

EMPLOYER CHEAT SHEET FOR WORKPLACE LAWS TAKING EFFECT JULY 1, 2026

Insights
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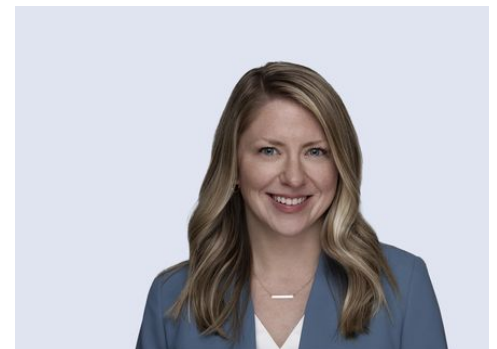
Most employers are prepared for new laws at the start of each year – but did you know that a heap of new workplace laws take effect at the halfway point? Here’s your employer cheat sheet to prepare for all the new laws taking effect in July 2026 (July 1, unless otherwise noted).



NOTE: This list should not be relied upon as a comprehensive source for any or all new laws taking effect across the country. Check with your FP attorney to determine whether the jurisdictions in which you operate have additional workplace law changes set to take effect on July 1.

Alaska

Related People



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- **Statewide Minimum Wage Increase.** Due to a [ballot measure approved by voters](#) in 2024, the minimum wage will increase again to \$14 per hour. The Alaska Department of Labor and Workforce Development's Summary of Wage and Hour poster can be found [here](#).

Arkansas

- **Arkansas Children and Teens' Online Privacy Protection Act.** A law enacted last year ([HB 1717](#)) will impose various data privacy and security requirements on covered operators of websites, online services, online applications, or mobile applications if the product or service is directed at children or teens or if the operator has actual knowledge that it is collecting personal information from children or teens. The law provides protections for anyone under age 17 – a much higher age threshold than the federal Children's Online Privacy Protection Act, which covers children under age 13. (Note: Federal lawmakers [recently introduced a national data privacy bill](#) that would, among other things, classify personal data about anyone under age 16 as sensitive data and require verified parental consent to process it.)

California

- **Healthcare Industry: Next Round of Minimum Wage Hikes.** For example, the minimum wage rate will bump up to \$25 per hour for workers at large healthcare systems and dialysis systems. Here's the [full wage increase schedule](#).
- **Local Minimum Wage Increases.** The hourly minimum wage rate will increase in many cities and counties, including, for example, each of the following localities: Alameda (\$17.76), Berkeley (\$19.61), Emeryville (\$19.50), Fremont (\$18.05), City of Los Angeles (\$18.42), County of Los Angeles (\$18.47), Malibu (\$17.91), Milpitas (\$18.50), Pasadena (\$18.57), San Francisco (\$19.61), and Santa Monica (\$18.47). Check the local government websites where you operate for further details, including any industry-specific local wage rates.
- **Certain Food Facilities: New Allergen Disclosure Law.** If you operate a restaurant chain with 20 or more locations, including at least one in California, you'll likely be covered by a new state law requiring you to disclose certain

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[Government Contracting, Compliance, and Reporting](#)

[Immigration](#)

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[Reductions in Force \(RIFs\)](#)

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Industry Focus

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allergen information on your menus. Here are [eight steps you should consider taking now to comply](#).

- **Private Schools: Expanded Child Abuse Prevention Procedures.** California private and religious K-12 schools will have to stand up new policies to promote safe learning environments and comply with abuse prevention procedures that already apply to public schools. Here are [four action steps for compliance](#).
- **Public Schools: Deadlines for Smart Phone Policies, All-Gender Restrooms.** A law enacted in 2024 ([AB 3216](#)) requires school districts, county offices of education, and charter schools to adopt a policy no later than July 1, 2026, that limits or prohibits student use of smartphones while at school. July 1 is also the deadline for school districts, county offices of education, and charter schools with any combination of classes from grades 1 to 12 to provide at least one all-gender restroom at each of its school sites that students may opt to use and that meets certain requirements, due to a law enacted in 2023 ([SB 760](#)).

Colorado

- **Higher Wage Claim Threshold.** The state's Division of Labor Standards and Statistics is currently authorized to hear wage claims of \$7,500 or less – but the threshold will be rising to \$13,000 on July 1. As a result, employers can expect the Division to handle more wage claims moving forward. This change stems from a [wage law enacted in 2025 that includes other aggressive enforcement provisions](#).

Connecticut

- **Warehousing Industry: New Worker Protection Standards.** Large warehouse distribution centers will need to comply with the state's new Warehouse Worker Protection law (sections 50-57 of [SB 298](#)), which aims to improve worker conditions, restrict productivity quotas, and more.
- **Updates to the Connecticut Data Privacy Act (CTDPA).** The CTDPA has been amended several times since it [first took effect in 2023](#). A law ([Substitute Senate Bill No. 1295](#)) enacted last year significantly broadens the CTDPA, including changes taking effect July 1 that will expand the

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law's reach and what counts as "sensitive data," among others.

