

# Employers State Law Alert

Summarizing Significant New Employment Laws & Regs in All 50 States



**Washington** bans noncompete agreements beginning June 30, 2027, **p. 4**.  
Statutory developments by state, **p. 3**.  
Regulatory developments by state, **p. 6**.

## With vacation season looming, time to bone up on how states regulate time off

by Tammy Binford

With spring well underway and summer not far behind, many employees are planning getaways, and in many cases, they are jockeying for position on their employers' time-off calendars. Other employees are trying to hoard their time off for a later extended vacation or even a payout of unused time.

Regardless of employees' plans, employers need to understand how state laws affect their time-off policies.

### TIME-OFF POLICIES

No federal law requires employers to offer time off—paid or unpaid—as a benefit. Some state and local laws, however, do require employers to offer time off for at least some purposes.

Rather than separate vacation time from sick leave or other kinds of leave, many employers have adopted

paid-time-off (PTO) policies. Some employers allow workers to accrue that PTO and carry over unused time from year to year, while others adhere to use-it-or-lose-it policies in which time not taken during a certain period is lost—not available to take as time off and not paid out.

Generally, employers decide on the specifics of how their time-off policies work, but some state and local governments regulate certain aspects of the policies. For example, most states allow employees to receive their regular rate of pay while on leave, and laws may also dictate how accrued time off can be carried over or paid out.

State laws also affect what employers are required to track and report, according to a March 2026 blog post from payroll software provider Paycom. Obligations that may be regulated include minimal accrual rates, usage tracking requirements, carryover and limit guidance, and specific payouts in the event of a termination.

### USE IT OR LOSE IT—LEGAL OR NOT?

Many employers require employees to use their vacation time or PTO within a certain period or lose it, but some states prohibit such policies, although accrual caps may be allowed.

For example, California and Nebraska generally prohibit use-it-or-lose-it policies, according to HR and payroll software platform Paylocity, and Colorado prohibits such policies except in certain circumstances.

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In Montana, use-it-or-lose-it policies are generally prohibited, but employers may cap vacation accrual, according to Paylocity. When the earned vacation hours drop below the cap, the ability to earn vacation time restarts.

Most states allow use-it-or-lose-it policies, but others allow them only within certain parameters. For example, in Illinois, use-it-or-lose-it policies are allowed if employees have a reasonable opportunity to both use the time and take notice of the policy, according to Paylocity's chart.

In Massachusetts, use-it-or-lose-it policies are allowed if employers give employees adequate notice of the policies and enough time to use accrued time, according to Paylocity. Also, employers may impose caps on vacation accrual.

In New York, use-it-or-lose-it policies are allowed if employers give employees prior notice of the policies, according to Paylocity.

In North Carolina, the policies are allowed if employees are notified in writing of any policy that requires or results in loss or forfeiture of vacation time or pay, according to Paylocity. Employees who aren't notified aren't subject to the loss or forfeiture.

North Dakota allows use-it-or-lose-it policies if employees have a reasonable opportunity to both use the time and take notice of the policy, according to the Paylocity chart.

### **PAYOUT OF UNUSED LEAVE**

In addition to regulating whether employers can prevent employees from carrying over unused time, states often regulate whether employers must pay out unused leave upon termination.

Paycom counts 19 states that require payout of vacation or PTO upon termination: California, Colorado, Illinois, Indiana, Louisiana, Maine, Maryland, Massachusetts, Montana, Nebraska, New Hampshire, New Mexico, New York, North Carolina, North Dakota, Ohio, Rhode Island, West Virginia, and Wisconsin.

But the laws vary state to state. In Indiana, Maryland, New Hampshire, New York, West Virginia, and Wisconsin, an employment agreement or a preexisting policy can override the requirement, according to Paycom.

In North Carolina and Ohio, the requirement applies only if employees haven't been notified of a forfeiture policy, according to Paycom. And in North Dakota, a PTO payout isn't required if employees provide less than a five-day notice for their voluntary departure. In Rhode Island, the requirement applies only after one year of employment.

The Paycom list says the following states don't require PTO payout: Alabama, Alaska, Arizona, Arkansas, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Iowa, Kansas, Kentucky, Michigan, Minnesota, Mississippi, Missouri, Nevada, New Jersey, Oklahoma, Oregon, Pennsylvania, South Carolina, South Dakota, Tennessee, Texas, Vermont, Virginia, Washington, and Wyoming.

