

Employers State Law Alert

Summarizing Significant New Employment Laws & Regs in All 50 States



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Examining state efforts related to employment of immigrants

by Tammy Binford

As employers work to understand the flurry of federal developments related to immigration, they also need to understand how state-level actions affect the employment of noncitizens.

Even before the beginning of the new Trump administration, states had begun passing laws deemed by some to have a chilling effect on the employment of immigrants.

WHAT STATES ARE DOING

The League of United Latin American Citizens (LULAC) has issued a report tracking what it considers anti-immigrant proposals in state legislatures from 2020 through 2024. The report breaks the proposals down into several categories, including border defense, sanctuary

city policies, identification document requirements, and more.

One of the categories included in the report is labeled employment prohibitions and mandates. The LULAC counts 56 such proposals introduced in states from 2020 through 2024.

Even bills not included in the employment category may affect employers by creating a climate that discourages noncitizens from seeking employment. The LULAC counts a total of 561 proposals when all the categories are added together.

Many of the bills introduced have not passed, but the group notes growing anti-immigrant sentiment driving the proposals.

About half the states require at least some public or private employers to use the federal E-Verify system to check if workers are authorized to work in the United States.

Recent years have seen states stepping up other state laws related to immigrants. For example, in December 2023, Texas passed Senate Bill 4, giving state officials more power to arrest and deport people suspected of immigration violations. The bill was signed into law, but it has been blocked pending the outcome of a lawsuit.

Some states, including Tennessee and Texas, have at least considered having their own immigration czars to crack down on immigrants not authorized to live or work in the country.

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The National Conference of State Legislatures (NCSL) maintains a database on recent state legislation related to immigration. One of the laws included is an act in Florida providing that an unauthorized alien convicted or adjudicated guilty of a capital felony will be sentenced to death.

The NCSL database also includes a law in South Dakota that prohibits state entities or political subdivisions from having policies prohibiting individuals from communicating or cooperating with a federal agency or official to verify or report the immigration status of another individual.

Some states have considered requiring local law enforcement agencies to enter into agreements with the federal Immigration and Customs Enforcement (ICE) agency. The agreements are outlined in Section 287(g) of the Immigration and Nationality Act. The agreements would give local officers enforcement functions that normally are handled by federal authorities.

The 287(g) agreements have been criticized as targeting people with little or no criminal history, being too costly, and harming the relationship between police and local communities.

There are different kinds of 287(g) agreements: Under Jail Enforcement Model (JEM) 287(g) agreements, local law enforcement officers in jails screen people for immigration violations; Warrant Service Officer (WSO) agreements empower state and local law enforcement officers to execute ICE administrative warrants; and Task Force Model (TFM) agreements assign local law enforcement officers to work with ICE on immigration enforcement.

Information from ICE posted on its website says that as of March 11, 2025, ICE had signed 287(g) JEM agreements with 76 law enforcement agencies in 23 states, 287(g) WSO agreements with 143 agencies in 22 states, and 287(g) TFM agreements with 141 agencies in 16 states.

CATEGORIES OF IMMIGRANT WORKERS

Although both state and federal efforts focus on noncitizens who are not authorized to work in the United States, it is legal to employ various kinds of noncitizens. Immigrants working in the United States fall into several categories of legal employment. Some of the foreign workers seek permanent status, and others seek temporary or seasonal work in the U.S.

The U.S. Citizenship and Immigration Services (USCIS) website says that approximately 140,000 immigrant visas are available each fiscal year for foreigners seeking to immigrate permanently to the United States based on their job skills. Those employment-based visas are allocated among five preference categories.

Some of those visa preference categories require the immigrant to have a permanent job offer from a U.S. employer. Also, some preference categories require the employer to obtain a labor certification from the U.S. Department of Labor.

Those certifications verify that there are insufficient U.S. workers to fill the positions at the prevailing wage rate or higher and that hiring a foreign worker won't adversely affect the wages and working conditions of U.S. workers, according to the USCIS.

Perhaps more familiar are the temporary employment-based visa classifications.

H-1B visas allow certain foreign professionals in specialty occupations to work in the U.S. for a period of up to three years, and that may be extended. H-1B employees are classified as nonimmigrant workers because their employment isn't permanent.

