

Employers State Law Alert

Summarizing Significant New Employment Laws & Regs in All 50 States



New York State and City legislative update for all employers in 2026, p. 3.
Statutory developments by state, p. 3.
Regulatory developments by state, p. 6.

Looking at the future of state efforts to regulate employers' use of AI

by Tammy Binford

Employers' use of artificial intelligence (AI) is growing quickly, along with concerns about its possible negative effects. Those concerns include how employee and candidate privacy may need protection, as well as how the technology may help—or hinder—recruiting, retention, performance evaluation, and more.

Employers and employees alike are wary of potential downsides of the technology, and those worries are prompting lawmakers to consider restrictions on the use of AI.

In the absence of comprehensive federal legislation, states are beginning to pass laws aimed at protecting individuals. A handful of state laws are already on the books, but whether they will hold up is uncertain, since the Trump administration is looking askance at state efforts.

FEDERAL ACTION

On December 11, 2025, President Donald Trump signed Executive Order 14179, titled "Ensuring a National Policy Framework for Artificial Intelligence." The order states that "It is the policy of the United States to sustain and enhance the United States' global AI dominance through a minimally burdensome national policy framework for AI."

The order also states that the administration wants a national standard rather than allowing the various states to develop their own laws.

The order calls for the U.S. attorney general to establish an AI Litigation Task Force that will challenge state AI laws deemed inconsistent with the policy set forth in the executive order, "including on grounds that such laws unconstitutionally regulate interstate commerce, are preempted by existing Federal regulations, or are otherwise unlawful in the Attorney General's judgment."

Although the executive order may discourage state efforts to regulate AI use, some attorneys analyzing the order have advised employers to adhere to state laws for the time being.

WHAT STATES ARE DOING

The federal executive order specifically mentions a Colorado law banning "algorithmic discrimination," which the administration claims may force AI models to produce false results.

In this Issue:

STATUTES

Illinois	
Employee Privacy	3
New York	
Legislation.....	3
Background Checks.....	5
Employee Benefits.....	5
Employee Safety.....	5
Employment Discrimination.....	5
Labor Laws.....	5
Ohio	
Immigration.....	5
Pennsylvania	
Unemployment Compensation....	6

REGULATIONS

Alabama		Connecticut		New Mexico		Texas	
Licensure.....	6	Benefits.....	7	Workers' Compensation.....	8	Childcare	9
Alaska		Iowa		New York		Licensure.....	9
Licensure.....	6	Workforce Development.....	7	Workers' Compensation.....	8	Washington	
California		Kentucky		North Carolina		Occupational Safety	9
Occupational Safety	6	Occupational Safety	7	Occupational Safety/Occupational			
Workers' Compensation.....	7	Occupational Safety	8	Health	8		
Colorado		Maine		Ohio			
Licensure.....	7	Wages.....	8	Licensure.....	8		
		Mississippi		Oregon			
		Licensure.....	8	Workers' Compensation.....	9		

Colorado isn't the only state that has passed AI-related legislation in recent years. Here's a look at Colorado's and some other states' laws.

Colorado: The state legislature passed the Colorado AI Act in 2024. The primary compliance deadline was originally set for February 2026 but has now been pushed to June.

The main goal of the legislation is to prevent "algorithmic discrimination," especially in "high-risk AI systems."

According to the Act's text, algorithmic discrimination refers to unlawful treatment based on protected characteristics such as race, sex, age, disability, or any other classification protected by state or federal law. High-risk systems are those that use AI in a substantial way to make consequential decisions, including those that affect employment and job opportunities.

The law also requires employers using high-risk AI systems to implement a risk management program, conduct annual impact assessments, and notify consumers when an AI system is making a decision about them.

The law includes narrow exceptions to some of its requirements for businesses with fewer than 50 full-time employees if they don't train the AI with their own data.

California: The state has been a leader in actions aimed at AI-enabled discrimination. In October 2025, regulations went into effect prohibiting the use of AI and automated-decision systems that discriminate based on protected characteristics under the state's Fair Employment and Housing Act.

The regulations require audits, human oversight, and bias testing for automated-decision systems in HR functions.

Also in 2025, California enacted the Transparency in Frontier Artificial Intelligence Act that requires large frontier developers to publish a framework on their websites describing how they incorporate national standards, international standards, and industry-consensus best practices into their AI framework.

