summarizing Significant New Employment Laws & Regs in All 50 States

Analysis

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Benefits for independent contractors? More states following the trend

by Tammy Binford

The differences between employees and independent contractors can be subtle. But one factor—whether a worker receives employer-provided benefits—is no longer the strong sign of employee status that it once was.

Benefits for nonemployees were unheard of not long ago. Employers didn't provide health insurance, retirement plans, or other benefits to independent contractors even if they wanted to use benefits to lure top-quality contractors. They wouldn't make such an offer for fear of being judged guilty of employee misclassification. Traditional employer-provided benefits were for employees, pure and simple, and contractors weren't eligible.

But now, a handful of states have enacted laws intended to provide a safe harbor for organizations wanting to provide benefits for independent contractors.

HOW WORKER CLASSIFICATION WORKS

Federal and state laws govern whether workers can be considered independent contractors or whether they should instead be classified as employees. Employees are entitled to various legal protections such as those provided by antidiscrimination laws, wage and hour laws, and other employment laws.

Some states use the restrictive ABC test to determine worker classification. In those states, a worker who doesn't meet all three factors in the test must be considered an employee, not a contractor. The factors are:

- The worker is free from the control and direction of the hiring entity;
- The worker does work outside the usual course of the hiring entity's business; and
- The worker is customarily engaged in an independent trade, occupation, profession, or business.

Other states make an independent contractor classification easier to justify. For example, some states require just two parts of the ABC test instead of all three. Other states use even less strict factors.

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No matter the federal and state laws on the subject, organizations need to be careful to make sure their contractors don't look like employees. And providing benefits to contractors traditionally has been seen as a risk. State laws passed in recent years, though, are changing that.

Some states now allow organizations to offer their independent contractors portable benefits—benefits that are tied to the worker, not an employer. Under the traditional employer-employee scenario, benefits are offered by an employer and stop when an employee leaves that job.

Under a portable benefits arrangement, gig workers and other independent workers can receive benefits from multiple sources that they carry with them from job to job. Plans vary, but generally portable benefits arrangements allow both workers and the organizations they work for to make voluntary contributions to benefits accounts.

STATES JOINING THE TREND

Utah blazed the trail for providing benefits to independent workers. The governor signed Senate Bill 233 into law in 2023, establishing a framework for state government and private entities to offer flexible benefits such as health coverage, paid time off, long-term savings, and more to independent contractors.

A 2024 announcement from the Utah Senate noted that the gig economy was growing in the state, with over 80,000 Utahns working independent jobs such as ride-share and food delivery driving. The contributions are voluntary for organizations and don't count as evidence of employment status.

Beancount.io, a cloud-hosted accounting platform, published a report on state laws related to portable benefits in July 2026 in which it noted that the Utah law allows businesses to get a tax credit for money they put into a worker's account.

Other states with voluntary portable benefits laws include **Alabama, Georgia, Idaho, Kansas, Louisiana, New Hampshire, North Carolina, Tennessee, West Virginia** and **Wyoming,** according to a report from the Mercatus Center at George Mason University.

In addition to state laws, the governors of **Pennsylvania** and **Maryland** have approved portable benefits pilot programs facilitated by benefits company Stride, according to Labor Market Matters, a Substack newsletter from the Mercatus Center.

The rise of freelance and gig work is fueling the trend. The number of self-employed workers in the U.S. has doubled over the last couple of decades, going from 15 million in 1997 to 30 million in 2023, according to the Mercatus Center.

The center reports research showing more than 80% of independent workers prefer independent work, and fewer than 8% want to be traditional employees. But more than 80% of those independent workers also want access to benefits.

It's not just state lawmakers taking an interest in portable benefits. On the federal level, Senate Bill 2210, the "Unlocking Benefits for Independent Workers Act" was introduced in July and was referred to the Committee on Health, Education, Labor, and Pensions.