H-2B visas allow seasonal, nonagricultural temporary workers to work in the United States for up to one year, and the visa may be renewed twice for a maximum stay of three years.

The number of H-1B and H-2B visas is capped each year. H-1Bs are capped at 65,000 a year, plus 20,000 more for foreign professionals with a U.S. master's or high degree. The H-2B visas are capped at 66,000 a year.

H-2A visas are for temporary agricultural workers from certain designated countries. Workers with H-2A visas are initially admitted for a period of approved employment, but they may be renewed for qualifying employment in increments of one year each for a maximum stay of three years.

L-1A and **L-1B** visas are for certain foreign workers employed by certain entities abroad that are related to U.S. employers whose services are sought by their employers in the United States. They are admitted for a period of up to three years, and that term may be extended for a maximum of two additional years for an L-1B and four additional years for an L-1A.

STATUTES

Michigan

EMPLOYEE BENEFITS

Modifies the Earned Sick Time act

This law amends the Earned Sick Time Act to modify the terms under which employers are required to provide paid sick time to employees.

Cite: 2025 MI HB4002, MI Pub. Ch. 2 (7 pages)

Enacted: 2/21/2025

Effective: 2/21/2025

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LABOR LAWS

Revises laws relating to minors

This law amends the Youth Employment Standards Act to modify the procedures for issuing work permits to minors, modify the hours during which minors younger than 16 are allowed to work, and limit the circumstances under which a deviation can be granted for minors 16 and older.

Cite: 2025 MI HB5594, MI Pub. Ch. 196 (5 pages)

Enacted: 12/31/2024

Effective: 4/2/2025

<https://legislature.mi.gov/documents/2023-2024/publicact/pdf/2024-PA-0196.pdf>



ANALYSIS

LEGISLATION

Michigan Legislature passes last-minute amendments to IWOWA and ESTA

by Mackenzie Clark, Bodman PLC

Michigan's Improved Workforce Opportunity Wage Act (IWOWA) and Earned Sick Time Act (ESTA) became effective February 21, 2025. However, last-minute bills—passed just before midnight on February 20—substantively amended both the IWOWA and the ESTA. Governor Gretchen Whitmer signed both amendments into law.

IWOWA

Effective now, the minimum wage in Michigan is \$12.48.

Senate Bill 8 amends the IWOWA to have the tipped wage credit slowly increase from 38% of the minimum wage to 50% of the minimum wage in 2031.

The overall minimum wage will increase slightly faster than the current path for the years 2025, 2026, and 2027 and then be set to inflation.

ESTA

Shortly before midnight on February 20, the Michigan Legislature passed **House Bill 4002**, which amends the ESTA. The amendment went into effect at 12:02 a.m. on February 21. The following are the key changes:

- Under the accrual method, employees are permitted to carry over up to 72 hours.
- Under the front-load method, if an employer front-loads 72 hours at the beginning of the

benefit year, no carryover is required, and the employer isn't required to track the amount of paid sick time an employee would have accrued.

- When front-loading to a part-time employee, the employer must provide the part-time employee with a written notice of how many hours they are expected to work. The amount of time front-loaded must be proportional to the amount the employee would have accrued under the accrual method, and additional sick time is added if the part-time employee works more than is expected.
- An employer can use a general paid-time-off (PTO) bank to satisfy the ESTA. The amendment strikes the requirement that a general PTO policy provide sick time "under the same conditions" as the ESTA.
- Sick time is paid at the employee's normal hourly rate (excluding variance in pay caused by overtime, bonuses, commissions, etc.).
- One-hour increments are permitted.
- The amendment provides no rebuttable presumption of retaliation and no private right of action.
- "Nonprofit agencies" are exempt under the new definition of employer.

For employers with collective bargaining agreements (CBAs), the following provisions apply:

- If an employer's employees are covered by a CBA as of February 21, 2025, and the CBA conflicts with the ESTA, then the ESTA applies beginning on the expiration date in the CBA.
- Employers that participate in a multiemployer CBA and contribute to a multiemployer paid sick leave plan are in compliance with the ESTA.