The Act also creates a mechanism for frontier AI companies and the public to report potential critical safety incidents to the state's Office of Emergency Services.

Illinois: Amendments to the state Human Rights Act, which took effect January 1, 2026, address AI-driven discrimination and transparency. State law now makes employers liable for employment decisions made using AI that are found to be unlawfully discriminatory.

Illinois also has the Artificial Intelligence Video Interview Act, which went into effect in 2020. The law says that when employers record video interviews and use AI to analyze applicants, they must inform applicants that AI may be used, provide them with an explanation of the technology, including the traits to be analyzed by AI, and acquire applicants' prior consent to be assessed by AI.

Also, the law restricts how videos can be shared and makes provisions for destruction of applicant videos.

Maine: A 2025 state law requires disclosure to consumers when AI chatbots are used. The state also passed a law requiring that employers notify employees before using electronic monitoring or audiovisual surveillance.

The governor also formed the Maine Artificial Intelligence Task Force to investigate the implications of advances in AI. In October 2025, the group completed its report, which laid out a vision for integrating AI across the state's public and private sectors. The report calls for a statewide AI literacy campaign to empower residents to navigate the technology's growing presence in daily life.

The report also notes AI's potential as well as acknowledging the need to prepare for workforce disruptions in sectors like manufacturing and professional services.

Texas: The Texas Responsible Artificial Intelligence Governance Act took effect January 1, 2026. A summary by the American Bar Association says the law establishes intent-based liability for AI misuse such as promoting self-harm or harming another person, facilitating criminal activity, discrimination, deepfakes, child exploitation, and impairing constitutional rights.

The law vests exclusive enforcement with the Texas attorney general and precludes private lawsuits. It also authorizes civil penalties up to \$200,000 per violation alongside a 60-day cure period.

The summary says the law has safe-harbor provisions that encourage businesses to document compliance with frameworks like the National Institute of Standards and Technology AI Risk Management Framework. Businesses also are encouraged to conduct adversarial testing and preserve audit trails, strengthening defenses against algorithmic bias and intentional-use allegations.

Utah: The state's Artificial Intelligence Policy Act requires disclosure when entities are using generative AI tools. The Act specifies that use of a generative AI system cannot be a defense to a violation of a Utah consumer protection statute.

STATUTES

Illinois

EMPLOYEE PRIVACY

Amends Right to Privacy in the Workplace Act

This law provides that an employer enrolled in an Employment Eligibility Verification System, including the E-Verify program, must not impose work authorization verification or re-verification requirements greater than those required by the Employment Eligibility Verification System. The law prohibits employers from taking adverse action against an employee based only on receipt of a notice of a discrepancy (sometimes called a “no match” letter) between an employee’s individual taxpayer identification number or other identifying documents from any federal agency or other outside vendor not responsible for the enforcement of immigration law, such as the Social Security Administration, the Internal Revenue Service or an insurance company. The law also requires employers to provide certain notice to the employee upon receipt of such a notification.

Cite: 2025 IL SB2339, IL Pub. Ch. 104-0455 (26 pages)

Enacted: 12/12/2025

Effective: 12/12/2025

[Click for Extended Link](#)

New York



ANALYSIS

LEGISLATION

New York State and City legislative update: Changes for all employers in 2026

by Clifford R. Atlas, Susan M. Corcoran, Richard I. Greenberg, Douglas J. Klein, Christopher M. Valentino & Xinlai Sui, Jackson Lewis P.C.

The New York State Assembly and Senate passed numerous pieces of legislation during the concluded legislative session in late December. This article reviews three enactments Governor Kathy Hochul signed into law and one bill she vetoed.

TRAPPED AT WORK ACT

On December 19, 2025, Governor Hochul signed **S4070**, the “Trapped at Work Act,” adding new article 37 to the New York Labor Law, codified as Labor Law §§1050-1055. The law became effective “immediately” upon signing.

Employers are prohibited from requiring “employment promissory notes” as a condition of employment. An “employment promissory note” is defined as any instrument, agreement, or contract provision that

requires a worker to pay the employer a sum of money if the employee leaves employment before the passage of a stated period of time. It expressly includes any such document that states payment of monies constitutes reimbursement for training provided to the worker by the employer or by a third party.