### **PTO AS WAGES?**

Another question related to PTO centers on whether the time off is considered earned wages. Most state laws do consider PTO wages, according to Paycom. Those states are Arizona, California, Colorado, Delaware, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Minnesota, Montana, Nebraska, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Texas, West Virginia, Wisconsin, and Wyoming.

But in Arizona, Delaware, Illinois, and Oklahoma, PTO is only considered wages if specified in an employment agreement or employer policy.

In Indiana and Ohio, PTO is considered as deferred compensation in lieu of wages, and in Rhode Island, consideration of PTO as wages is only applicable after one year of employment.

Paycom says the following states don't consider PTO wages: Alabama, Alaska, Arkansas, Connecticut, Florida, Georgia, Hawaii, Idaho, Michigan, Mississippi, Nevada, New Jersey, South Dakota, Tennessee, Vermont, Virginia, and Washington. Missouri also doesn't consider PTO wages, but an employment agreement can allow it to be viewed as wages.

### **STATES NOT REQUIRING PTO**

Paycom counts 22 states that don't have any laws mandating PTO. Those states are Florida, Hawaii, Idaho, Indiana, Iowa, Kansas, Kentucky, Mississippi, Missouri, Montana, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, South Carolina, South Dakota, Texas, Utah, West Virginia, Wisconsin, and Wyoming.

Although Pennsylvania doesn't have a statewide PTO law, Philadelphia, Pittsburgh, and Allegheny County mandate paid sick time. South Carolina mandates paid parental leave for certain state employees and public school teachers, and South Dakota mandates paid family leave for certain state employees.

# STATUTES

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## California

### EMPLOYER LIABILITY

#### Limitation on contractor's liability for wages

A direct contractor's liability for wages is now limited by the date of the contract. A direct contractor making a contract in the state for construction, alteration, or repair of a building shall be liable for debts owed to a wage claimant incurred by a subcontractor only now when the contract was entered before January 1, 2026.

**Cite:** Cal. Labor Code, section 218.8; 2025 CA SB597, CA Pub. Ch 774 (40 pages)

**Enacted:** 10/13/2025

**Effective:** 1/1/2026

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### HIRING

#### Reemployment for COVID lay-offs

California's COVID-19 reemployment statute for laid-off employees now remains operative until January 1, 2027, instead of December 31, 2025, except for the imposition of criminal penalties. Violations of the section occurring on or before December 31, 2026, are enforceable through the Division of Labor Standards Enforcement.

**Cite:** Cal. Labor Code, section 2810.8; 2025 CA AB858, CA Pub. Ch 280 (2 pages)

**Enacted:** 10/3/2025

**Effective:** 1/1/2026

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### TIPS

#### Civil actions for withholding gratuities

The Labor Commissioner may investigate and issue citations or file a civil action based upon employers or agents collecting gratuities from employees or requiring an employee to credit the amount against part of wages due the employee.

**Cite:** Cal. Labor Code, section 351; CA Pub. 2025 CA SB648, CA Pub. Ch.7 (2 pages)

**Enacted:** 7/30/2025

**Effective:** 1/1/2026

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### WAGES

#### Good-faith estimates on pay scales

An employer's provision of a "pay scale" to an application for employment must be a "good faith estimate of" the salary that the employer reasonably expect to pay for the position "upon hire."

**Cite:** Cal. Labor Code, section 432.3; 2025 CA SB642, CA Pub. Ch. 468 (6 pages)

**Enacted:** 10/8/2025

**Effective:** 1/1/2026

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### WORKER CLASSIFICATION

#### Dates extended for independent contractor status reporting

The statute regarding the reporting of independent contractor status was amended to extend an employer's reporting of workforce information. Information regarding the determination of an employee or independent contractor status shall be submitted to the Labor and Workforce Development Agency for commercial fishers working on American vessels through January 1, 2031, instead of January 1, 2026, and for newspaper distributors working under contract with newspaper publishers, through January 1, 2030.

**Cite:** Cal. Labor Code, section 2783; 2025 CA AB1514, CA Pub. Ch. 7 (7 pages)

**Enacted:** 10/3/2025

**Effective:** 1/1/2026

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## Illinois

### EMPLOYEE NOTICE

#### Employers to provide notice of AI use in hiring

Employers must now provide notice to an employee that the employer is using artificial intelligence with respect to recruitment, hiring, promotions, selection for training, discharge, discipline, tenure or terms, privileges or conditions of employment when it has the effect of selecting the employee to discrimination on the basis of a protected class or to use zip codes as a proxy for a protected class. Failure of an employer to provide notice to the employee of the use of artificial intelligence is a violation. The Department is to adopt rules to implement and enforce this section.