District of Columbia

- **Minimum Wage Increase.** The minimum wage will increase to \$18.40 per hour for all workers. In addition, the minimum wage for tipped employees will rise to \$10.30 per hour (but an employer must pay the difference if an employee's hourly tip earnings, which are averaged weekly, do not equal the full minimum wage of \$18.40 when added to the base minimum wage). Find the DC minimum wage poster [here](#).

Florida

- **Procedural Changes Impacting FCRA Actions.** Civil actions under the Florida Civil Rights Act will be subject to a new time limitation, thanks to a new law ([CS/HB 1407](#)) enacted in May. Such actions must be commenced no later than one year after the date of determination of reasonable cause by the Florida Commission on Human Relations (FCHR) *or* the issuance of a Notice of Right to Sue by the Equal Employment Opportunity Commission (EEOC). In addition, if the FCHR and EEOC do not make a determination within 180 days after an administrative complaint is filed, a civil action must be commenced within 18 months after such complaint was filed.
- **Hospitality Industry: "Operations Charge" Law.** A new law significantly expands how public food service establishments disclose fees to customers – including service charges, automatic gratuities, credit card surcharges, delivery fees, and other mandatory add-ons. If you charge any of these fees, you need to act now to update your menus, receipts, websites, and internal processes – and evaluate how these changes impact your wage-and-hour compliance. [Here's what the new law requires and five steps you should take before July 1.](#)

Georgia

- **New Voluntary Portable Benefits Act.** A new law ([HB 987](#)) will establish a "voluntary framework for independent contractors to receive portable benefits through dedicated accounts, allowing contributions without affecting their employment classification," according to a [press release from the governor's office](#).

- **Changes to Subminimum Wage.** Georgia employers that utilize 14(c) certificates must pay workers with disabilities at least half the federal minimum wage from July 1, 2026, to the earlier of June 30, 2027, or the date on which their certificate expires. After that, use of the program will be completely prohibited in Georgia – meaning all employers must pay all workers with disabilities at least the federal minimum wage. [Here's what employers need to know about the state's Dignity and Pay Act.](#)

Hawaii

- **Family Leave Expanded to Include Qualifying Military Exigencies.** The state's family leave law was recently expanded ([SB 3082](#)) to cover any [qualifying exigency related to active duty service](#) by an employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent in the US armed forces.

Illinois

- **City of Chicago: Expiration of Cure Period Under Paid Leave Law.** The city's [expanded paid leave ordinance that took effect in 2024](#) gave employees a right to bring civil actions only after (a) an alleged violation occurs, and (b) the payday for the next regular payroll period has passed or 16 days have passed since the alleged violation occurred, whichever is the shorter period. However, these requirements to bring a private cause of action will sunset on July 1, 2026.
- **Cook County and City of Chicago: Minimum Wage Increases.** [Cook County's minimum wage will increase](#) to \$15.40 per hour for non-tipped employees and \$9.25 for tipped employees. In addition, the [Chicago minimum wage for employers with four or more employees will increase](#) to \$17.05 per hour (\$12.96 per hour for tipped workers).

Indiana

- **Immigration Enforcement and Crackdown on Employment Authorizations.** A new law ([SB 76](#)) includes sweeping immigration enforcement provisions. In the workplace context, employers will face new state penalties if they knowingly or intentionally recruit, hire, or continue to employ an unauthorized noncitizen ([as defined by federal law](#)) in Indiana. The state attorney general will be authorized to investigate suspected

violations and bring enforcement actions against employers, and courts will be empowered to order relief, including suspension or even permanent revocation of an employer's operating authorizations for repeat offenses. The law includes safe harbors for employers that meet certain requirements, such as proper use of a federal E-Verify work authorization program. In addition, employers will be prohibited from discharging or discriminating against an employee for communicating or cooperating with the attorney general concerning compliance with the new rules.

- **End of Employer Data Base for Youth Employment.** The state's youth employment employer registration system will be eliminated as of July 1. [HB 1302](#) will repeal a state law that established the system and required employers that hire, employ, or permit to work at least five minors who are at least 14 years old to register or be subject to civil penalties.