Section 1052(2) of the new law contains important exceptions to the prohibition. The following agreements are permissible:

- Agreements requiring the worker to repay the employer for sums advanced to the worker, unless such sums were advanced to pay for training related to the employment;
- Agreements requiring the worker to pay the employer for any property sold or leased to the worker;
- Agreements requiring educational personnel to comply with the terms of sabbatical leaves; and
- Agreements entered into as part of a program agreed by the worker’s collective bargaining representative.

The law doesn’t provide a private right of action. However, if an employee successfully defends a lawsuit filed by the employer to enforce a promissory note made void by the law, the employee can recover attorneys’ fees. Further, violations of the law can subject the employer to fines of not less than \$1,000 but not more than \$5,000 for each violation.

Although the New York law is leaner than its California counterpart, it is no less confusing. Repayment of sign-on bonuses and retention bonuses appear to be permitted by the statute’s carve-out. The statute is silent about forfeiture or clawback of incentive compensation or restricted stock plans. That the statute appears to prohibit repayment of training costs agreements is unsurprising and consistent with certain New York case law construing such provisions as noncompetition agreements.

NEW YORK STATE CREDIT CHECK LIMITATIONS

In 2026, New York State will join New York City and significantly restrict employers from requesting or using the consumer credit histories of applicants or employees for employment purposes. **S3072** becomes effective on April 18, 2026.

The enactment defines “consumer credit history” to include written and other information obtained through consumer credit reports or credit scores or other information obtained directly from the applicant or employee: (1) detailing credit accounts or (2) bankruptcies, liens, or judgments. Consumer credit reports include any communication by a consumer reporting agency bearing on an individual’s creditworthiness, credit standing, credit capacity, or credit history.

The law permits employers to request and consider the consumer credit history information of applicants and employees in certain, limited circumstances, as well as in response to any lawful subpoena, court order, or law enforcement investigation. Narrow exemptions to the new prohibition include:

- Positions for which employers are required by law, regulation, or a self-regulatory organization to use an individual's consumer credit history for employment purposes;
- Peace officers or police officers as defined by law, or in a position with a law enforcement or investigative function in a law enforcement agency;
- Positions subject to background investigation by a state agency, narrowly limited to appointed positions with a high degree of trust;
- Positions that require the employee to be bonded under state, agency, or federal law;
- Positions requiring a security clearance under federal or any state law;
- Nonclerical positions that entail regular access to trade secrets or national security information;
- Positions with signatory authority over third-party funds or assets valued at \$10,000 or more, or positions that involve a fiduciary responsibility to the employer with the signatory authority over third-party funds or assets valued at \$10,000 or more on behalf of the employer; or
- Positions with regular duties that allow the employee to modify digital security systems established to prevent the unauthorized use of networks or databases of the employer or the employer's client.

CODIFICATION OF DISPARATE IMPACT INTO NYSHRL

Governor Hochul signed **S8338**, which took effect immediately on December 19, 2025. The bill amends the New York State Human Rights Law (NYSHRL) by codifying the disparate impact theory of discrimination.

The new law establishes that “an unlawful discriminatory practice may be established by a practice's discriminatory effect, even if such practice was not motivated by a discriminatory intent.” This means that if a practice has a discriminatory effect where it actually or predictably results in an adverse employment action against a protected group or person, absent any intent by the employer, a showing of this practice's discriminatory effect is enough to preliminarily establish unlawful discrimination.

Because the new law took effect immediately at signing, it applies to all cases alleging employment discrimination occurring on or after December 19, 2025. The bill doesn't

specify whether it applies to pending and unfiled claims that accrued before its effective date but are still within the NYSHRL's statute of limitations.

Although the codification of disparate impact puts NYSHRL in sync, at least on paper, with Title VII of the Civil Rights Act of 1964, the new law is contrary to the Trump administration current position. On April 23, 2025, President Trump signed an Executive Order directing the Equal Employment Opportunity Commission (EEOC) and other federal agencies to cease their pursuit of disparate impact claims in pending and future proceedings filed under Title VII. The new NYSHRL amendment provides a clear, alternative state-level path for claims that could have been filed before the EEOC.