**Cite:** 775 Ill. Comp. Stat. Ann. 5/2-102, IL ST CH 775  
Section 5/2-102, Public Act 104-417 (2025) SB 2394 (1078  
pages)

**Enacted:** 8/15/2025

**Effective:** 1/1/2026

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## LABOR

### Additional agency rules added to “unlawful employment practices”

The Workplace Transparency Act was amended to define “concerted activity” as activities engaged in for the purpose of collective bargaining or mutual aid or protection. In addition, “unlawful employment practice” now includes any practice made unlawful, including those enforced by the state’s Department of Labor, the Labor Relations Board, the US Department of Labor, OSHA, or the National Labor Relations Board.

**Cite:** 820 Ill. Comp Stat. Ann. 96/1-15, IL ST CH 820  
Section 96/1-15, Public Act 104-320 (2025) HB 3638  
(5 pages)

**Enacted:** 8/15/2025

**Effective:** 1/1/2026

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## Washington



## ANALYSIS

### LEGISLATION

### Washington bans noncompete agreements beginning June 30, 2027

by Emily Bushaw, Heather Shook, and Margo Jasukaitis, Perkins Coie LLP

On March 23, 2026, Governor Bob Ferguson signed En-grossed Substitute House Bill (HB) 1155 into law. The new law, which takes effect June 30, 2027, bans virtually all non-compete agreements with employees and independent contractors in Washington state, with few, limited exceptions. Washington will join a growing number of states that have banned noncompetes. The limited exceptions include contracts related to the sale of a business, franchise agreements, and a few specific scenarios pertaining to nonsolicitation and private information. Washington employers will need to account for various effective dates and analyze how their employment and contracting agreements may need to change.

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## WHAT IS BANNED?

Washington law already restricts the use of noncompete agreements but allows employers to enter and enforce such agreements with high-income earners and in certain other narrow circumstances. But beginning June 30, 2027, “all noncompetition covenants [will be] void and unenforceable, regardless of when the parties entered into the noncompetition covenant.” This is significant: All existing noncompete agreements will become void regardless of when they were signed.

The current law defines a “noncompetition covenant” as an agreement “by which an employee or independent contractor is prohibited or restrained from engaging in a lawful profession, trade, or business of any kind,” including agreements “that directly or indirectly prohibit[] the acceptance or transaction of business with a customer.”

The new law broadens the definition of “noncompetition covenant” to include:

- “Any provision in an agreement that threatens, demands, [or] requires . . . an individual return, repay, or forfeit any right, benefit, or compensation” because the individual engaged “in a lawful profession, trade, or business of any kind”; and
- “A covenant, agreement, or contract between a performer and a performance space, or a third party scheduling the performer for a performance space, that prohibits or restrains the performer from engaging in a lawful performance.”

## WHAT IS PERMITTED?

The law preserves two exceptions to the general ban on noncompete agreements:

- **Contracts related to the sale of a business.** The ban doesn’t apply to agreements entered into by someone purchasing or selling the goodwill of a business or acquiring or disposing of at least a 1% ownership interest.
- **Franchise agreements.** The ban doesn’t apply to an agreement entered into by a franchisee in connection with a franchise sale, provided the sale complies with Revised Code of Washington (RCW) 19.100.020(1), which regulates such sales.

The law also continues to permit other types of restrictive agreements under certain circumstances, namely the following:

- **Nonsolicitation agreements.** Nonsolicitation agreements, as defined in the law, are still permissible, but HB 1155 now expressly limits their duration to no more than 18 months after the end of employment. Previously, employers could enforce nonsolicitation agreements that lasted longer than 18 months if they

could prove the longer duration was necessary to protect their business or goodwill. The new law eliminates that exception.