The amendment affords all employers 30 additional days to post posters and provide employees with their ESTA-compliant policy.

Excerpted from *Michigan Employment Law Letter*
Gary Fealk and John Below, Editors
Bodman PLC

UNEMPLOYMENT COMPENSATION

Public access to documents

This law requires writings of the UIA in the performance of an official function to be subject to the Freedom of Information Act and to be available for retention for preservation and archival by the State. The also deletes a provision allowing the UIA to destroy original documents that were copied and preserved.

Cite: 2025 MI SB981, MI Pub. Ch. 240 (6 pages)

Enacted: 1/17/2025

Effective: 4/2/2025

<https://www.legislature.mi.gov/documents/2023-2024/publicact/pdf/2024-PA-0240.pdf>

UNEMPLOYMENT COMPENSATION

Revises benefits

This law increases, from 20 weeks to 26 weeks, the maximum number of weeks an individual can qualify for unemployment benefits per benefit year. It increases, from \$362 to \$614, incrementally over the next three years the maximum weekly benefit rate an individual can receive for unemployment benefits. It increases from \$6 to \$26, incrementally over the next three years the unemployment benefit rate for each dependent. The law also requires the State Treasurer to increase the maximum weekly benefit rate and the unemployment benefit rate for each dependent by the Consumer Price Index annually, beginning December 31, 2027.

Cite: 2024 MI SB 40, MI Pub. Ch. 173 (7 pages)

Enacted: 12/23/2024

Effective: 4/2/2025

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UNEMPLOYMENT COMPENSATION

Various changes

This law allows an interested party filing an appeal for a hearing on a redetermination of the claimant's unemployment benefits to request that all related matters be consolidated into one hearing in front of an administrative law judge. It also allows an individual who was a victim of domestic violence to still be considered qualified for unemployment benefits after leaving work voluntarily if the individual left work because of that domestic violence. The law modifies the number of hardship waiver applications the UIA could consider when determining whether to waive recovery of improperly paid benefits. The law prohibits the UIA from initiating recovery of improperly paid benefits until the UIA had reviewed the claim for all possible waivers to which the claimant could be entitled and issued a notice to the claimant containing additional information. The law also requires a reduction in employees' work hours under an approved shared-work plan to be between 10% and 60%, instead of between 15% and 45%.

Cite: 2025 MI SB962, MI Pub. Ch. 238 (9 pages)

Enacted: 1/17/2025

Effective: 7/17/2026

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UNEMPLOYMENT COMPENSATION

Victims of domestic violence

This law amends the Michigan Employment Security Act to allow an individual who is a victim of domestic violence to still be considered qualified for unemployment benefits after leaving work voluntarily if the individual left work because of that domestic violence. In addition, the law specifies that an individual who reduces the individual's own working status to less than full-time employment is presumed to have voluntarily left work without good cause attributable to the employer.

Cite: 2025 MI SB975, MI Pub. Ch. 239 (7 Pages)

Enacted: 1/1/2025

Effective: 4/2/2025

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VETERANS

Requires employer notice

This law enacts the "Veteran's Employee Resource Notification Act" to require an employer to display a poster at the employer's place of business containing information related to certain services available to veterans. The Department of Labor and Economic Opportunity (LEO) and the Department of Military and Veterans Affairs (DMVA) will create the poster and provide it free of charge.

Cite: 2025 MI HB5736, MI Pub. Ch. 197 (2 pages)

Enacted: 1/16/2025

Effective: 4/2/2025

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WAGES

Revises the minimum wage

This law amends the Improved Workforce Opportunity Act to make changes regarding the minimum wage in Michigan. The law revises the schedule for increasing the general minimum wage between February 21, 2025, and January 1, 2027. On February 21, 2025, the minimum wage became \$12.48 per hour. On January 1, 2026, it will increase to \$13.73 per hour and on January 1, 2027, it will increase to \$15.00 per hour. In addition, the law requires that, every October, the state treasurer must adjust the minimum wage for inflation unless the state's unemployment rate is 8.5% or above for the preceding year. The adjusted minimum wage rate is effective beginning January 1 of the year following the October of the adjustment. The law sets this adjustment to begin in October 2027 and would change the inflation index used for the adjustment from the Consumer Price Index for urban wage earners and clerical workers to the Consumer Price Index for

the Midwest region. This law also addresses tip wages. The law provides a schedule for increasing the tipped minimum wage differential to 50% by January 1, 2031. The law provides that employers that fail to pay the tipped minimum wage are subject to a civil fine of up to \$2,500.