VETOED NEW YORK LABOR LAW AMENDMENT

Governor Hochul vetoed bill **S7388**, “Remedial Construction of New York Labor Law Act,” an act to amend the Labor Law. The proposed legislation contained sweeping language that would have required a liberal construction of the Labor Law. It would have required the courts to interpret the Labor Law more favorably for workers than for employers (“[The Labor Law] shall be construed liberally for the accomplishment of the remedial purposes thereof”).

Moreover, the bill attempted to establish a unique stature for the Labor Law independent of how similarly worded provisions are interpreted under the Fair Labor Standards Act (FLSA) and other federal laws (“[The Labor Law] shall be construed liberally for the . . . remedial purposes thereof, regardless of . . . federal labor laws, including but not limited to Fair Labor Standards Act . . . and other laws with provisions worded comparably”).

While acknowledging that specific provisions of the Labor Law are being misinterpreted to better protect workers, Governor Hochul noted in the veto memo that the amended language is a “vague and sweeping statutory mandate” that would have put “a thumb on the scale” in favor of workers.

NYC: NEW PAY EQUITY REPORTING

On October 9, 2025, the New York City Council approved amendments to local laws that would impose new pay equity reporting obligations on certain private employers and require the city to conduct annual pay equity studies.

On November 7, Mayor Eric Adams vetoed the law. On December 4, however, the council voted to override Adams' veto, enacting new local laws that significantly expand pay transparency obligations for private employers.

Proposed amendments to employers' pay transparency obligations related to advertisements that would have expanded disclosure obligations did not come up for vote. They will need to be reintroduced next year.

TAKEAWAY

Employers with operations in New York State should review policies and practices to ensure compliance with these developments. Please contact a Jackson Lewis attorney with any questions.

©2025 Jackson Lewis P.C. Reprinted with permission. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

BACKGROUND CHECKS

Prohibits use of consumer credit report

This law prohibits an employer or potential employer from using a job applicant or employee's consumer credit report in his or her decision to hire, terminate, promote, demote, discipline, compensate, or insetting the terms, conditions, or privileges of employment.

Cite: 2025 NY SB3072, NY Pub. Ch. 681 (4 pages)

Enacted: 12/19/2025

Effective: 4/19/2026

[Click for Extended Link](#)

EMPLOYEE BENEFITS

Extends Paid Family leave

This law extends paid family leave benefits to employees who perform construction, demolition, reconstruction, excavation, rehabilitation, repairs, renovations, alterations, or improvements for multiple employers pursuant to a collective bargaining agreement who shall be eligible for family leave benefits if they were employed for at least 26 of the last 39 weeks by any covered employer which is signatory to a collective bargaining agreement.

Cite: 2025 NY AB4727, NY Pub. Ch. 651 (2 pages)

Enacted: 12/19/2025

Effective: 12/19/2025

[Click for Extended Link](#)

EMPLOYEE SAFETY

Requires workplace opioid antagonist

This law requires first aid materials in a workplace to include an opioid antagonist. All workplaces that are

federally mandated by the occupational safety and health administration to have first aid kits must include an opioid antagonist in such first aid kits.

Cite: 2025 NY AB2725, NY Pub. Ch. 621 (1 page)

Enacted: 12/12/2025

Effective: 6/12/2026

[Click for Extended Link](#)

EMPLOYMENT DISCRIMINATION

Clarifies discriminatory effect

This law clarifies the standard for when a practice has a discriminatory effect. It provides that an unlawful discriminatory practice may be established by such practice's discriminatory effect, even if such practice was not motivated by a discriminatory intent.

Cite: 2025 NY SB8338, NY Pub. Ch. 706 (2 pages)

Enacted: 12/19/2025

Effective: 12/19/2025

[Click for Extended Link](#)

LABOR LAWS

Enacts "Trapped at Work" act

This law enacts the "Trapped at Work" act and finds that employment provisions that have the effect of indebting workers to their former employers upon separation for the cost of training have the effects of reducing those workers' professional mobility, creating obstacles toward financial security. The law prohibits an employer from requiring as a condition of employment, any worker or prospective worker to execute an employment promissory note. The execution of an employment promissory note as a condition of employment is unconscionable, against public policy, and unenforceable, and any such note shall be void. If any such note is part of a larger agreement the invalidity of such note shall not affect the other provisions of such agreement.

