



# Employer Cheat Sheet for Workplace Laws Taking Effect July 1

Insights

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As we reach the midyear point, we're rounding up the new workplace laws that will take effect on July 1. With so many laws about to kick in, it can be hard to keep track of it all. Here's a guide to some of the federal, state, and local laws you'll need to comply with starting in July.

## Federal

### Department of Labor

The first phase of the **new federal overtime rule** will make millions of workers newly eligible for overtime pay. Starting July 1, the DOL's salary threshold for the so-called "white-collar" exemptions from federal OT requirements will rise to \$43,888 (and will jump to nearly \$59k at the start of 2025). Read these Insights to catch up on:

- [10 steps employers can take now to prepare;](#)
- [how the new rule impacts highly compensated employees;](#) and
- [business groups suing to block the new overtime rule.](#)

**[Ed. Note: A federal district court in Texas issued a ruling on June 28 that temporarily halts the new federal overtime rule only as it applies to the State of Texas as an employer. [Read more about that very limited ruling here.](#)]**

### Office of Federal Contract Compliance Programs

Federal contractors and subcontractors have until July 1 to **certify that their affirmative action plans are compliant** with federal requirements. [Here's what you need to know about your compliance obligations for 2024.](#)

## State

### California

After a one-month delay, California's **healthcare minimum wage hike** will take effect on July 1 – which will require many healthcare facilities to pay their workers at least \$21 per hour (and as high



as \$23 per hour for dialysis clinics and large healthcare systems). [Click here to learn what employers need to know.](#)

**[Ed. Note: On June 29, the wage hike was delayed again as part of a state budget agreement between Governor Newsom and legislative leaders. The wage increase will now take effect as early as October 15 or by January 1 at latest – so stay tuned for updates.]**

Note that many local cities and counties in California and other states will increase their minimum wage rates for all workers starting July 1, so be sure to check your local rules.

In addition, almost all non-healthcare employers must develop a **workplace violence prevention program** by July 1. [Here's what you need to know about the specific requirements and the top five steps you should take to comply.](#)

## Florida

Employers in the Sunshine State will soon need to turn to state and federal agencies – rather than local governments – for guidance on certain key workplace rules. Beginning July 1, a Florida law will **block certain local workplace rules**, including those related to heat safety protocols and “predictive scheduling.” [Here are the three top takeaways for employers as you prepare for compliance.](#)

In addition, Florida employers will have more flexibility when working with older teens starting this July. A Florida law will **loosen work restrictions for minors at least 16 years old**. [Here's what employers need to know and the top five questions to consider when hiring teenagers.](#)

## Texas

Last summer, Governor Abbot signed **comprehensive consumer data privacy and security legislation** – requiring businesses in Texas to take several compliance steps by July 1, such as updating website privacy notices and conducting data protection assessments. [Click here to learn more about the new law and what you need to do to comply.](#)

## Nevada

Starting July 1, Nevada employers must pay an **increased minimum wage of \$12.00 per hour** and will no longer have the option of paying \$1.00 per hour less by providing qualifying health benefits. [Here's what this means for your company and what impact it could have on overtime.](#)

## Washington

A new state law will **radically change the way warehouses and warehouse staffing agencies that use quotas can manage their workers**. July 1 will mark a significant industry shift, so warehouse



employers and staffing agencies must prepare to comply with the new requirements or risk facing civil penalties. [Click here for the answers to your top ten questions about the new law.](#)

## Connecticut

A [state voting leave law](#) that has been in effect since 2021 will sunset on June 30. Starting July 1, Connecticut employers will **no longer be required to provide voting leave** consisting of up to two hours of unpaid time off on the day of an election.

## Local

### Chicago

A Chicago ordinance – which originally was set to take effect last December but was amended and delayed – will require covered employers to provide eligible employees with a certain amount of **paid sick leave and paid leave for any reason**. [Here are five things you should note.](#)

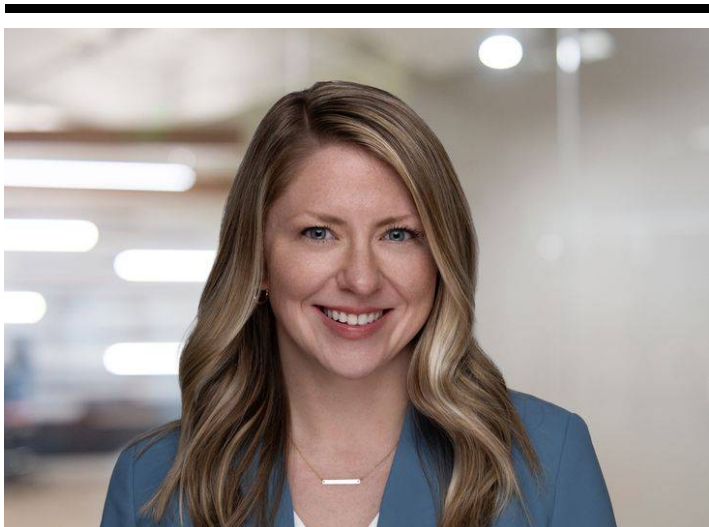
### New York City

Employers in NYC have until July 1 to **provide a copy of a “workers’ Bill of Rights” to employees** and thereafter must distribute it to new hires on their first day of work. The Bill of Rights provides information regarding the rights and protections of employees, job applicants, and independent contractors under federal, state, and local laws. [Learn more about it here.](#)

## Conclusion

We will continue to monitor developments related to all aspects of workplace law. Make sure you are subscribed to [Fisher Phillips’ Insight System](#) to get the most up-to-date information. If you have questions, contact your Fisher Phillips attorney.

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