Cite: 2025 MI SB8, MI Pub. Ch. 1 (3 pages)

Enacted: 2/21/2025

Effective: 2/21/2025

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New York

PUBLIC EMPLOYERS: WORKPLACE TECHNOLOGY

Use of artificial intelligence in the workplace

This law relates to the disclosure of automated employment decision-making tools by state agencies. It requires the Office of Information Technology Services to maintain an artificial intelligence inventory of state agency artificial intelligence systems in use. It provides that the use of artificial intelligence systems shall not affect the existing rights of employees pursuant to an existing collective bargaining agreement, or the existing representational relationships among employee organizations or the bargaining relationships between the employer and an employee organization.

Cite: 2025 NY SB822, NY Pub. Ch. 96 (5 pages)

Enacted: 2/14/2025

Effective: 2/14/2025

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WORKERS' COMPENSATION

Claims for mental injury for non-emergency workers

This law relates to claims for mental injury premised upon extraordinary work-related stress incurred at work, including claims for post-traumatic stress disorder, acute stress disorder or major depressive disorder resulting from work-related stress when demonstrated that such disorder arose out of extraordinary work-related stress attributable to a distinct work-related event or events directly related to employment and occurring during the performance of the employee's job duties.

Cite: 2025 NY SB755, NY Pub. Ch. 79 (2 pages)

Enacted: 2/14/2025

Effective: 2/14/2025

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WORKPLACE SAFETY

Amends Warehouse Worker Injury Reduction program

This law amends the Warehouse Worker Injury Reduction program to focus on reducing work related musculoskeletal disorders. The law establishes criteria for those who can evaluate workplaces for injury reduction strategies. The law requires that shifts be added to the work activity that is addressed by injury reduction programs. The law requires a competent person, as defined in the law, to perform the initial worksite evaluations. A worksite evaluation must be reviewed by a board-certified ergonomist when an employee-led workplace safety committee makes a written request to the employer based upon a material concern related to the findings of a competent person. Where there is no active employee-led workplace safety committee, a worksite evaluation must be reviewed by a board-certified ergonomist when any employee-led committee makes a formal recommendation based upon a material concern related to the findings of a competent person. This law also clarifies language around on-site medical or first aid providers.

Cite: 2025 NY AB2432, NY Pub. Ch. 68 (6 pages)

Enacted: 2/14/2025

Effective: 2/14/2025

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Ohio

WAGES

Enacts Pay Stub Protection Act

This law requires an employer, on the employer's regular paydays, to provide each of the employer's employees with a statement or access to a statement of the employee's earnings and deductions for the pay period. It requires an employer who does not provide the statement or access to the statement at the required time to provide the statement not later than ten days after receiving an employee's request for the statement. The law permits an employee who does not receive the requested statement within ten days of requesting it to report the violation to the Director of Commerce, who must notify the employer in writing of the violation. The law also requires that if an employer receives a notice from the Director, the employer post the notice or a copy of it in a conspicuous place on the employer's premises for ten days.

Cite: 2025 OH HB106 (3 pages)

Enacted: 1/8/2025

Effective: 4/9/2025

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West Virginia



ANALYSIS

LEGISLATION

West Virginia Legislature enacts higher standard for unemployment recipients

by Bonnie J. Thomas, Steptoe & Johnson PLLC

If you've seen an uptick in job applications, you might have the West Virginia Legislature to thank for some much-needed updates to unemployment compensation eligibility. However, you may also have more obligations as a hiring manager if an applicant is receiving benefits.