COMPLIANCE CONCERNS

Even in states with safe harbor laws, organizations wanting to offer portable benefits to independent contractors need to understand the downsides. State laws on portable benefits may not cover all bases, so employers need to make sure they understand just what is and isn't allowed under their state law.

Also, organizations need to understand what "voluntary" means under their state's law. The Beancount.io report notes that, so far, all the state laws require that contributions be voluntary and that the contractor isn't required to participate or use a specific provider.

"Building an offering that looks conditional on continued work, or that ties benefit eligibility to hours in a way that mimics an employee benefit plan, risks undermining the very protection the law is meant to provide," the Beancount.io report says.

The report also urges organizations offering portable benefits to separate the program from their independent contractor classification analysis.

"Portable benefits laws address one factor in a multi-factor test—they don't rewrite the whole test," the report says. "If other aspects of the relationship (control over schedule, exclusivity, tools provided) look like employment, a benefits contribution alone won't fix that."

STATUTES

California

EMPLOYEE BENEFITS

Employee complaint hearings

The law regarding Commission hearings was amended to allow liens upon employer's property, in favor of the employee, to be renewed for periods of 10 years at any time prior to the expiration of the lien by records, a renewal of certificate of lien, or a copy of the renewed judgment. The law was also amended to prohibit reliance upon evidence

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which was the subject of precluded evidence during an administrative proceeding.
Cite: CA SB 1316; CA Labor, §§98.2, 1174.1, and 1742.05 (Approx. 5 pages)
Enacted: 8/27/2026
Effective: 8/27/2026
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LABOR

Firefighter training amended

The laws were amended to require that notice is to be given consistent with the Code of Civil Procedure and that firefighters are trained in accordance with the Code of Federal Regulations.
Cite: CA SB 1444; CA Labor, §§98, 98.1, 226.8, 3212, 3212.1, 3212.15, 3212.6, 3212.8, 3212.85, and 3212.9 of the Labor Code, and to amend §§832 and 4902 of the Unemployment Insurance Code (Approx. 13 pages)
Enacted: 08/27/2026
Effective: 08/27/2026
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WAGES

Minimum wage increase for healthcare professionals

The minimum wage for a healthcare worker in a covered healthcare facility shall be $23.00 per hour from July 1, 2026, to June 20, 2028.
Cite: CA SB159; CA Labor, §1182.14 (Approx. 114 pages)
Enacted: 6/29/2024
Effective: 7/1/2026
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Colorado

ANALYSIS

LEGISLATION

Colorado adds a step to I-9 compliance

by Chris L. Thomas, Holland & Hart LLP

Colorado has enacted House Bill (HB) 26-1283, a new law restricting how employers handle government-issued identification documents. Although the statute is primarily intended to prevent the exploitation of workers, including vulnerable populations such as migrant and seasonal workers, it also creates a new administrative obligation that will affect routine hiring practices. The law took effect on August 12, 2026.

For many employers, the most significant impact of the new law will arise during the employment eligibility verification process. In addition to limiting how employers may handle identification documents, the law introduces a Colorado-specific written notice and acknowledgment requirement that will apply when employers review identity and work authorization documents for Form I-9 purposes. Employers with Colorado employees—particularly multistate employers with standardized onboarding processes—should evaluate whether their existing systems can accommodate this requirement.

WHAT THE LAW REQUIRES

Subject to limited exceptions, HB 26-1283 prohibits employers and their agents from demanding, confiscating, retaining, or otherwise requiring applicants or employees to surrender government-issued identification documents. You may continue to review documents for Form I-9 purposes and make copies, but you may not retain original documents for more than 10 hours.

The law also requires you, during the Form I-9 process, to provide a written notice describing the statute's protections and obtain a written acknowledgment confirming receipt. That acknowledgment must be retained in the employee's records.

PRACTICAL COMPLIANCE CONSIDERATIONS

Rather than simply updating a handbook or workplace posting, you will need to incorporate a new compliance step into your onboarding process. You should determine:

- Who must receive the notice;
- When and how it will be delivered;
- How acknowledgments will be collected; and
- Where those records will be maintained.