- **Employee nonsolicitation agreements.** The new law doesn't change the scope of permissible employee nonsolicits, which are still defined as agreements that prohibit solicitation "of any employee of the employer to leave the employer."
- **Customer, patient, or client nonsolicitation agreements.** The new law revises the definition of "permissible customer nonsolicits" to include agreements that prohibit solicitation "of any current or prospective customer, patient, or client . . . if the employee established or substantially developed a direct relationship with the customer, patient, client, or prospect through the employee's work for the employer." This change walks back the 2024 amendment, which limited the definition of "permissible nonsolicitation agreements" to those barring solicitation of "current" customers, but imposes a new requirement that the covered customer, patient, or client have a preexisting relationship with the employee. The new law also clarifies that an agreement that "directly or indirectly prohibits the acceptance or transaction of business with a customer, patient, or client is not a nonsolicitation agreement" under the statute.
- **Confidentiality/intellectual property agreements.** Importantly, the legislature expressly recognized that businesses may still "protect intellectual property, trade secrets, and clients" under the new law. Certain agreements remain outside the scope of the law's ban on "noncompetition covenants," including confidentiality agreements and agreements that prohibit the disclosure of trade secrets or inventions.
- **Educational expenses repayment agreements.** The new law also expressly allows written agreements to repay out-of-pocket educational expenses if the agreements expire within 18 months of the employee's start date; limit repayment to the pro rata portion of the remaining time of the 18-month period; and release the employee from the obligation to repay if the employee's separation from employment is based on "good cause" under RCW 50.20.05.

## EFFECTIVE DATE AND APPLICATION

The new law takes effect June 30, 2027, and will apply to "all proceedings commenced on or after" that date. This includes legal proceedings initiated after June 30, 2027, even when a lawsuit is based on claims that arose before that date.

Any suit filed before and still pending on June 30, 2027, will be governed by the current version of Washington's noncompete law.

A person "aggrieved" by a violation of the law has a private right of action to pursue actual damages or a statutory penalty of \$5,000, plus attorneys' fees and costs.

## OCTOBER 1 NOTICE REQUIREMENT

The new law requires employers to "make reasonable efforts to provide written notice to all current and former employees and independent contractors whose noncompetition covenant is still within its effective time period, that their noncompetition covenant is void and unenforceable." Employers must undertake efforts to provide this notice by October 1, 2027.

## NEXT STEPS FOR EMPLOYERS

To prepare to implement Washington's new noncompete ban, you should consider the following steps:

- Review any template agreements used with employees and independent contractors to confirm that restrictive covenants comply with Washington law. This review should include repayment agreements.
- Identify current and former employees and independent contractors who will be subject to noncompete provisions on June 30, 2027.
- Prepare written notices in advance of the October 1, 2027, deadline stating that covered noncompetition covenants are void and unenforceable as of June 30, 2027.
- Review confidentiality, trade secret, and nonsolicitation provisions to confirm they protect legitimate business interests without crossing into conduct the statute now bars.

## BOTTOM LINE

Beginning June 30, 2027, you shouldn't enter or enforce noncompete agreements with employees and independent contractors. You may still use certain restrictive covenants and agreements designed to protect trade secrets and confidential information, but you should consult with counsel to confirm the terms of such agreements don't run afoul of Washington law.

*Excerpted from Washington Employment Law Letter  
Emily Bushaw and Heather Shook, Editors  
Perkins Coie LLP*

## Wisconsin

### WORKERS' COMPENSATION

#### Payment of occupational deafness expenses

Wisconsin's worker's compensation statute regarding occupational deafness was amended to remove the Division from liability for the expense of any examination or test for hearing loss, evaluations, medical treatment

or hearing aids, leaving liability on the employer or the department.

**Cite:** W. S. A. 102.555, WI ST 102.555 (2 pages)

**Enacted:** 3/31/2026

**Effective:** 1/1/2026

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## REGULATIONS

### Arizona

#### EMPLOYMENT SECURITY

##### Employment service

The Department of Economic Security amended rules to provide updates in order to eliminate or update outdated terms, references, and processes; and to add language clarifying the Department's designation and role as the registration agency for apprenticeship program functions.

**Cite:** 6 A.A.C. 2 (32 A.A.R. 477, 02/27/2026) (12 pages)

**Adopted:** 2/27/2026

**Effective:** 4/5/2026

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### California

#### CIVIL RIGHTS

##### Conciliation procedures

The Civil Rights Department adopted, amended, and repealed regulations for conciliating complaints alleging violations of the law enforced by the Department, with updated definitions and conditions for pursuing settlements.

**Cite:** 2 CCR §§ 10000, 10001, 10024, 10025, 10031, 10056, 10057, 10063, 10280, 10281 (CRNR 2026, No. 8-Z, 02/20/2026, page 295) (6 pages)

**Adopted:** 2/17/2026

**Effective:** 4/1/2026

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### Illinois

#### LABOR

##### Educational collective bargaining

The Educational Labor Relations Board amended rules for collective bargaining and impasse resolution, effectuating an amendment to the Illinois Educational Labor Relations Act, which allows for resolution of impasse between a

public school district and an exclusive representative of educational employees forbidden from striking.