INTENT OF UNEMPLOYMENT BENEFITS

Since the mid-1970s, unemployment compensation benefits have been available in West Virginia to individuals who lost their jobs through no fault of their own. West Virginia's Unemployment Compensation Law, W. Va. Code § 21A-6-1, was intended to:

provide a measure of security to the families of unemployed persons, guard against the menace to health, morals and welfare arising from unemployment, maintain as great purchasing power as possible, with a view to sustaining the economic system during periods of economic depression, stimulate stability of employment as a requisite of social and economic security, and allay and prevent the debilitating consequences of poor relief assistance.

However, many of the state's employers would likely argue that, instead, unemployment compensation has propelled joblessness rather than prevented it.

In West Virginia, after employment is ended, a former employee has to apply for unemployment benefits. In terms of limiting a former employee's receipt of these benefits, an employer may attempt to delay or contest a former employee's benefits if the employee was discharged for simple misconduct or gross misconduct. However, as many employers in West Virginia have experienced, the determination of these benefits often leans heavily in favor of the applicant, with gross misconduct being a high bar.

Oppositely, and for years, applicants' continued receipt of benefits had a very low bar. Specifically, the law only required that the applicant "[be] able to work and [be] available for full-time work for which he or she is fitted by prior training or experience *and is doing that which a reasonably prudent person in his or her circumstances would do in seeking work*" (emphasis added).

Many employers would probably argue the requirements resulted in minimal evidence of sincere jobseeking. Also, the vague standard led to efforts that rarely yielded results and benefits that often exhausted the available 26 weeks instead of being mitigated by new employment.

AMENDMENT ENACTED

Perhaps in recognition of this effect, the West Virginia Legislature amended § 21A-6-1 and enacted § 21A-6-1d in 2024. The law now offers continued benefits for an applicant who "is able to work and is available for full-time work for which he or she is fitted by prior training or experience and is actively seeking work as defined in § 21A-6-1d of this code."

The newly enacted W.Va. Code § 21A-6-1d now specifies that applicants must provide proof they conduct at least four "work search activities" each week, which can include registering with job agencies, applying for jobs, attending job fairs, in-person visits with potential employers, participating in skills assessments or instructional workshops, and interviewing with employers. They also must accept suitable job offers referred by the state workforce agency. Additionally, W.Va. Code § 21A-6-1d *requires* employers to report job offer refusals by individuals receiving unemployment benefits.

Specifically, the new legislation requires that:

an individual applying for or receiving unemployment benefits who receives referrals from Workforce West Virginia to a job or jobs considered to be suitable . . . shall apply for that job or those jobs within one-week of receiving the referrals and accept employment in suitable work if offered. . . . *Employers shall report the refusal of any individual who is receiving unemployment benefits and who receives job referrals from Workforce West Virginia to accept an offer of employment to the commissioner and also report those that accept employment and either leave or are dismissed from that employment within six weeks of the start date of that employment.*

BOTTOM LINE

This change means continued receipt of unemployment benefits now requires more from former employees and potentially more from employers whose applicants refuse job offers. While it may be too early to tell, you could hope to see an uptick in first-time applicants, accepted offers, and reduced timelines on unemployment compensation benefits.

Excerpted from *West Virginia Employment Law Letter*
Larry J. Rector and Allison Williams, Editors
Steptoe & Johnson PLLC

REGULATIONS

California

DISABILITY BENEFITS

Physician/practitioner e-filing of documents

The Employment Development Department (EDD) amended an existing regulation that concerns the filing of disability benefit claims, requiring all physicians and practitioners to file medical certifications documents electronically through their verified EDD online accounts unless they have completed and filed EDD's designated exemption form wherein they certify to a lack of automation, a severe economic hardship, or other good cause.

Cite: 22 CCR §2706-4 (CRNR 2025, No. 5-Z, 01/31/2025, page 162) (2 pages)

Adopted: 1/22/2025

Effective: 4/1/2025

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OCCUPATIONAL SAFETY

Civil penalties for Cal/OSHA citations

The Department of Industrial Relations amended maximum and minimum civil penalties in accordance with statutory adjustments based upon the annual percentage increase in the applicable Consumer Price Index for All Urban Consumers, increasing the maximum civil penalties for regulatory, general, and repeat violations; and increasing the minimum and maximum civil penalties for willful violations.

