

# Employers State Law Alert

Summarizing Significant New Employment Laws & Regs in All 50 States



**Colorado** expands FMLI to include 12 weeks of neonatal care leave, p. 6.  
 Statutory developments by state, p. 2.  
 Regulatory developments by state, p. 7.

## Varying state laws on family and medical leave can make compliance a challenge

by Tammy Binford

Dealing with employee time off requests—often a challenge—can be further complicated when the task also depends on keeping up with frequently changing laws that vary from place to place.

Employees need leave for a host of reasons. Sometimes, they just need a little R&R, and other times, they need a few sick days. Often, though, they need extended time off to deal with something more serious. That’s when it’s important for employers to have a clear understanding of their obligations under federal, state, and—in a few cases—city laws.

It would be hard enough to manage if just one set of rules governed all employees everywhere, but, especially for multistate employers, the task requires determining what kind of leave employees need and how those needs fit into a patchwork of varying state and local laws.

### FAMILY AND MEDICAL LEAVE

Federal law requires that covered employers provide up to 12 workweeks of unpaid leave a year to eligible employees for certain reasons under the Family and Medical Leave Act (FMLA). Those reasons are:

- The birth or adoption of a child or the placement of a foster child;
- To care for an immediate family member with a serious health condition;
- To care for the employee’s own serious health condition; and
- Certain needs related to a family member’s military service.

Although leave required under the FMLA does not require employers to pay the employees taking leave—instead the law just holds an employee’s job open—several states and a few cities have laws that require family and medical leave to be paid.

The National Conference of State Legislatures (NCSL) lists 13 states and **Washington, D.C.**, as having laws that create paid family and medical leave programs. Those states are **California, Colorado, Connecticut, Delaware, Maine, Massachusetts, Maryland, Minnesota, New Jersey, New York, Oregon, Rhode Island, and Washington.**

Most of the state programs are funded through employee-paid payroll taxes, and some are also partially funded by employer-paid payroll taxes, but New York’s law requires

### In this Issue:

#### STATUTES

<b>California</b>	
Employee Benefits.....	2
Employee Classification.....	3
Employee Notice.....	3
Employer Recordkeeping.....	4
Employment Contracts.....	4
Employment Discrimination.....	4
Labor Unions.....	4
Unemployment Compensation.....	5
Wage and Hour.....	5
Wages.....	5
WARN Act.....	5
Workers’ Compensation.....	6
<b>Colorado</b>	
Employee Leave.....	6

#### REGULATIONS

<b>Alabama</b>		<b>Louisiana</b>		<b>New Mexico</b>	
Licensure.....	7	Licensure.....	8	Workforce Development.....	9
<b>California</b>		Unemployment.....	8	<b>North Carolina</b>	
Occupational Safety.....	7	<b>Maryland</b>		Licensure.....	9
Workers’ Compensation.....	7	Healthcare Professionals.....	8	<b>Washington</b>	
<b>Illinois</b>		<b>Michigan</b>		Occupational Safety.....	9
Labor.....	7	Occupational Safety.....	9	<b>Wisconsin</b>	
Unemployment.....	8	Occupational Safety:		Licensure.....	10
<b>Iowa</b>		Occupational Health.....	9	<b>Wyoming</b>	
Workforce Development.....	8	Licensure.....		Licensure.....	10

employers to purchase paid leave coverage from private insurers, according to the NCSL.

Ten other states have laws that create a voluntary paid leave option, according to the NCSL. Those states are **Alabama, Arkansas, Florida, Kentucky, New Hampshire, South Carolina, Tennessee, Texas, Vermont,** and **Virginia**. Those states have created optional paid leave coverage that employers can purchase through private insurers.

## RECENT LAW CHANGES

2025 has seen a handful of states making changes to their paid family and medical leave laws.

In **California**, Governor Gavin Newsom signed Senate Bill 590 on October 13, which broadens eligibility for the state's paid family leave law. Currently, eligible employees in California can apply for up to eight weeks of partial wage replacement to care for seriously ill family members, bond with a new child, or assist with a qualifying military exigency.