These requirements may be challenging for employers that rely on electronic Form I-9 vendors, human resource information systems (HRIS) platforms, applicant tracking systems, or other automated onboarding tools that weren't designed for state-specific Form I-9 requirements. Where necessary, you may need to implement a separate workflow or recordkeeping process.

You should also ensure HR personnel understand the distinction between reviewing identity documents for Form I-9 purposes and retaining original documents. As a best practice, you should review documents, make copies where appropriate, and promptly return the originals.

ENFORCEMENT

The law imposes criminal penalties for knowing violations of the prohibition against confiscating or improperly retaining government-issued identification documents, including treatment as a Class 2 misdemeanor and enhanced penalties for certain bias-motivated conduct.

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The statute is less clear regarding the consequences for failing to provide the required notice or obtain the acknowledgment. Although it doesn't appear to establish a specific penalty for those procedural requirements, you should treat them as mandatory compliance obligations and retain documentation demonstrating compliance to help reduce potential enforcement or litigation risks.

KEY TAKEAWAY

Although HB 26-1283 is framed primarily as a prohibition on confiscating employee identification documents, its most immediate impact for many employers will be operational. Before the law takes effect, you should ensure your employment eligibility verification process includes the required notice and acknowledgment procedures.

You should also coordinate with immigration compliance counsel, HR personnel, and—where applicable—electronic Form I-9 vendors or other technology providers to develop a practical process for creating, collecting, retaining, and tracking acknowledgments within existing onboarding and employment verification workflows.
Excerpted from Mountain West Employment Law Letter
John M. Husband, Juan Obregon, and Dana Dobbins, Editors
Holland & Hart LLP

Connecticut

EMPLOYEE SAFETY

Worker protections in large warehouse distribution centers

This Act addressed numerous topics including the reallocation of certain state funds, provisions for education, public safety, elections, and intermediate care facilities, but also provided new sections, 50 to 57, which define "employees" at a warehouse distribution center who are not exempt from the minimum wage and overtime requirements, and "employers" as those employing control over the wages, hours, or working conditions of 250 or more employees at a single warehouse distribution center in the state or one thousand or more employees at one of more warehouses distribution centers in the state. Employers are required to provide each employee with a written description of each quota to which the employee is subject, including any potential adverse employment actions that may result from a failure to satisfy the quota, not later than at the time of hire if after August 1, 2026. The law provides notification requirements upon changes in quotas, as well as limitations upon the requirements of the quotas. Employers are to maintain true and accurate records of each employee's work, and employees may request copies of records. Restrictions are placed upon employee terminations and penalties may be assessed.

Cite: CT SB 00298 (Approx. 123 pages)
Enacted: 3/3/2026
Effective: 7/1/2026
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Delaware

LICENSING

Certified registered nurse anesthetists

Amendments require that no health insurer, health service corporation or Health Maintenance Organization (HMO) shall deny benefits for services performed by an advanced proactive registered nurse as long as the nurse practices pursuant to Title 24. A new provision was added to require that reimbursements for services provided to a registered nurse anesthetist's rate shall not be less than the rate paid to a licensed physician providing the same service. The provisions apply to all policies issued or amended after December 31, 2026.
Cite: DE HB 435; DEL Code, §§2318, 5224, and 539 (2 pages)
Enacted: 8/31/2026
Effective: 8/31/2026
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Hawaii

EMPLOYEE BENEFITS

Military leave included in family leave

The law was amended to allow a qualifying military exigency, defined as being related to active duty service per 29 Code of Federal Regulations section 825.126, by an employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent in the US armed forces, to be considered a permissible reason for family leave.
Cite: HI SB 3082; Hawaii Revised Statutes §398-1 (2 pages)
Enacted: 5/19/2026
Effective: 7/1/2026
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Illinois

EMPLOYEE SAFETY

Various changes in construction

The law was amended to include definitions for "construction industry," "employe", and "employer", as well as providing sanitary safety standards. Provisions were adopted to make it unlawful for an employer to retaliate for a request for accommodation, and penalties were amended. A new section regarding sanitary conditions

for construction workers who menstruate, express milk, or both, was included, which requires employers to comply to the facility requirements within 6 months after the effective date of the Act.