Cite: 8 CCR §336 (CRNR 2025, No. 1-Z, 01/03/2025, page 18) (7 pages)

Adopted: 12/19/2024

Effective: 1/1/2025

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Iowa

CIVIL RIGHTS

Employer requirements for non-English speaking employees

The Labor Services Division rescinded and replaced rules requiring employers to give language assistance to certain non-English speaking employees so that the employees may understand the terms of employment, safety issues, and health issues.

Cite: 875 IAC 160 (IAB Vol. XLVII, No. 14, 01/08/2025, page 7844) (4 pages)

Adopted: 12/4/2024

Effective: 2/12/2025

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WAGES

Minimum wage scope and coverage

The Labor Services Division rescinded and adopted rules for minimum wage scope and coverage, with initial employment wage rates, definitions, exceptions, and interpretive guidelines.

Cite: 875 IAC 215 (IAB Vol. XLVII, No. 14, 01/08/2025, page 7847) (4 pages)

Adopted: 12/4/2024

Effective: 2/12/2025

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WORKFORCE DEVELOPMENT

Employer's contribution and charges

The Workforce Development Department repealed and replaced rules for employers' contributions and charges, and administrative rules for employers regarding determination and collection of unemployment insurance contributions pursuant to Iowa Code chapter 96.

Cite: 871 IAC 23 (IAB, Vol. XLVII, No. 15, 01/22/2025, page 8539) (31 pages)

Adopted: 1/2/2025

Effective: 2/26/2025

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Kentucky

OCCUPATIONAL SAFETY

Toxic and hazardous substances

The Labor Cabinet adopted emergency amendments to rules governing toxic and hazardous substances, requiring industry to comply with rules published by the Office of the Federal Register.

Cite: 803 KAR 002:320E (51 KyAR 1244, 01/01/25) (5 pages)

Adopted: 11/19/2024

Effective: 11/19/2024

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Louisiana

WORKERS' COMPENSATION

Disputed claims for medical treatment

The Workforce Commission amended medical treatment guidelines rules to update the medical dispute form in accordance with current administrative processes.

Cite: LAC 40:I.2328 (LR 51:85, 01/20/2025) (2 pages)

Adopted: 1/20/2025

Effective: 1/20/2025

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Mississippi

LICENSURE

Occupational therapy

The Department of Health amended rules to add telehealth guidelines, update continuing education requirements, supervision requirements, and administrative updates.

Cite: 15 Miss. Admin. Code Pt. 11 (Mississippi Admin. Bulletin, January 2025) (29 pages)

Adopted: 1/30/2025

Effective: 3/3/2025

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LICENSURE

Professional engineers and land surveyors

The Board of Licensure for Professional Engineers and Land Surveyors amended rules for reorganization and substantial revision to existing rules to mirror the Model Rules adopted by the National Council of Examiners for Engineers and Surveyors, implementation of the Military Family Freedom Act and Universal Recognition of Occupational Licenses Act.

Cite: 30 Miss. Admin. Code Pt. 901, Chapters 1-9 (Mississippi Admin. Bulletin, January 2025) (155 pages)

Adopted: 1/2/2025

Effective: 1/2/2025

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New Mexico

BENEFITS

Insurance

The Office of Superintendent of Insurance adopted a new section to rules for insurance plans sold to individuals

covered under major medical insurance, with proof of coverage requirements for individual and employer-group, labor unions and group plans issued through a bona fide association.

Cite: 13.10.34.23 NMAC (35 n m reg 39, 01/16/2025) (2 pages)

Adopted: 1/16/2025

Effective: 1/1/2025

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Ohio

LICENSURE

Community health worker certification

The Board of Nursing amended rules for community health worker certification by endorsement, renewals, disciplinary actions, investigations, and standards for training programs.

Cite: Ohio Admin. Code 4723:26-03, -04, -11, -12, -13, -14 (Register of Ohio, January 2025) (31 pages)

Adopted: 1/13/2025

Effective: 2/1/2025

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Oregon

BENEFITS

Healthcare plan coverage

The Department of Consumer and Business Services Insurance Regulation adopted rules prohibiting carriers offering health benefit plans from denying or limiting coverage of claims related to gender-affirming treatment that has been determined to be medically necessary and prescribed in accordance with accepted standards of care.