But after July 1, 2028, the law also will allow benefits for a "designated person" with a serious illness. "Designated person" is defined as a care recipient related by blood or whose association with the employee is the equivalent of a family relationship.

**Delaware** passed a paid family and medical leave law in 2022, but benefits didn't begin until January 1, 2025. The law provides workers with partial income-replacement benefits while they are on approved leave under the federal FMLA.

The state's guide to the leave law says it serves as an insurance plan wrapped around the FMLA. Delaware's state law is served concurrently with the FMLA and generally follows the rules for the FMLA.

**Maine** became the 13th state to establish a paid family and medical leave program in 2023. Contributions began in 2025, and benefits will begin in 2026. The benefits are capped based on the state's average weekly wage.

The Maine program will allow eligible workers in the private and public sector to have up to 12 weeks of paid time off a year to care for a family member with a serious health condition; to bond with a child after birth, adoption, or fostering; to care for their own medical needs; to deal with the transition of a family member's military deployment; or to stay safe after abuse or violence.

**Minnesota's** law passed in 2023, but benefit distributions and premium collection will begin in 2026. The program will provide partial wage replacement for medical leave, bonding, or caring for a family member.

**New York** has had a paid family and medical leave law since 2020, and employees started accruing leave in 2021. On January 1, 2025, New York expanded its law and

became the first state to offer paid time off for prenatal care or any medical care related to pregnancy, according to a statement on the state's website.

Under the policy, workers of private-sector employers can receive an additional 20 hours of paid sick leave for prenatal care in addition to their existing sick leave.

**Rhode Island** increased its paid time off under its temporary caregiver insurance program from six to seven weeks on January 1, 2025. It is slated to rise to eight weeks in 2026.

The state's temporary caregiver insurance program provides a benefit for people who need to be off work to care for a seriously ill family member (child, spouse, domestic partner, sibling, parent, parent-in-law, or grandparent) or to bond with a newborn child, an adopted child, or a foster-care child.

## PAID SICK LEAVE

Although several states have their own family and medical leave laws, more states have laws requiring employers to offer at least some paid sick time so workers don't lose pay if they need a few days off at a time to deal with illness.

Here's a list of states with paid sick leave laws that was compiled by HR software provider Paycor and updated August 12: **Alaska, Arizona, California, Colorado, Connecticut, Illinois, Maine, Maryland, Massachusetts, Michigan, Minnesota, Nebraska, Nevada, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont,** and **Washington**.

# STATUTES

---

## California

### EMPLOYEE BENEFITS

#### Paid family leave benefits extended

This law, commencing July 1, 2028, expands the eligibility for benefits under the paid family leave program to include individuals who take time off work to care for a seriously ill designated person. The law defines "designated person" to mean any care recipient related by blood or whose association with the individual is the equivalent of a family relationship and would make conforming changes to the definitions of the terms family care leave and family member. This law also requires an individual that requests for the first time family temporary disability insurance benefits to care for a designated person to identify the designated person and, under penalty of perjury, attest to how the individual is related by blood to the designated person, or how the individual's association

with the designated person is the equivalent of a family relationship.

**Cite:** 2025 CA SB590, CA Pub. Ch. 772 (9 pages)

**Enacted:** 10/13/2025

**Effective:** 7/1/2028

[Click for Extended Link](#)

#### EMPLOYEE BENEFITS

##### Qualifying leave

This law prohibits discrimination and retaliation against employees (and employees with victimized family members) for taking qualifying leave related to a “qualifying act of violence.” Employers with twenty-five or more employees must allow time off for a broadened list of covered activities, subject to reasonable notice and certification. The law does not mandate paid leave. Employees may use available paid sick leave and other accrued PTO. Leave may run concurrently with federal and state family and medical leave laws where eligibility is met.