**Cite:** 80 Ill. Adm. Code 1130 (50 Ill. Reg. 1943, 02/06/2026) (17 pages)

**Adopted:** 1/26/2026

**Effective:** 1/26/2026

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#### WAGES

##### Retirement contributions

The Department of Employment Security adopted rules to amend when an employer's contributions to a worker's 401(k) plan are or are not "wages" under Section 234 of the Unemployment Insurance Act in conformity with Section 401 of the Federal Internal Revenue Code.

**Cite:** 56 Ill. Adm. Code 2730 (50 Ill. Reg. 2143, 02/13/2026) (4 pages)

**Adopted:** 2/2/2026

**Effective:** 2/2/2026

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### Louisiana

#### HEALTHCARE PROFESSIONALS

##### Employment of practical nursing students

The Board of Practical Nurse Examiners amended rules related to the employment of practical nursing students and unsuccessful candidates on the NCLEX-PN.

**Cite:** LAC 46:XLVII.1706 (LR 52:225, 02/20/2026) (1 page)

**Adopted:** 2/20/2026

**Effective:** 2/20/2026

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### Maine

#### WAGES

##### Equal pay rules

The Bureau of Labor Standards adopted amendments to rules relating to Equal Pay Law, adding a definition for "health care employer," and expanding the definition of "seniority system" to include health care employers and defining "salary schedule."

**Cite:** 12 170 CMR Ch. 12 (Weekly Notices of State Rulemaking, 02/11/2026, page 7) (8 pages)

**Adopted:** 2/11/2026

**Effective:** 2/19/2026

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## Michigan

### LICENSURE

#### Counseling general rules

The Bureau of Professional Licensing amended rules for licensed counselors, with updates to accreditation and higher education standards adopted by reference, training standards for identifying victims of human trafficking, application requirements, and supervisor training.

**Cite:** AC, R 338.1761, R 338.1763, R 338.1771, R 338.1772, R 338.1781 (2026 MR 2, 02/15/2026, page 2) (4 pages)

**Adopted:** 1/15/2026

**Effective:** 1/22/2026

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## Mississippi

### LICENSURE

#### Licensure requirements, continuing education, and disciplinary actions

The Board of Chiropractic Examiners amended rules to correct, clarify, and reorganize existing administrative rules, providing clarity regarding licensure requirements, continuing education, and disciplinary actions; and creating an objective standard for the chiropractic/veterinarian relationship, additional licensing statuses, and a more complete program for chiropractic assistants and claims examiners.

**Cite:** 30 Miss. Admin. Code Pt. 2001, Chs. 1-23 (Miss. Admin. Bulletin, System Number 28493, 02/12/2026) (39 pages)

**Adopted:** 2/12/2026

**Effective:** 3/16/2026

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## New Hampshire

### LICENSURE

#### Ethical standards and license surrender

The Board of Architects amended rules for ethical standards and license surrender for licensees or candidates for licensure as an architect, with an obligation to obey the published standards or be subject to disciplinary sanctions.

**Cite:** N.H. Admin. Rules, Arch 500 (2026 NHRR No. 06, 02/12/2026, page 7) (26 pages)

**Adopted:** 2/12/2026

**Effective:** 3/24/2026

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### WORKERS' COMPENSATION

#### Appeals advisor board

The Department of Labor amended rules for the Workers' Compensation Appeals Advisory Board, with updates to definitions, description of the Advisory Board, and its duties.

**Cite:** N.H. Admin. Rules, Lab 1600 (2026 NHRR No. 06, 02/12/2026) (4 pages)

**Adopted:** 2/12/2026

**Effective:** 1/26/2026

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## New Mexico

### LICENSURE

#### Continuing education

The Physical Therapy Board amended rules regarding renewal requirements and continuing education, adding a definition for "qualified individual," eliminating carryover hours, delegating continuing education credit approval to the New Mexico American Physical Therapy Association, and eliminating certain documentation requirements for dependent children of military members' applications for expedited licensure.

**Cite:** 16.20.8 NMAC (37 n m reg 202, 02/24/2026) (5 pages)

**Adopted:** 2/24/2026

**Effective:** 2/24/2026

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### LICENSURE

#### Fees

The Board of Landscape Architects amended rules to create two new fees to be paid by applicants or licensees, and to provide for renewal applications to be completed online by the posted deadlines.