Cite: 2025 NY AB584, NY Pub. Ch. 643 (3 pages)

Enacted: 12/19/2025

Effective: 12/19/2025

[Click for Extended Link](#)

Ohio

IMMIGRATION

Enacts the E-Verify Workforce Integrity Act

This law enacts the E-Verify Workforce Integrity Act requiring certain construction industry employers to use E-verify and to sanction specified hiring practices in the industry. Employers subject to the new law must

now create an E-Verify case for all new hires. Affected employers must also create a new E-Verify case for any current employee whose work authorization is subject to reverification. State contracting agencies must include provisions in their contracts requiring compliance with the Ohio E-Verify Law. As already required under federal law for I-9 records, affected employers must now retain E-Verify records for the latter of: three years from the date of hire or one year from the date of termination. Employers must promptly terminate individuals who are the subject of a final “nonconfirmation” in the E-Verify system. Construction contractors who hire employees to perform work on a local or state public project in Ohio or any nonresidential construction project in Ohio will be required to participate in E-Verify as outlined above.

Cite: 2025 OH HB246 (5 pages)

Enacted: 12/19/2025

Effective: 3/19/2026

[Click for Extended Link](#)

Pennsylvania

UNEMPLOYMENT COMPENSATION

Victims of domestic violence

This law amends the Pennsylvania Unemployment Compensation Law by adding a provision expressly protecting victims of domestic violence from disqualification under the existing “voluntary quit” or “failure to report” standards. Pursuant to the new law, a claimant will not be deemed ineligible if continued employment would jeopardize the claimant’s personal safety or that of a family/household member due to a domestic violence situation. The law also includes specific provisions to ensure confidentiality of the domestic violence situation. The claimant can produce verifying information through several sources: (1) an active or recently issued protective order or other order, court records, police record, medical treatment records, social services records, or child protective services records; (2) a supporting statement from a qualified professional from whom the claimant has sought assistance, including counselor, shelter worker, clergy member, attorney, healthcare worker, or friend or relative; (3) a self-affirming statement from claimant that continued employment would jeopardize claimant or a family/household member’s safety due to domestic violence; or (4) any other type of evidence that reasonably proves domestic violence. The law also directs that the Pennsylvania Department of Labor & Industry shall not inform employers of a domestic violence situation in any notice provided to employers. Once the employee provides information satisfactory to the department, the department must expedite the eligibility determination to fulfill the policy

of the law which is to expedite benefits to domestic violence victims during a critical time.

Cite: 2025 PA HB274, PA Pub. Ch. 55 (5 pages)

Enacted: 12/22/2025

Effective: 12/22/2025

[Click for Extended Link](#)

REGULATIONS

Alabama

LICENSURE

Electronic security licensees

The Electronic Security Board of Licensure amended, repealed and replaced, and adopted rules for licensees, including educational requirements, ethics code, reciprocity, and procedures for licensure.

Cite: Ala. Admin. Code r. 304-X-1-.01, .05, .03, .07, .12 (Volume XLIV, Issue No. 2 AAM, 11/26/2025, page 24) (27 pages)

Adopted: 11/13/2025

Effective: 1/10/2026

[Click for Extended Link](#)

Alaska

LICENSURE

Real estate appraisers

The Board of Certification for Real Estate Appraisers amended rules regarding standards for acceptable continuing education, initial certification course approvals, annual reporting and federal registry requirements for appraisal management companies, and definitions pertaining to continuing education.

Cite: 12 AAC 700.130-.990 (Online Public Notice System, 11/26/2025) (14 pages)

Adopted: 11/26/2025

Effective: 1/1/2026

[Click for Extended Link](#)

California

OCCUPATIONAL SAFETY

Diving operations

The Occupational Safety and Health Standards Board amended diving operation regulations to correspond to federal safety requirements found in relevant sections of the Code of Federal Regulations.

Cite: 8 CCR §§ 6050, 6051, 6052, 6054, 6056 (CRNR 2025, No. 45-Z, 11/07/2025, page 1397) (13 pages)

Adopted: 10/22/2025

Effective: 1/1/2026

[Click for Extended Link](#)

WORKERS' COMPENSATION

Employer assessments

The Department of Industrial Relations amended regulations to include a Fraud Surcharge assessment which is levied against employers and deposited into the Workers' Compensation Fraud Account for the investigation and prosecution of workers' compensation fraud, pursuant to statutory revisions.