The law expands the reasons for use of California Paid Sick Leave under the Healthy Workplaces Healthy Families Act of 2014 and amends the state’s unpaid job-protected leave to include these additional reasons effective January 1, 2026. The most recent changes add in an employee’s right to use paid sick leave and take protected unpaid leave if they or a family member are a victim of certain crimes and are attending judicial proceedings related to that crime. Such judicial proceedings include, but are not limited to, any delinquency proceeding, a post-arrest release decision, plea, sentencing, post conviction release decision, or any proceeding where a right of that person is an issue. The term victim in this specific covered reason is defined as a person against whom a violent felony, serious felony, and/or felony theft or embezzlement is committed, as well as a person who suffers direct or threatened physical, psychological, or financial harm due to the commission or attempted commission or specific crimes or delinquent acts. The law also amends the existing jury duty leave law, to remove the requirement that employees must provide reasonable notice prior to taking time off to serve on a jury. However, if an employee uses paid sick leave or unpaid job-protected leave for jury duty, the same notice standard applies for this covered reason as for other covered reasons of use under these provisions, i.e. reasonable advance notice unless advance notice is not feasible.

**Cite:** 2025 CA AB406, CA Pub. Ch. 148 (19 pages)

**Enacted:** 10/1/2025

**Effective:** 10/1/2025

[Click for Extended Link](#)

#### EMPLOYEE CLASSIFICATION

##### Construction trucking

This law provides that the duty of an employer to indemnify their employee for all necessary expenses or losses applies to the use of a vehicle owned by an employee and used by that employee in the discharge of their duties. The law provides that, with respect to construction trucking, a commercial motor vehicle driver who owns the truck, tractor, trailer, or other commercial vehicle that they use in the discharge of their duties as an employee working for an employer would be entitled to reimbursement for the use, upkeep, and depreciation of that truck, tractor, trailer, or other commercial vehicle, as provided. The law states that specified provisions described above are declarative of existing law. The law states as declarative of existing law, that mere ownership of a vehicle, including a personal vehicle or a commercial vehicle used by a person in providing labor or services for remuneration does not make that person an independent contractor. The law also provides, and states as declaratory of existing law, that the duty of an employer to indemnify its employees for reasonable business expenses, applies to the use of a vehicle owned by an employee and used by that employee in the discharge of their duties.

**Cite:** 2025 CA SB809, CA Pub. Ch. 659 (5 pages)

**Enacted:** 10/11/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

#### EMPLOYEE NOTICE

##### Creates “Workplace Know Your Rights Act”

This law establishes the “Workplace Know Your Rights Act” under which an employer will be required to provide a stand-alone written notice to each current employee as well as employees upon hire with certain workers’ rights, including workers’ compensation, immigration agency inspections, and law enforcement actions at the workplace. This obligation commences on or before February 1, 2026, and continues annually thereafter. The law requires the Labor Commissioner to develop a template notice, as well as videos for employers and employees informing them of their responsibilities and rights, that must be available on or before January 1, 2026, and updated annually. The law also requires, subject to an employee’s request, that the employer notify the employee’s designated emergency contact if the employee is arrested or detained at work. If the arrest or detention occurs during work hours, or during the performance of the employee’s job duties, but not on the worksite, the law requires the employer to notify the employer’s designated emergency contact only if the employer has actual knowledge of the arrest

or detention of the employee. The law carries an anti-retaliation provision and will be enforced by the Labor Commissioner with a penalty of \$500 per employee per violation, except that the penalty for a violation of the emergency contact provision will be an amount up to \$500 per employee for each day the violation occurs, up to a maximum of \$10,00 per employee.

**Cite:** 2025 CA SB294, CA Pub. Ch. 667 (5 pages)

**Enacted:** 10/12/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

#### EMPLOYER RECORDKEEPING

##### Personnel record requirements

This law requires that personnel records relating to the employee's performance include education and training records and require the employer ensure those records contain the following information: employee name, training provider name, the duration and date of the training, core competencies of a training – including skills in equipment or software – and the resulting certification or qualification.

**Cite:** 2025 CA SB513, CA Pub. Ch. 654 (4 pages)

**Enacted:** 10/11/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

#### EMPLOYMENT CONTRACTS

##### Contracts in restraint of trade

This law, for contracts entered into on or after January 1, 2026, makes it unlawful to include in any employment contract, or to require a worker to execute as a condition of employment or a work relationship a contract that includes, specified contract terms, including a term that requires the worker to pay an employer, training provider, or debt collector for a debt if the worker's employment or work relationship with a specific employer terminates. The law declares these contracts as contracts that restrain a person from engaging in a lawful profession, trade, or business, and as void and contrary to public policy. The law authorizes a worker who has been subjected to the above-described prohibited conduct regarding a contract or its terms or a work representative to bring an action on behalf of that worker, other persons similarly situated, or both, in any court of competent jurisdiction.