Maine

- **New Pay Transparency Requirements.** Maine businesses will soon have to disclose pay ranges and maintain employee compensation records under the state's recently enacted pay transparency law. [Here's everything businesses with Maine employees should know about the new law](#) before it goes into effect on **July 29, 2026**.
- **New Restrictions on Workplace Monitoring and Surveillance.** Maine employers will soon face new restrictions and disclosure requirements when they use computers, phones, or other electronic equipment to monitor their employees under a new law. The new law, which takes effect **July 29, 2026**, not only mandates disclosure but also limits certain monitoring practices outright. [Here's what you need to know and how you can keep your business in compliance](#).
- **Major Updates to Workplace Drug Testing Rules ([LD 2110](#)).** Significant changes to the state's rules regarding employer substance use testing policy requirements will take effect **July 29, 2026**. For example, the new rules add rules for "criteria-based testing," replace "probable cause" testing with a new "reasonable suspicion" standard, and require employers to give applicants and employees an opportunity to contest a non-negative test result (a positive test result that has not yet been confirmed by a

confirmation test) through specific procedures. Employers subject to the law must be aware of the many new parameters and update their written policies and practices as needed.

- **City of Portland (City Employees Only):** The minimum wage for workers **employed by the City of Portland** will increase to \$16.75 per hour (in line with a wage hike for all other employees that took effect January 1), due to a ballot measure voters approved in November. [Learn more here](#).

Maryland

- **Howard County and Montgomery County: Minimum Wage Increases.** [Howard County's minimum wage will rise](#) for employers with fewer than 15 employees to \$16 per hour. In addition, [Montgomery County's hourly minimum wage rates will increase](#) as follows: \$18 (for employers with 51 or more employees), \$16.50 (for employers with 11 to 50 employees), and \$15.95 (for employers with 10 or fewer employees).
- **Immigration-Related Consumer Privacy Protections (HB 711).** Certain controllers under a state data privacy law will be prohibited from knowingly selling a consumer's personal data to a federal, state, or local governmental unit that, within the immediately preceding six months, engaged in or supported civil immigration enforcement under certain circumstances.

Minnesota

- **Saint Paul Minimum Wage Increases.** The city's minimum wage rates will increase on July 1 for small businesses (6-100 employees) and micro businesses (5 employees or less). [Learn more here](#).

Nebraska

- **Mini WARN Act, Other Workplace Law Updates (LB 921)**
The state will roll out new advance notice rules for mass layoffs and closures ([learn more and find practical steps for your business here](#)). In addition, the law creates new protections for non-English speaking workers. All changes take effect on **July 17, 2026**.
- **New Youth Minimum Wage Rate.** In addition to other wage-related changes under [LB 258](#), employers will be

permitted, starting **July 17, 2026**, to pay a youth minimum wage rate of \$13.50 per hour to an employee who is 14 or 15 years old and is not an emancipated minor.

New Hampshire

- **Time Extension for Employers to Object to Wage Claims (HB 1168).** After receiving notice of a wage claim from the state's labor department, employers will have 20 days (rather than 10 days) to file objections to the claims. This change takes effect **July 7, 2026**.
- **Penalties for Violations of Lcation Rights.** New Hampshire [began requiring workplace to accommodate nursing mothers](#) last year, and [civil penalties for violations of these rules](#) kick in this year on July 1.

New Jersey

- **Expansion of New Jersey Family Leave Act (NJFLA).** Smaller businesses with at least 15 employees will soon be covered by the NJFLA (30 employees is the threshold under existing rules). In addition, more employees will qualify for job-protected family leave, and employees will have stronger protections related to other types of leave. All of these changes will take effect on **July 17, 2026**. [Learn more and find a five-step employer action plan here.](#)

New York

- **Final Registration Deadline for Secure Choice Savings Program.** New York [enacted a law in 2021](#) that made participation in the state's Secure Choice Savings Program mandatory for employers that have at least 10 employees and do not offer a qualified retirement plan. The deadline for covered employers to register (or certify an exemption) for the program depends on the size of the employer: March 18, 2026, for employers with 30 or more employees; May 15, 2026, for employers with 15 to 29 employees; and **July 15, 2026**, for employers with 10 to 14 employees.

Oklahoma

- **Public Schools: Paid Bereavement Leave Requirements (SB 1204):** School districts will be required to provide three days paid bereavement for teachers and support personnel employees after the death of a spouse or child,

including for a miscarriage (in addition to sick leave due to miscarriage and related recovery).

Oregon

- **Minimum Wage Increases.** The statewide minimum wage will increase to \$15.55 per hour, and the Portland Metro and [Nonurban Counties](#) will rise to \$16.80 and \$14.55, respectively.

South Dakota

- **Validity of Non-Competes in Context of Jointly Owned Businesses.** [HB 1180](#) clarifies the validity of certain non-compete agreements in the context of an owner exiting a business.
- **Community Service Providers: Ban on Certain Restrictive Covenants.** A new law ([SB 153](#)) will prohibit certain restrictions in employment contracts for community services providers.

Tennessee

- **Overhaul of Restrictive Covenant Rules.** The state's first comprehensive statutory framework governing non-compete, non-solicitation, and other restrictive covenants will apply to agreements entered into, renewed, or amended on or after July 1. [Learn more about this new law and how you can prepare.](#)
- **State and Local Government Employers: Mandated E-Verify.** [HB 1705 will](#), among other things, prohibit state and local government employers from appointing or hiring a prospective employee on or after July 1, 2026, without verifying the work authorization status through the federal E-Verify program.