**Cite:** 16.44.8 NMAC (37 n m reg 161, 02/10/2026) (1 page)

**Adopted:** 2/10/2026

**Effective:** 2/10/2026

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## Ohio

### WORKERS' COMPENSATION

#### Payment for outpatient medication

The Bureau of Workers' Compensation amended rules for the payment for outpatient medication by self-insured employers, specifically regarding the reimbursement

rules for opioid prescriptions used to treat a work related injury or occupational disease.

**Cite:** Ohio Admin. Code 4123-6-21 (Register of Ohio, 02/06/2026) (9 pages)

**Adopted:** 2/6/2026

**Effective:** 2/16/2026

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## Oregon

### HEALTHCARE PROFESSIONALS

#### Health professionals' services program

The Medical Board amended rules in order to implement legislative changes updating the Health Professionals' Services Program's rules for eligibility and administration for licensees in lieu of or in addition to disciplinary actions.

**Cite:** OAR 847-065-0010, 847-065-0015, 847-065-0020, 847-065-0025, 847-065-0030, 847-065-0035, 847-065-0040, 847-065-0045, 847-065-0050, 847-065-0055, 847-065-0065, 847-065-0070 (Oregon Bulletin, February 2026) (13 pages)

**Adopted:** 1/8/2026

**Effective:** 1/12/2026

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### WAGES

#### Prevailing wage rate determination

The Bureau of Labor and Industries amended rules to update the prevailing rates of wage for workers upon public works in each trade or occupation in the locality where work is performed, as published in the January 5 edition.

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

**Adopted:** 1/5/2026

**Effective:** 4/5/2026

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## Texas

### MIGRANT LABOR

#### Housing facilities

The Department of Housing and Community Affairs repealed and replaced rules to revise the oversight and administration of Migrant Labor Housing Facilities, including the addition of a new complaint process; notice; dismissal requirements; remediation of complaints in general and regarding certain violations; and prohibition on retaliation for facility-related complaints. Additionally,

the rules outline a penalty structure for noncompliance and provides for interagency cooperation and outreach/education requirements.

**Cite:** 10 TAC §§90.1 - 90.9 (51 TexReg 1044, 02/20/2026) (16 pages)

**Adopted:** 2/5/2026

**Effective:** 2/25/2026

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## Virginia

### HEALTHCARE PROFESSIONALS

#### Dental telehealth

The Board of Dentistry amended rules governing the practice of dentistry, including definitions for aspects of digital scan technician practice as used in teledentistry, requirements for the training and practice of digital scan technicians, and responsibilities, including documentation, of a dentist providing direction to a digital scan technician.

**Cite:** 18VAC60-21-10, 60-21-60, 60-21-165 (42 va regs reg 1659, 02/23/2026) (4 pages)

**Adopted:** 2/23/2026

**Effective:** 3/25/2026

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### LICENSURE

#### Licensure fees for contractors

The Board for Contractors amended rules to increase license fees for contractor licensees, subjecting fee amounts for examinations to contracted charges to the board by outside vendors in compliance with statute, limiting the fees to \$200 per element.

**Cite:** 18VAC50-22-80, 50-22-100, 50-30-100 (42 va regs reg 1621, 02/09/2026) (2 pages)

**Adopted:** 1/15/2026

**Effective:** 3/11/2026

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## Washington

### CIVIL RIGHTS

#### Immigration status coercion

The Department of Labor and Industries amended rules implementing legislation related to instances of immigration-related coercion in the workplace, prohibiting employers from coercing employees based on immigration status, including implicit or explicit communication pertaining to the perceived immigration

status of an employee or their family member to deter an employee from engaging in protected activities or exercising certain rights.

**Cite:** WAC 296-128-91010, 91020, 91030, 91040 (WSR 26-04-111, 02/03/2026) (4 pages)

**Adopted:** 2/3/2026

**Effective:** 3/6/2026

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## Wisconsin

### LICENSURE

#### Continuing education

The Chiropractic Examining Board amended rules to continuing education requirements, allowing up to four online continuing education credit hours to be acquired through asynchronous programs, except that the ethics and boundaries course shall be completed using only synchronous instruction, and allowing the board the discretion to require certain reviews of continuing education programs.

**Cite:** Wis. Admin. Code § Chir. 5 (Wis. Admin. Reg. No. 842B, 02/23/2026) (2 pages)

**Adopted:** 1/15/2026

**Effective:** 3/1/2026

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