This law exempts certain types of repayment agreements, including those involving tuition payments for transferable credits, discretionary bonuses or relocation

payments, provided they meet set criteria. Depending on the subject matter of the repayment, required terms can include: (1) repayment terms must be in a separate agreement from the primary employment contract; (2) the worker must be advised of the right to consult an attorney and given at least 5 business days to do so before signing; (3) any repayment obligation for early separation must be prorated based on the remaining retention period (up to 2 years) and cannot accrue interest; (4) the worker must have the option to defer receipt of the payment until the end of the retention period without repayment obligation; and (5) repayment may only apply if the employee leaves voluntarily or is terminated for misconduct. Any person in violation of the prohibitions set forth in this bill shall be liable for the greater of a worker's actual damages or up to \$5,000 in penalties per worker, injunctive relief, and attorneys' fees and costs.

**Cite:** 2025 CA AB692, CA Pub. Ch. 703 (3 pages)

**Enacted:** 10/13/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

#### EMPLOYMENT DISCRIMINATION

##### Bias mitigation training

This law provides that an employee's assessment, testing, admission, or acknowledgment of their own personal bias that was made in good faith and solicited or required as part of a bias mitigation training does not constitute unlawful discrimination.

**Cite:** 2025 CA SB303, CA Pub. Ch. 216 (1 page)

**Enacted:** 10/1/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

#### LABOR UNIONS

##### App-based drivers

This law creates the "Transportation Network Company Drivers Labor Relations Act." It establishes that transportation network company (TNC) drivers have the right to form, join, and participate in the activities of TNC driver organizations, to bargain through representatives of their own choosing, to engage in concerted activities for the purpose of bargaining or other mutual aid or protection, and to refrain from such activities.

**Cite:** 2025 CA AB1340, CA Pub. Ch. 335 (26 pages)

**Enacted:** 10/3/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

**UNEMPLOYMENT COMPENSATION****Defines the term “mail”**

This law defines “mail” under the Unemployment Insurance Code to include a writing transmitted by a common mail carrier or by electronic transmission.

**Cite:** 2025 CA SB854, CA Pub. Ch. 240 (1 page)

**Enacted:** 10/1/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

**WAGE AND HOUR****Pay data requirements**

This law requires an employer to collect and store any demographic information gathered by an employer or labor contractor for the purpose of submitting the pay data report separately from employees’ personnel records, and, beginning January 1, 2027, increase the number of job categories to 23. The law requires a court to impose a civil penalty against an employer that fails to file the report if requested to do so by the department.

**Cite:** 2025 CA SB464, CA Pub. Ch. 760 (3 pages)

**Enacted:** 10/13/2025

**Effective:** 1/1/2027

[Click for Extended Link](#)

**WAGES****Definition of pay scale**

This law revises the definition of “pay scale” to mean an estimate of this expected wage range that an employer reasonably expects to pay for the position upon hire and is made in good faith. This law prohibits an employer from paying employees at wage rates less than the rates paid to employees of another sex, and would require a civil action to recover wages to be commenced no later than 3 years after the last date the cause of action occurs. The law provides that an employee is entitled to obtain relief for the entire period of time in which a violation of its provisions exists, but not to exceed 6 years. The law also specifies that a cause of action occurs when an alleged unlawful compensation decision or practice is adopted, when an individual becomes subject to the decision or practice, or when an individual is affected by the application of the decision or practice. The law provides that its provisions do not prohibit the application of prescribed legal doctrine. The law defines “wages,” “wage rates,” and “sex” for purposes of those provisions, and would specify that its provisions shall not be construed to define these terms for other purposes.