Cite: 8 CCR §§ 15600, 15601.5, 15602, 15603, 15604, 15605, 15606, 15606.1, 15607, 15608, 15609, 15611 (CRNR 2025, No. 45-Z, 11/07/2025, page 1396) (12 pages)

Adopted: 10/23/2025

Effective: 10/23/2025

[Click for Extended Link](#)

Colorado

LICENSURE

Nursing rules and regulations

The State Board of Nursing amended rules and regulations for the approval of nurse aide training programs, including definitions, initial procedures for approval, criteria for evaluating a program, curriculum requirements, instructors, educational facilities, clinical resources, continuing approval, withdrawal of approval, and inactive programs.

Cite: 3 C.C.R. 716-1 (48 CR 22, 11/25/2025, page 836) (18 pages)

Adopted: 11/25/2025

Effective: 12/15/2025

[Click for Extended Link](#)

Connecticut

BENEFITS

Amended paid leave appeal procedures

The Department of Labor amended procedures regarding the processing of paid family and medical leave insurance appeals, requiring that a commissioner's decision include a statement indicating whether the commissioner reviewed the file record and the ultimate disposition of the appeal.

Cite: Regs., Conn. State Agencies §§ 31-49p-1, 31-49p-2, 31-49p-4, 31-49p-9, 31-49p-10, 31-49p-11 (eRegulations System, Tracking Number PR2024-030, 11/12/2025) (11 pages)

Adopted: 11/12/2025

Effective: 11/12/2025

[Click for Extended Link](#)

Iowa

WORKFORCE DEVELOPMENT

Employment agency licensing

The Workforce Development Department repealed and replaced rules related to employment agency listing, updating outdated references and removing restrictive terms, and including rules for applications and licensure, excluded activities, complaints, conduct violations, fees, and contract requirements.

Cite: 871 IAC 78 (IAB Vol. XLVIII, No. 11, 11/12/2025, page 4591) (4 pages)

Adopted: 10/22/2025

Effective: 12/17/2025

[Click for Extended Link](#)

WORKFORCE DEVELOPMENT

Workforce development fund

The Workforce Development Department repealed and replaced rules for the allocation of workforce development funds pursuant to Iowa Code chapter 260F, covering definitions, establishment of the fund account, allocation of funds, and reporting requirements.

Cite: 871 IAC 64 (IAB Vol. XLVIII, No. 11, 11/12/2025, page 4588) (4 pages)

Adopted: 10/22/2025

Effective: 12/17/2025

[Click for Extended Link](#)

Kentucky

OCCUPATIONAL SAFETY

Appeal procedure

The Division of Occupational Safety and Health Education and Training amended appeal procedures to authorize references to federal standards without board approval if necessary to meet federal time requirements, modify rules for fees for attorneys and expert witnesses, and update other language.

Cite: 803 KAR 2:260 (52 Ky.R.744, 11/01/2025) (3 pages)

Adopted: 10/14/2025

Effective: 10/14/2025

[Click for Extended Link](#)

OCCUPATIONAL SAFETY**Discrimination**

The Division of Occupational Safety and Health Education and Training amended rules related to discrimination, with changes to notification and filing time requirements, and providing the commissioner or commissioner's designee with discretion about initiating investigations.

Cite: 803 KAR 2:250 (52 Ky.R. 743, 11/01/2025) (2 pages)

Adopted: 10/14/2025

Effective: 10/14/2025

[Click for Extended Link](#)

Maine**WAGES****Fair minimum wage rates**

The Bureau of Labor Standards amended rules to implement statutory changes, modernize the process by which prevailing wage rates are calculated, and restructure the rules to be more accessible and reader friendly.

Cite: 12 170 CMR Ch. 13 (Weekly Notices of State Rulemaking, 11/26/2025) (11 pages)

Adopted: 11/23/2025

Effective: 11/23/2025

[Click for Extended Link](#)

Mississippi**LICENSURE****Maintenance of patient medical records**

The State Board of Medical Licensure amended rules to reflect updates in statutory requirements for maintenance of patient records and imaging involving controlled substance prescriptions.