Virginia

- **New Salary History and Wage Transparency Law.** Among other things, employers will be prohibited from asking about a job applicant's past wages or salary history and required to set a salary or wage range in both external job postings and internal promotion or transfer opportunities. The law creates a private right of action with violations resulting in up to \$10,000 in statutory damages or actual damages, as well as attorneys' fees. [Learn more and find practical takeaways here](#) (see #6).

- **Another Restriction on All Non-Competes, Ban on Healthcare Non-Competes.** In the latest in a series of moves curbing such agreements in the state, a new law will void employee non-competes for certain workers who are laid off without severance or other compensation. [Find more details, plus a five-step action plan here](#). In addition, [SB 128](#) bans non-competes for certain healthcare professionals.
- **Expanded Nondiscrimination Protections.** Due to [SB 637](#), the Virginia Human Rights Act will expand to cover all employers with five or more employees (currently, the law applies only to employers with at least 15 employees). In addition, the time for an employee to file an employment discrimination complaint with the Office of the Attorney General will extend from 300 days to two years. [HB 925](#) also allows individuals to bring private actions if 180 days have passed since a complaint was filed in a local human rights commission (or in the AG's office, as existing law allows).
- **Culinary Arts and IT: New Exception to Child Labor Rules ([SB 10/HB 275](#)).** A child age 16 or older will be permitted to serve in an apprenticeship program or other work-based learning experience related to culinary arts or information technology, if certain conditions are met.
- **Protections for Volunteer Emergency Responders ([SB 100](#)).** Employers will be prohibited from discharging, disciplining, threatening, discriminating or retaliating against, or penalizing an employee who fails to report for work due to service as a voluntary emergency responder, related to an emergency alarm or state of emergency, provided that certain requirements are met. Employers will not be required to pay employees for the work time missed, but employees will be permitted to use vacation or sick leave if available. Individuals alleging a violation will be entitled to bring a civil action seeking injunctive relief, reinstatement, and compensation for lost wages, benefits, and other remuneration.
- **Various Updates to Wage and Hour Laws ([HB 238](#)).** Among many other changes, the rules related damages and time limitations in civil actions will be more streamlined, a new "good faith" defense and cure period will be available, and employers will be required to keep paystubs or online accounting for at least three years following the date performed.

- **Changes to Virginia's IRA Savings Program.** [HB 176](#) will allow smaller businesses to participate in the state-facilitated IRA savings program by reducing the employee threshold from 25 to five. The new law also expands the powers and duties of the governing board of the Commonwealth Savers Plan.

New Virginia Laws Kicking in Later

Virginia also recently enacted several major workplace laws that technically take effect July 1 but won't practically kick in until later dates:

- **Paid Family and Medical Leave.** Virginia joins its DMV neighbors in enacting a new Paid Family Medical Leave Insurance (PFMLI) program. The Virginia PFMLI program provides two main benefits: up to 12 workweeks of job-protected leave for certain qualifying reasons and a partial wage replacement benefit during that leave. While the new law technically takes effect July 1, payroll contributions don't begin until **April 1, 2028**, and the program starts paying benefits on **December 1, 2028**. [Dive deeper and get information about private insurance plan opt-outs](#) (see #2).
- **Minimum Wage Hikes.** Virginia's minimum wage will increase incrementally to \$15 per hour by **January 1, 2028**. [Learn more here](#) (see #4).
- **State-Level Heat Illness Prevention Standards.** The state's Safety and Health Codes Board will be required to adopt regulations addressing heat illness in the workplace no later than **May 1, 2028**. While the law does not yet create any new requirements for Virginia employers, it signals that a future standard is on the way that will address indoor and outdoor occupational heat exposures. [Gather additional insight here](#) (see #7).

Washington

- **More Limits on Criminal Background Checks.** A new Washington law expands protections for job applicants and employees under the state's Fair Chance Act, aligning the statewide law more closely with Seattle's Fair Chance Employment Ordinance. The new restrictions apply

starting July 1 for employers with 15 or more employees (January 1, 2027, for employers with fewer than 15 employees). [Learn more about what's changing and steps you can take to comply.](#)

- **Stronger Protections for Working Minors, More Opportunities for Older Teens.** One law ([HB 1644](#)) will, among other things, increase penalties for child labor law violations and, in certain circumstances, require the state to revoke an employer's minor permit for at least 12 months. Another law ([HB 1121](#)) will allow 16- or 17-years old and enrolled in a bona fide college program or in a qualifying career and technical education program to work more hours during the school year. Hiring teens this summer? [Check out our full guide to compliance with child labor rules.](#)

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.