Cite: IL SB 3465; 410 ILCS 37/1, 37/5, 37/10, 37/15, and 37/20, and added 410 ILCS 37/10.5 (Approx. 8 pages)

Enacted: 8/21/2026

Effective: 1/1/2027

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EMPLOYEES

Hiring based on possession of a driver's license

This amendment prohibits an employer from refusing to hire, segregate or act with respect to hiring, promotions, selection for trainings or other conditions of employment on the basis that an applicant or employee does not possess a driver's license and further, that the employer shall not include a statement in a job opening position that the applicant must have a valid driver's license, unless the driving is an essential job function or is related to a legitimate business purpose for the position.

Cite: IL HB 4758; 820 ILCS 75/10 and 820 ILCS 75/17 (2 pages)

Enacted: 8/7/2026

Effective: 1/1/2027

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HEALTHCARE PROFESSIONALS

Employee's reporting of sexual conduct

Illinois adopted new statutes requiring health professionals, defined to include persons licensed by the Department of Financial and Professional Regulation under the Medical Practice Act, the Nurse Practice Act, the Illinois Athletic Trainers Practice Act, the Clinical Psychologist Licensing Act, the Clinical Social Work Practice Act, the Illinois Dental Practice Act, and various other health related Acts, with a duty to report witnessing "intimate conduct" or "sexual conduct" at the person's physical or virtual place of work, or otherwise witnessing such conduct in the person's professional capacity, a duty to report developing a reasonable cause to believe that a health professional may have committed sexual conduct or intimate conduct, and a duty to report receiving a report from a patient, client, patient or client representative alleging sexual conduct of intimate conduct involving a patient or client. Exceptions and definitions are provided. Requirements are included for the manner and contents of reporting.

Cite: IL HB 3711; 20ILCS 2105/2105-390 (Approx 327 pages)

Enacted: 8/7/2026

Effective: 8/7/2026

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Indiana

EMPLOYEES

Immigration enforcement and employment authorizations

New laws were enacted specifying that it is unlawful for an employer to knowingly or intentionally recruit, hire, or continue to employe an unauthorized alien in Indiana, and allows the attorney general to bring an enforcement action against an employer if there is probably cause to believe that the employer has violated the recruitment and hiring restrictions. Employers may not discharge or discriminate against an employee because the employee cooperated with the attorney general in investigations. In addition, a court may order various penalties for violations of the chapter, including the suspension of all of the employer's operating authorizations at the location for five to 180 days, depending on the number of violations, and even permanent revocation of all of the employer's operating authorizations for successive violations.

Cite: IN SB 0076; IC 22-5-9 (16 pages)

Enacted: 3/5/2026

Effective: 7/1/2026

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Maine

EMPLOYEE BENEFITS

The State enacted a new law requiring businesses to disclose pay ranges while maintaining employee compensation records for three years after an employee leaves employment. Employers must also disclose the pay range for an employee's position if the employee requests that information. For employers with 10 or more employees, an employer must include a pay range in all job postings and ensure that the information is included in postings, whether made directly by the employer or through a third party.

Cite: ME HP 18 - LD 54 (2 pages)

Enacted: 4/24/2026

Effective: 7/29/2026

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ANALYSIS

LEGISLATION

Maine's new pay transparency law requirements effective July 29, 2026

by Peter Lowe and Hanna Wurgaft, Brann & Isaacson

Maine has enacted L.D. 54, "An Act to Require Employers to Disclose Pay Ranges and Maintain Records of Employees' Pay Histories," with compliance required to begin on July 29, 2026. The law creates three core obligations for employers: pay range disclosure in job postings, pay range disclosure upon employee request, and expanded recordkeeping requirements.