Cite: 30 Miss. Admin. Code Pt. 2640, Ch. 1 (Miss. Admin. Bulletin, System Number 28364, 11/06/2025) (2 pages)

Adopted: 11/6/2025

Effective: 12/8/2025

[Click for Extended Link](#)

New Mexico**WORKERS' COMPENSATION****Data reporting and safety requirements**

The Workers' Compensation Administration repealed and replaced rules for data reporting and safety requirements, creating a standardized method for reporting data on work

accidents, notifying workers about legal requirements for making a claim, and complying with mandatory safety provisions.

Cite: 11.4.2 NMAC (36 n m reg 1257, 11/04/2025) (7 pages)

Adopted: 11/7/2025

Effective: 11/7/2025

[Click for Extended Link](#)

New York**WORKERS' COMPENSATION****Dental fee schedule**

The Workers' Compensation Board updated the Dental Fee Schedule to the November 2025 edition incorporated by reference, with limitation to the maximum reimbursement in cases in which the insurance carrier files or has filed a notice of controversy.

Cite: 12 NYCRR 444.2 (N.Y. State Register, Vol. XLVII, Issue 45, 11/12/2025, page 9) (1 page)

Adopted: 10/24/2025

Effective: 11/13/2025

[Click for Extended Link](#)

North Carolina**OCCUPATIONAL SAFETY/OCCUPATIONAL HEALTH****Filings and procedures**

The Occupational Safety and Health Review Commission amended rules regarding extensions of time for filings of pleadings, address requirements, service and notice requirements, and citations.

Cite: 24 NCAC 03.0105, .0106, .0107, .0303 (40:09 NCR 782, 11/03/2025) (3 pages)

Adopted: 11/3/2025

Effective: 10/1/2025

[Click for Extended Link](#)

Ohio**LICENSURE****Code of ethical conduct for athletic trainers**

The Occupational Therapy, Physical Therapy, and Athletic Trainers Board amended rules to update the code of ethical conduct for athletic trainers, with specific prohibitions added against various forms of abuse, possession with intent to distribute or dissemination of discriminating material, disparagement or discrimination on specified bases, and accessing or browsing personal health information without authorization.

Cite: Ohio Admin. Code 4755:3-2-01 (Register of Ohio, November 2025) (9 pages)

Adopted: 11/7/2025

Effective: 11/17/2025

[Click for Extended Link](#)

Oregon

WORKERS' COMPENSATION

Premium assessment rates

The Department of Consumer and Business Services amended rules to establish the 2026 Workers' Compensation Premium Assessment Rates at 0.8 percent of direct earned premium and the direct earned premium self-insured employers and self-insured employer groups would have paid had they been insured employers, and maintained the Adjustment Reserve Rate at the previous year's levels.

Cite: OAR 440-045-0020, 440-045-0025 (Oregon Bulletin, November 2025) (2 pages)

Adopted: 10/1/2025

Effective: 1/1/2026

[Click for Extended Link](#)

Texas

CHILDCARE

Eligibility for childcare services

The Workforce Commission adopted amendments to rules improving the efficiency and delivery of childcare services, providing flexibility for the commission to implement new delivery concepts or initiatives, and requiring a waiting list priority group for children of childcare workers.

Cite: 40 TAC §§ 809.1, 809.2, 809.43 (50 TexReg 7731, 11/28/2025) (4 pages)

Adopted: 11/12/2025

Effective: 12/2/2025

[Click for Extended Link](#)

LICENSURE

Occupational therapist licensing

The Board of Occupational Therapy Examiners amended licensure rules for occupational therapists, with amendments to sections covering statutory authority, requirements for licensure, display of licenses, renewals, inactive and retired status, disciplinary actions and related rules, and fees.

Cite: 40 TAC § 361.1, 364.1-364.5, 369.1, 370.1-370.3, 371.1, 371.2, 374.1, 374.2, 375.1 (50 TexReg 7578, 11/21/2025) (15 pages)

Adopted: 11/10/2025

Effective: 12/1/2025

[Click for Extended Link](#)

Washington

OCCUPATIONAL SAFETY

Construction crane safety

The Department of Labor and Industries amended rules pursuant to legislative requirements, establishing permit requirements for the performance of any work involving the operation, assembly, disassembly, or reconfiguration of a tower crane, including applications, safety conferences, notifications, inspections, and other provisions.

Cite: WAC 296-155-53401, 296-155-53911 (WSR 25-22-085, 11/04/2025) (10 pages)

Adopted: 11/4/2025

Effective: 12/5/2025

[Click for Extended Link](#)