**Cite:** 2025 CA SB642, CA Pub. Ch. 468 (7 pages)

**Enacted:** 10/8/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

**WAGES****Enforcement of wage judgments**

This law will subject an employer to a civil penalty of not more than three times the amount of an outstanding judgment if a final judgment arising from the employer’s nonpayment of work performed in this state remains unsatisfied after 180 days. The law permits the employer to demonstrate by clear and convincing evidence that good cause exists to reduce the amount of the penalty. Any court-assessed civil penalty would be distributed 50% to the employee and 50% to the Division of Labor Standards Enforcement for enforcement of labor laws. A prevailing employee will also recoup all reasonable attorney’s fees and costs incurred in enforcing the judgment.

**Cite:** 2025 CA SB261, CA Pub. Ch. 747 (5 pages)

**Enacted:** 10/13/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

**WAGES****Wage garnishment return requirements**

This law requires employers to provide a levying officer with additional information in the employer’s return under the Wage Garnishment Law. The law requires the employer’s return to include information setting forth the date on which the employer provided the judgment debtor with the earnings withholding order and the notice of earnings withholding order, the name and title of the person who provided the order and notice, and a short description of the manner in which the order and notice were provided.

**Cite:** 2025 CA AB774, CA Pub. Ch. 708 (13 pages)

**Enacted:** 10/13/2025

**Effective:** 7/1/2026

[Click for Extended Link](#)

**WARN ACT****Employer notice requirements**

This law requires employers to include in the WARN notice whether the employer plans to coordinate services through the local workforce development board or another entity, and information about and a description of the statewide food assistance program known as CalFresh.

**Cite:** 2025 CA SB617, CA Pub. Ch. 229 (1 page)

**Enacted:** 10/1/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

#### WORKERS' COMPENSATION

### Qualified medical evaluators

This law requires the administrative director of the Division of Workers' Compensation to develop and make available a medical evaluation request form for communicating with a panel qualified medical evaluator in advance of a medical-legal evaluation. The law requires the administrative director to develop and make available a template qualified medical evaluator (QME) report form, which will include all necessary statutory and regulatory requirements for a QME report.

**Cite:** 2025 CA AB1293, CA Pub. Ch. 298 (2 pages)

**Enacted:** 10/3/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

#### WORKERS' COMPENSATION

### Uninsured employers

This law authorizes the Department of Industrial Relations director to make a prima facie finding that a transfer of property by an uninsured employer was made to avoid the lawful imposition of a lien on the property.

**Cite:** 2025 CA SB847, CA Pub. Ch. 790 (3 pages)

**Enacted:** 10/13/2025

**Effective:** 1/1/2026

[Click for Extended Link](#)

## Colorado



### ANALYSIS

#### EMPLOYEE LEAVE

### Colorado expands FAMILI to include 12 weeks of neonatal care leave

by Dana Dobbins, Holland & Hart LLP

On January 1, 2026, parents of newborns receiving inpatient care in a neonatal intensive care unit (NICU) will be eligible for up to 12 weeks of leave while their newborns are in the NICU. The leave is in addition to the 12 weeks of parental bonding leave already available under Colorado's Family and Medical Leave Insurance (FAMILI) Act. Colorado is the first state to offer special neonatal care leave.

[Return to TOC](#)

The FAMILI Division is currently engaging in the rulemaking process and has posted proposed amendments on its website, so the specifics of neonatal care leave are still coming into focus.

### NEW FOR NEWBORNS

Neonatal care leave will be available to the parents of infants born before January 1, 2026, who are still receiving inpatient treatment in the NICU as of the new year. The leave benefit is only available, however, for qualifying absences from work on or after January 1, 2026.

With this new leave, employees with newborns who need NICU care may be eligible for up to a cumulative total of 24 weeks (and, in the case of pregnancy or childbirth complications, up to 28 weeks) of paid leave under the FAMILI program. When considering situations involving other types of leave provided by law, such as leave under the federal Family and Medical Leave Act (FMLA), employees could be eligible for up to 36 weeks of leave (or 40 weeks in the event of pregnancy or childbirth complications).

### HOW DOES 36-PLUS WEEKS OF LEAVE HAPPEN?

Employers might be surprised to learn employees could take such a long leave period. For the 36-plus weeks of leave scenario to occur, an employee would first take FMLA leave, which the division has said doesn't automatically draw down FAMILI leave based on what the division has described as "one-way" concurrency (i.e., taking FAMILI draws down FMLA leave, but the opposite isn't automatically true), and, per the division's interpretation, employers can't require an employee to report an FMLA absence as a FAMILI absence.