JOB POSTINGS

Employers with 10 or more employees must include the prospective range of pay they anticipate offering for a posted position.

- A "posting" is defined as any solicitation intended to recruit applicants for a specific position and includes the desired qualifications.
- For positions solely based on commissions, the posting must state that the role is solely commission-based.
- The requirement applies to postings issued directly by employers or through third-party recruiters.
- Both electronic and printed postings apply.

EMPLOYEE REQUEST FOR RANGE OF PAY

Upon an employee's request, all employers are required to disclose the range of pay offered for the position the employee currently holds, regardless of employer size. Employers aren't required to disclose the range of pay for a position the employee doesn't hold.

DEFINITION OF RANGE OF PAY

"Range of pay" is the wage parameters an employer anticipates relying on in setting wages for a position, including but not limited to:

- Pay scales;
- Previously determined wages for the position;
- Wages of employees in equivalent roles; or
- The budget allocated for the position.

The definition excludes positions based solely on commissions. We anticipate that questions will arise about pay ranges, including whether it's always necessary to provide a range in a job posting. Presumably, if a fixed amount is allocated for a job and is nonnegotiable, no range is required.

RECORDKEEPING REQUIREMENTS

All employers are required to maintain records documenting:

- Each position held by an employee; and
- The pay history of the employee in each position for the duration of employment.

You also must maintain the records for three years after an employee's separation from employment.

The Maine Department of Labor has allocated funding for a single labor and safety inspector position dedicated to enforcing the law's requirements.

BOTTOM LINE

We recommend informing HR, recruiting personnel, and any third-party hiring partners of the new requirements and ensure job postings, internal processes, and record retention policies are updated. Our team is always available to support you should you have any questions about this new law or any employment law or HR issues.

Excerpted from New England Employment Law Letter
Peter D. Lowe, Daniel C. Stockford, Eamonn Hart, and Hanna Wurgaft, Editors
Brann & Isaacson

WORKPLACE SAFETY

Changes to workplace drug testing

The State amended its laws regarding employer drug testing. Employers may now require a substance use test if the employer has reasonable suspicion, instead of probably cause, to believe that based on observable behaviors, the employee may be impaired. An "observable behavior" is defined as "observable, physical, behavioral or psychological signs that can be seen, heard, smelled or otherwise observed that provide a reasonable suspicion that an employee is impaired by substance use, including signs regarding appearance, behavior, speech or odor that are usually associated with substance use." An employee must be given the opportunity to contest a non-negative test result. Employers may establish a testing program if required in order to retain a contract.

Cite: ME HP 1425 - LD 2110 (14 pages)

Enacted: 4/13/2026

Effective: 7/29/2026

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Nebraska

EMPLOYEE SECURITY

Employers to provide notice of mass layoffs

The State enacted the Nebraska Worker Adjustment and Retraining Notification Act, which requires that an employer who plans a business closing or a mass layoff is required to serve a written notice of such action to the affected employees 90 days prior to implementing such an action. Provisions are also made for short-term mass layoffs of six months or less, which are extended due to circumstances not reasonably foreseeable at the time of the initial mass layoff, and the notice required under those circumstances. Strikes and natural disasters are also included, as well as civil penalties for violations.

Cite: NE LB 921 (14 pages)

Enacted: 4/14/2026

Effective: 7/17/2026

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Tennessee

EMPLOYMENT AGREEMENTS

Noncompetes banned based on compensation

The State amended the law regarding noncompte agreements and added a new section to prohibit a noncompete agreement for employees earning less than seventy thousand dollars annually, based upon annualized compensation.

Cite: TN HB 1034, TN Code §50-1-210 and 50-1-211 (3 pages)

Enacted: 5/15/2026

Effective: 7/1/2026

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Virginia

EMPLOYEE BENEFITS

Expansion of human rights law to employers

The State amended the definition of "employer" in the human rights law to be a person employing five or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year. This is a decrease in the number of employees from 15 to five.