Cite: OAR 836-053-0441 (Oregon Bulletin, January 2025) (2 pages)

Adopted: 12/19/2024

Effective: 1/1/2025

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CONFIDENTIALITY

Paid leave confidentiality

The Employment Department amended rules to clarify the department's ability to share a claimant's weekly benefit amount with the employer in order to comply with ORS 657B.030.

Cite: OAR 471-070-0930 (Oregon Bulletin, January 2025) (15 pages)

Adopted: 12/27/2024

Effective: 1/1/2025

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WAGES

Prevailing wage rates

The Bureau of Labor and Industries amended the prevailing rates of wage as determined by the Commissioner of the Bureau of Labor and Industries for the period beginning January 5, 2025, with copies available on the bureau's webpage at www.oregon.gov/boli.

Cite: OAR 839-025-0700 (Oregon Bulletin, January 2025) (1 page)

Adopted: 12/31/2024

Effective: 1/5/2025

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Texas

LICENSURE: HEALTHCARE PROFESSIONALS

Medical physicist licensure

The Texas Medical Board readopted and amended rules with extensive reorganization for medical physicist pre-licensure criminal history evaluations; general licensure requirements; requirements for medical school graduates; licensure for military service members, veterans, and spouses; application procedures; registration of licenses; continuing education requirements; and other related provisions.

Cite: 22 TAC §160 (50 TexReg 316, 01/10/2025) (9 pages)

Adopted: 12/20/2024

Effective: 1/9/2025

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LICENSURE: HEALTHCARE PROFESSIONALS

Physician licensure

The Texas Medical Board readopted and amended rules with extensive reorganization for physician pre-licensure criminal history evaluations; general licensure requirements; graduate requirements; licensure for military service members, veterans, and spouses; application procedures; registration of licenses; continuing education requirements; and other related provisions.

Cite: 22 TAC §161 (50 TexReg 323, 01/10/2025) (19 pages)

Adopted: 12/20/2024

Effective: 1/9/2025

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Utah

WORKERS' COMPENSATION

Computation of medical fees

The Labor Commission amended rules for the computation of medical fees for services provided to injured workers.

Cite: Utah Admin. Code r. 612-300 (25-02 utah bull 130, 01/15/2025) (10 pages)

Adopted: 11/15/2024

Effective: 1/1/2025

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WORKERS' COMPENSATION

Uninsured employers' and employers' reinsurance funds

The Labor Commission amended premium rates for the Uninsured Employers' Fund to 0.45%, and the Employers' Reinsurance Fund to 0.0%, as a percentage of the total workers' compensation insurance premium income detailed in the rules.

Cite: Utah Admin. Code r. 612-400 (25-02 utah bull 130, 01/15/2025) (5 pages)

Adopted: 11/15/2024

Effective: 1/1/2025

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Virginia

LICENSURE

Residential journeyman classification

The Board for Contractors created a new residential journeyman tradesman class of license, limited to plumbing or HVAC work in dwellings and townhouses and not including commercial, industrial, institutional, or government use structures outside of dwellings and townhouses.

Cite: 18VAC50-30-10; 18VAC50-30-30; 18VAC50-30-39; 18VAC50-30-40; 18VAC50-30-42 through 18VAC50-30-48; 18VAC50-30-50; 18VAC50-30-120; 18VAC50-30-150; 18VAC50-30-190 (41 va regs reg 1400, 01/27/2025) (10 pages)

Adopted: 1/27/2025

Effective: 4/1/2025

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Washington

LICENSURE: HEALTHCARE PROFESSIONALS

Education requirements

The State Board of Nursing adopted amendments to education requirements for ARNP licensure in response to the joint administrative rules review committee's recommendation, defining the term "graduate degree" as a master's or doctoral degree, making technical edits to rules, and amending rules to provide for exemptions to education requirements for ARNP licensure as outlined in board procedure.

Cite: WAC 246-840-010, 246-840-340, 246-840-342 (WSR 25-02-080, 01/09/2025) (7 pages)

Adopted: 12/26/2024

Effective: 1/26/2025

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