This interpretation of the law is, so far, untested in courts, and many employers are struggling with the impact to operations of employees' being on leave for such extended periods.

So, though FAMILI leave runs concurrently with FMLA, employers can't mandate that FMLA leave run concurrently with FAMILI leave (though they can impose requirements for receiving paid leave under a company policy). After the expiration of FMLA leave, the employee would take FAMILI neonatal care leave for up to 12 weeks—provided the infant is in the NICU for all 12 weeks—and then take the final 12 to 16 weeks as parental bonding leave. This could be done as continuous or intermittent leave. You should consider how the possibility of extended leave will affect business operations and plan accordingly.

### TAKEAWAYS

You should keep an eye out for the division's adopted amendments and revisit your handbooks and any relevant leave policies to ensure compliance with the new leave regulations, as well as make any necessary changes

regarding how company-provided leave interacts with the new neonatal care leave. For example, employers that “top off” the state’s wage replacement benefit should clarify whether such topping off will apply to the entire duration of FAMLI leave or only some portion of it.

Remember, it isn’t enough to simply have a paid parental leave policy in place—if you provide your own parental leave, the policy must clarify that your paid leave benefit runs concurrently with FAMLI and FMLA leave, not in addition to those leaves. For more information, see <https://www.employerslawyersblog.com/2024/08/preventing-double-dipping-ensure-that-paid-parental-leave-runs-concurrently-with-famli-leave-and-fmla.html>.

One final note: SB25-144, which introduced neonatal care leave, reduced FAMLI premiums from 0.9% of wages per employee down to 0.88% per employee. The reduced premium takes effect January 1, 2026.

*Excerpted from Colorado Employment Law Letter*

*John M. Husband, Juan Obregon, and Dana Dobbins, Editors  
Holland & Hart LLP*

## REGULATIONS

### Alabama

#### LICENSURE

##### Disciplinary alternative program for nurses

The Board of Nursing amended rules for its voluntary disciplinary alternative program, adding requirements for the multidisciplinary evaluation team, aftercare requirements, eligibility requirements, and standards for reinstatement.

**Cite:** Ala. Admin. Code r. 610-X-13 (Volume XLIII, Issue No. 12 AAM, 09/30/25, page 666) (16 pages)

**Adopted:** 9/19/2025

**Effective:** 9/30/2025

[Click for Extended Link](#)

#### LICENSURE

##### Home builders continuing education requirements

The Home Builders Licensure Board amended rules for continuing education requirements for licensees and designated qualifying representatives, removing the requirement of licensees to complete Alabama specific courses, and allowing the Board to require them to complete courses on specific topics.

**Cite:** Ala. Admin. Code r. 465-X-8-.03 (Vol. XLIII, Issue No. 7 AAM, 09/30/25, page 665) (4 pages)

**Adopted:** 9/10/2025

**Effective:** 9/30/2025

[Click for Extended Link](#)

### California

#### OCCUPATIONAL SAFETY

##### Personal protective equipment

The Occupational Safety and Health Standards Board amended regulations for personal protective devices to be “substantially the same” as federal regulations.

**Cite:** 8 CCR § 1514 (CRNR 2025, No. 36-Z, 09/05/2025, page 1128) (2 pages)

**Adopted:** 8/21/2025

**Effective:** 10/1/2025

[Click for Extended Link](#)

#### WORKERS’ COMPENSATION

##### Classification/rating rules

The Department of Insurance amended the California Workers’ Compensation Uniform Statistical Reporting Plan—1995 and the California Workers’ Compensation Experience Rating Plan—1995 as incorporated by reference.