Cite: 2026 VA SB 637; Va. Code, §§2.2-3904, 3905, and 3907 (4 pages)

Enacted: 4/13/2026

Effective: 7/1/2026

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EMPLOYEE BENEFITS

Family and medical leave insurance program

The State amended and added provisions relating to paid private family and medical leave insurance programs, notice requirements, duration and amounts of benefits, civil actions, and penalties. The Commission is to promulgate all rules and regulations necessary by April 1, 2028.

Cite: 2026 VA HB1207; Va. Code §38.2-107.2, et al. (14 pages)

Enacted: 4/22/2026

Effective: 7/1/2026

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WAGES

Increases in the minimum wage

The State codified a new law increasing the minimum wage incrementally, to $13.75 per hour effective January 1, 2027, and to $15.00 per hour by January 1, 2028. Effective January 1, 2029, the minimum wage will be adjusted based upon increases in the consumer price index.

Cite: 2026 VA SB 1, Va. Code Ann. §40.1-28.10 (1 page)

Enacted: 4/8/2026

Effective: 7/1/2026

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Washington, D.C

EMPLOYEE SAFETY

Prohibition of use of cash

Section 28-5404 was amended to allow certain retail establishments to refuse cash as a form of payment. A new provision was added to allow a retail establishment with a valid on-premises Class C or Class D retailer license or a restaurant that operates 24 hours a day or one that operates at 3:00am at least two days a week may refuse to accept cash payments upon a written notice displayed on the door of the establishment. The Act expires 225 days after taking effect.

Cite: DC B26-0711; DC Code, §28-5404 (Approx. 2 pages)

Enacted: 8/14/2026

Effective: 8/14/2026

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REGULATIONS

Alabama

HEALTHCARE PROFESSIONALS

Unprofessional conduct

The Medical Licensure Commission amended rules defining unprofessional conduct for licensed physicians and osteopaths, replacing the terms "intentionally" and "willfully" with "knowingly," and adding a new subsection that includes "acts detrimental to the proper regulation of the practice of medicine" as an example of unprofessional conduct.

Cite: Ala. Admin. Code r. 545-X-4-.06 (Volume XLIV, Issue No. 10 AAM, 07/31/2026, page 44) (6 pages)

Adopted: 7/31/2026

Effective: 9/14/2026

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Arizona

HEALTHCARE PROFESSIONALS

Pharmacy practice

The Board of Pharmacy adopted rules regarding prescription requirements to conform to federal standards governing the transfer of prescription order information for controlled substances, and to remove potential barriers for patients.

Cite: A.A.C. R4-23-407 (32 A.A.R. 1643, 07/24/2026) (7 pages)

Adopted: 7/7/2026

Effective: 7/7/2026

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Arkansas

LICENSURE

Rules for appraisers, abstracters, and home inspectors

The State Board of Appraisers, Abstracters, and Home Inspectors amended rules implementing the Arkansas Appraiser Licensing and Certification Act, the Appraiser Management Company Registration Act, the Abstracters' Licensing Law of 1969, and the Arkansas Home Inspectors Registration Act.

Cite: 17 CAR § 200 (Arkansas Register, Vol. 51, Number 7, July 2026, page 6) (111 pages)

Adopted: 6/19/2026

Effective: 6/29/2026

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California

LICENSURE: HEALTHCARE PROFESSIONALS

The Board of Chiropractic Examiners amended rules prohibiting holders of an inactive doctor of chiropractic license from engaging in any activities in which an active license is required, and specifies activities within the practice of chiropractic that require an active doctor of chiropractic license.

Cite: 16 CCR § 310.3 (CRNR 2026, No. 28-Z, 07/10/2026, page 915) (1 page)

Adopted: 6/26/2026

Effective: 10/1/2026

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Delaware

LICENSURE

Professional counselors

The Board of Mental Health and Chemical Dependency Professionals amended rules to clarify the supervision requirements for LPCMHs, LCDPs, and LMFTs, including the qualifications supervisors and documentation applicants are required to submit when applying; clarify the requirements to apply by reciprocity; and eliminate inconsistencies throughout the regulations.