**Cite:** 10 CCR §§ 2318.6, 2353.1, 2354 (CRNR 2025, No. 37-Z, 09/12/2025, page 1163) (8 pages)

**Adopted:** 9/2/2025

**Effective:** 9/1/2025

[Click for Extended Link](#)

### Illinois

#### LABOR

##### Unfair labor practice proceedings

The Labor Relations Board amended rules to require that whenever it appears that any person has violated a final order of the Board issued pursuant to Section 11 of the Act, the Board must commence an action in the name of the People of the State of Illinois by petition, alleging the violation, attaching a copy of the order of the Board, and praying for the issuance of an order directing the person, his officers, agents, servants, successors, and assigns to comply with the order of the Board.

**Cite:** 80 Ill. Adm. Code 1220 (49 Ill. Reg. 12059, 09/26/2025) (3 pages)

**Adopted:** 9/26/2025

**Effective:** 9/10/2025

[Click for Extended Link](#)

**UNEMPLOYMENT****Claims, adjudication, appeals, and hearings**

The Department of Employment Security amended rules for claims, adjudication, appeals and hearings, allowing for digital uploads of appeals and assistance in writing appeals.

**Cite:** 56 Ill. Adm. Code 2720 (49 Ill. Reg. 11127, 09/05/2025) (8 pages)

**Adopted:** 9/5/2025

**Effective:** 8/20/2025

[Click for Extended Link](#)

**UNEMPLOYMENT****Notices, records, and reports**

The Department of Employment Security amended rules regarding the termination of a business by an employing unit, allowing for the online submission of notices required through the MyTax Illinois system, and removing gender-specific language relating to employers.

**Cite:** 56 Ill. Adm. Code 2760 (49 Ill. Reg. 11149, 09/05/2025) (4 pages)

**Adopted:** 9/5/2025

**Effective:** 8/20/2025

[Click for Extended Link](#)

**Iowa****WORKFORCE DEVELOPMENT****Industrial new jobs training program**

The Workforce Development Department rescinded and replaced administrative rules to provide a framework for the operation of the Iowa Industrial New Jobs Training Program.

**Cite:** 871 IAC 62 (IAB Vol. XLVII, No. 7, 09/17/2025, page 2499) (5 pages)

**Adopted:** 8/27/2025

**Effective:** 10/22/2025

[Click for Extended Link](#)

**WORKFORCE DEVELOPMENT****Jobs training program**

The Workforce Development Department rescinded and replaced administrative rules governing the development of training programs under the Iowa Jobs Training Program.

**Return to TOC**

**Cite:** 871 IAC 63 (IAB Vol. XLVII, No. 7, 09/17/2025, page 2504) (8 pages)

**Adopted:** 8/27/2025

**Effective:** 10/22/2025

[Click for Extended Link](#)

**Louisiana****LICENSURE****Nurse aide training and competency evaluation program**

The Health Standards Section amended rules for the Nurse Aide Training and Competency Evaluation Program's Licensing Standards, including sections for the Nurse Aide Registry, provider participation, violations, informal dispute resolution, and administrative hearings.

**Cite:** LAC 48:I.100 (LR 51:1344, 09/20/2025) (3 pages)

**Adopted:** 9/20/2025

**Effective:** 9/20/2025

[Click for Extended Link](#)

**UNEMPLOYMENT****Computation of time**

The Workforce Commission amended rules concerning the computation of time regarding the performance of any act under the rules that would include Saturdays, Sundays and legal holidays, and specifying rules for the extension of delay periods relevant to appeals filed before the Appeals Tribunal and Board of Review.

**Cite:** LAC 40:IV.107, .109 (LR 51:1351, 09/20/2025) (2 pages)

**Adopted:** 9/20/2025

**Effective:** 9/20/2025

[Click for Extended Link](#)

**Maryland****HEALTHCARE PROFESSIONALS****Telehealth**

The Board of Physicians amended rules to clarify that the intent is for all physicians providing services to a patient physically located in Maryland to be licensed by the Board, stating that a telehealth practitioner shall be licensed when providing telehealth services to such a patient.

**Cite:** COMAR 10.32.05 (52:18 Md. Reg. 929, 09/05/2025) (1 page)

**Adopted:** 9/5/2025

**Effective:** 9/15/2025

[Click for Extended Link](#)

## Michigan

### OCCUPATIONAL SAFETY

#### Construction safety

The Department of Labor and Economic Opportunity adopted new construction safety standards regarding steel erection safety training, requiring that training be provided by qualified persons and that employers provide a training program for all employees exposed to fall hazards.