Cite: 24 DE Admin. Code 3000 (30 DE Reg. 46, 07/01/2026) (3 pages)

Adopted: 5/27/2026

Effective: 7/11/2026

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Illinois

WAGES

Equal pay in employment

The Department of Labor adopted rules to implement legislative requirements, update the Department's administrative processes, add definitions for terms newly added, and clarify what it means for an employer to "engage" a third party related to a job posting.

Cite: 56 Ill. Adm. Code 320 (50 Ill. Reg. 8918, 07/06/2026) (46 pages)

Adopted: 6/18/2026

Effective: 6/18/2026

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Iowa

WORKERS' COMPENSATION

Records and information

The Workers' Compensation Division adopted emergency rules regarding public records and fair information practices and contested cases, adopting the Uniform Rules on Agency Procedure with the exception of rules related to contested cases in order to maintain procedural rights and guarantees within the Iowa workers' compensation system.

Cite: 876 IAC Ch. 9, 2506 (IAB Vol. XLIX No. 1, 07/08/2026, page 266) (23 pages)
Adopted: 6/12/2026
Effective: 6/30/2026
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Maine

LICENSURE

Intravenous therapy rules

The Board of Licensure in Medicine, State Board of Nursing, and Board of Osteopathic Licensure adopted joint rules regarding standards of practice for intravenous (IV) therapy businesses, medical spas and aesthetic businesses, clarifying applicable scopes of practice and standards of practice for providing such health care services.

Cite: 02 373 CMR Ch. 15, 02 380 CMR Ch. 15, 02 383 CMR Ch. 15 (Maine Weekly Notices of State Rulemaking, 07/15/2026, page 8) (11 pages)
Adopted: 7/15/2026
Effective: 0/14/2026
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Missouri

LICENSURE

Personal supervision

The Board for Architects, Professional Engineers, Professional Land Surveyors, and Professional Landscape Architects amended rules requiring immediate personal supervision as a combination of activities by which a licensee maintains control over those decisions that are the basis for the findings, conclusions, analysis, rationale, details, and judgments in the development and preparation of technical submissions.

Cite: 20 CSR 2030-13.010 (51 MoReg 896, 07/15/2026) (1 page)
Adopted: 7/15/2026
Effective: 8/30/2026
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New Mexico

LICENSURE

Continuing medical education

The Medical Board amended its rules to provide authority to determine the type and/or content of continuing medical education required for license renewal to address evolving standards of medical practice and public health needs, and to require that one hour of continuing medical education must be earned directed toward nutrition.

Cite: 16.10.4.8 NMAC (37 n m reg 945, 07/14/2026) (1 page)
Adopted: 7/14/2026
Effective: 7/14/2026
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LICENSURE: HEALTHCARE PROFESSIONALS

Physician licensure requirements

The Medical Board amended rules to provide for the acceptance of an application for expedited licensure from any individual who holds an active medical license in all 50 states of the United States, the District of Columbia, Puerto Rico, Guam, the U.S. Virgin Islands, and all other territories or dependencies of the United States, with applications from individuals licensed to practice medicine in Canada accepted provided they meet the requirements outlined in 16.10.2.10 NMAC, and excluding licensees from all other foreign countries, as their accreditation standards have not been verified as equivalent to those of the United States.

Cite: 16.10.2.10 NMAC (37 n m reg 943, 07/14/2026) (2 pages)
Adopted: 7/14/2026
Effective: 7/14/2026
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North Carolina

TRAINING

Training on human trafficking

The Department of Labor amended rules updating the list of approved training courses for required training on human trafficking, providing links to register for the training courses on the Department's website.