**Cite:** AC, R 408.42654 (2025 MR 15, 09/01/2025, page 2) (1 page)

**Adopted:** 8/5/2025

**Effective:** 8/12/2025

[Click for Extended Link](#)

### OCCUPATIONAL SAFETY

#### Personal protective equipment

The Department of Labor and Economic Opportunity amended rules regarding personal protective equipment, including employers' and employees' responsibilities for worn equipment, safe design, fit, and fall protection systems.

**Cite:** AC, R 408.40617, R 408.40631 (2025 MR 15, 09/01/2025, page 17) (2 pages)

**Adopted:** 8/5/2025

**Effective:** 8/12/2025

[Click for Extended Link](#)

### OCCUPATIONAL SAFETY: OCCUPATIONAL HEALTH

#### Recording and reporting of occupational injuries and illnesses

The Department of Labor and Economic Opportunity amended and added new rules regarding requirements for the recording and reporting of occupational injuries and illnesses, including exceptions, applicability, petitions, basic requirements, implementation, and revocation of exceptions.

**Cite:** AC, R 408.22103, R 408.22141, R 408.22141a, R 408.22157, R 408.22160, R 408.22161, R 408.22162 (2025 MR 15, 09/01/2025, page 9) (8 pages)

**Adopted:** 8/5/2025

**Effective:** 8/12/2025

[Click for Extended Link](#)

## New Mexico

### WORKFORCE DEVELOPMENT

#### Employment programs for older workers

The New Mexico Aging and Long-Term Services Department repealed and replaced rules governing Employment Programs for Older Workers, updating standards and requirements for eligibility of participants and host agencies for the federal and state funded programs administered by the employment programs Bureau of the Aging Network, Division of the Aging, and Long-term Services Department, and to comply with the Older Americans Act.

**Cite:** 9.2.13 NMAC (36 n m reg 18, 09/23/2025) (5 pages)

**Adopted:** 9/11/2025

**Effective:** 9/23/2025

[Click for Extended Link](#)

## North Carolina

### LICENSURE

#### Interpreters and transliterators

The Occupational Licensing Boards and Commissions amended its schedule of penalties and rules for the publication of discipline, including presumptive penalties for first and subsequent violations, and the website publication of the name, violation type, date of violation, and assessed penalty for each violation.

**Cite:** 21 NCAC 25.0701 (40:05 NCR 483, 09/02/2025) (1 page)

**Adopted:** 9/2/2025

**Effective:** 8/1/2025

[Click for Extended Link](#)

## Washington

### OCCUPATIONAL SAFETY

#### Tracking workplace injuries and illnesses

The Division of Occupational Safety and Health updated reporting rules to clarify responsible parties, replace gender specific terms with gender-neutral terms, require larger establishments to submit certain forms electronically, and require establishments to include legal company names when making electronic submissions to OSHA from their injury and illness records.

**Cite:** WAC 296-27 (WSR 25-18-088, 09/02/2025) (33 pages)

**Adopted:** 9/2/2025

**Effective:** 10/3/2025

[Click for Extended Link](#)

## Wisconsin

### LICENSURE

#### Optometry continuing education

The Optometry Examining Board amended rules to clarify the number of continuing education hours and instructional format required to renew an optometry license according to the updated standards adopted by the Association of Regulatory Boards of Optometry (ARBO) and the Council on Optometric Practitioner Education (COPE).

**Cite:** Wis. Admin. Code § Opt. 8 (Wis. Admin. Reg. No. 837B, 09/29/2025) (5 pages)

**Adopted:** 8/15/2025

**Effective:** 10/1/2025

[Click for Extended Link](#)

## Wyoming

### LICENSURE

#### Psychological practitioners

The Board of Psychology adopted rules governing the certification requirements for psychological practitioners, including education, experience, and examination requirements in general, with additional requirements for specialists in school psychology.

**Cite:** 068-0001-006 Wyo. Code (Wyoming Register, 10/02/2025) (4 pages)

**Adopted:** 10/2/2025

**Effective:** 10/2/2025

[Click for Extended Link](#)