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Cite: 13 NCAC 01D.0101 (41:01 NCR 71, 07/01/2026) (1 page)
Adopted: 7/1/2026
Effective: 6/1/2026
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Oklahoma

OCCUPATIONAL SAFETY

Citations

The Department of Labor amended rules to allow it to issue a citation more than six months following the occurrence of a violation when issued as part of a fatality investigation or when a delay in issuance of a citation is caused by parties other than the Department.
Cite: OAC 380:40-1-16 (43 ok reg 955, 07/01/2026) (2 pages)
Adopted: 6/3/2026
Effective: 7/11/2026
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Oregon

WAGES

Prevailing wage application

The Bureau of Labor and Industries adopted rules implementing statutory amendments regarding prevailing wage law and its application.
Cite: OAR 839-025-0004, 839-025-0013, 839-025-0015, 839-025-0020, 839-025-0025, 839-025-0033, 839-025-0035, 839-025-0038, 839-025-0200, 839-025-0800 (Oregon Bulletin, July 2026) (20 pages)
Adopted: 6/12/2026
Effective: 7/1/2026
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Texas

LICENSURE

Rules of professional conduct for public accountants

The State Board of Public Accountancy amended rules to reduce the location and font size of a required disclaimer that a CPA providing accounting services in a non-licensed firm not practicing in a CPA firm, allowing the licensed individual to use their title regardless of their employer.
Cite: 22 TAC §501.81 (51 TexReg 4882, 07/24/2026) (3 pages)
Adopted: 7/9/2026
Effective: 7/29/2026
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LICENSURE: HEALTHCARE PROFESSIONALS

Continuing competency

The Board of Nursing adopted rules establishing a continuing education tracking system to verify that licensees have complied with continuing competency requirements prior to renewal of a license.
Cite: 22 TAC §§216.1, 216.5, 216.7 - 216.9, 216.11 (51 TexReg 4881, 07/24/2026) (13 pages)
Adopted: 7/13/2026
Effective: 9/1/2026
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Utah

LICENSURE

Dentist and dental hygienist practice act

The Department of Professional Licensing amended rules under the Dentist and Dental Hygienist Act, with sections governing definitions, the Advisory Peer Committee, anesthesia and analgesia, qualifications for licensure, continuing professional education, unprofessional conduct, teledentistry, and the use of dental assistants.
Cite: Utah Admin. Code r. 156-69 (26-14 utah bull 186, 07/15/2026) (16 pages)
Adopted: 6/1/2026
Effective: 7/8/2026
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Washington

EMPLOYMENT SECURITY

Unemployment benefit eligibility

The Employment Security Department repealed a rule that does not fully align with new statutory language establishing that the availability of an option for an individual to rescind an offer to be included in a layoff or reduction in force does not disqualify an individual from unemployment benefits, provided that the separation from employment otherwise met requirements.
Cite: WAC 192-150-100 (WSR 26-16-023, 07/28/2026) (1 page)
Adopted: 7/28/2026
Effective: 8/28/2026
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LICENSURE: HEALTHCARE PROFESSIONALS

Continuing education certification requirements

The Board of Osteopathic Medicine and Surgery amended rules to update osteopathic physician continuing education requirements and specify that a maintenance of a certification program may satisfy those requirements, and add an additional pathway to allow licensed osteopathic physicians to meet continuing education requirements by participation in maintenance of certification with a member board of the American Board of Osteopathic Medical Specialties or the American Board of Medical Specialties at the time of renewal.

Cite: WAC 246-853-080 (WSR 26-16-042, 07/30/2026) (1 page)

Adopted: 6/5/2026

Effective: 8/30/2026

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WORKERS' COMPENSATION

Self-insurer liability

The Department of Labor and Industries amended rules to ensure that decertified self-insurers remain liable for their self-insured claims and reimburse the department for all payments made, and directs the adoption of rules regarding continuing obligations of decertified self-insured employers and methods of how the self-insured employer shall meet financial obligations.

Cite: WAC 296-15-121, -123, -151, -184 (WSR 26-15-062, 07/14/2026) (5 pages)

Adopted: 7/14/2026

Effective: 8/15/2026

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