HRPA HR POLICY ASSOCIATION®

State Law Guide

A comprehensive resource for understanding and navigating the increasing labyrinth of state laws on key workplace issues.

How did we get here?

For much of recent labor and employment policymaking history, the term **"state patchwork"** was primarily used in reference to a slowly growing network of state paid leave laws that developed in the absence of a federal paid leave law, which continues to be federal lawmakers' bipartisan holy grail. The **"patchwork problem"—** multiple state laws on a singular issue—was just that—a singular problem of a growing number of different state regulatory approaches to the same issue (paid leave), which made paid leave administration an increasingly difficult compliance burden for employers.

Over the last five to ten years, however, the patchwork problem has grown beyond just paid leave. From captive audience meeting bans to pay transparency laws, more and more states have begun passing more and more laws on the same discrete number of workplace policy issues.

This phenomenon is primarily the result of two factors: (1) continued (and worsening) partisan gridlock in Congress, making passing meaningful federal workplace legislation nearly impossible, and (2) more recently, the erosion of federal agency regulatory authority by federal courts, which recently reached its zenith in the erasure of *Chevron* deference to agency authority.

This guide is meant to be your compass as you navigate the state law jungle and is split into two parts.

With Congress unable or unwilling to pass federal laws, and federal agencies unable to issue broad regulations governing the workplace, there is a major void in workplace policymaking. States are more and more beginning to fill that void, with no clear end in sight. The result? Instead of one federal standard for each workplace issue, there are an increasing number of often conflicting state standards on the same issue—with large, multistate employers left to figure out the compliance jigsaw puzzle.

This guide is meant to be your compass as you navigate the state law jungle, and is focused on four major issue areas where some of the most difficult patchworks exist: (1) paid leave (2) pay transparency (3) labor (4) non-compete agreements, and one area where the patchwork is just beginning: artificial intelligence.

The Guide is Split into Two Parts

- **PART I**
  Part I provides chapters on each of the five issue areas, giving a 30,000 foot overview of the legal landscape on each issue, where it is going, and best practices for employers.
- **PART II**
  Part II serves as a comprehensive index on every state law addressed by this guide, meant as a quick reference tool for practitioners to see what laws they are subject to, what they mean, and how they compare to others.

Guidebook

PART I — **PART II**

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Paid Leave	Pay Transparency	Labor	Non-compete Agreements	Artificial Intelligence	State Law Index

Part I: Issue Areas

PART I — PART II

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Paid Leave	Pay Transparency	Labor	Non-compete Agreements	Artificial Intelligence	State Law Index

Paid Leave

What are paid leave laws?

State paid leave laws generally fall into three categories: **(1) paid sick leave laws, (2) mandatory paid family and medical leave laws,** and **(3) voluntary paid family and medical leave laws.**

1. Paid sick leave laws:

Generally, these laws require employers to provide 1 hour of paid sick leave for every 30 to 40 hours worked. Most laws cap accrual at 40 hours per year—a few extend that cap to 48 or 64 hours, depending on the number of covered employees the employer has, while one state—Washington—has no cap on accrual.

2. Mandatory paid family and medical leave laws:

These laws require employers to provide employees with paid time off for:

- parental leave,
- to care for family members,
- their own medical issues,
- and/or domestic abuse issues.

With the exception of New York, which is run via a mandatory private insurance system, these laws are administered through state social insurance programs. With the exception of Washington D.C. and Rhode Island, employers can get compliance approval for equivalent private plans.

State paid leave laws generally fall into three categories: (1) paid sick leave laws, (2) mandatory paid family and medical leave laws, and (3) voluntary paid family and medical leave laws.

In general, these laws differ by:

- **The qualifying reasons for leave;**
- **The number of weeks of paid leave employers must provide;**
  - 7 states allow between 12 and 18 weeks per year
  - 5 states allow between 20 and 30 weeks per year
  - California allows for up to 52 weeks per year
- **Whether they are funded by employer or employee payroll taxes, or both; and**
  - For nearly all programs, the tax is paid by employees or split by employees and employers—only in the District of Columbia is the burden placed entirely on employers.
- **The percentage of wage replacement and maximum weekly benefit.**
  - All laws have a maximum weekly benefit roughly between $900 and $2000.
  - Wage replacement ranges between 50% and 100%.

3. Voluntary paid family and medical leave laws:

These laws allow employers to provide the benefit of paid family and medical leave through a private insurance market. Seven of the nine states with voluntary programs have adopted the same blueprint endorsed by the National Council of Insurance Legislators which expands disability insurance to also cover paid family leave.

The patchwork problem:

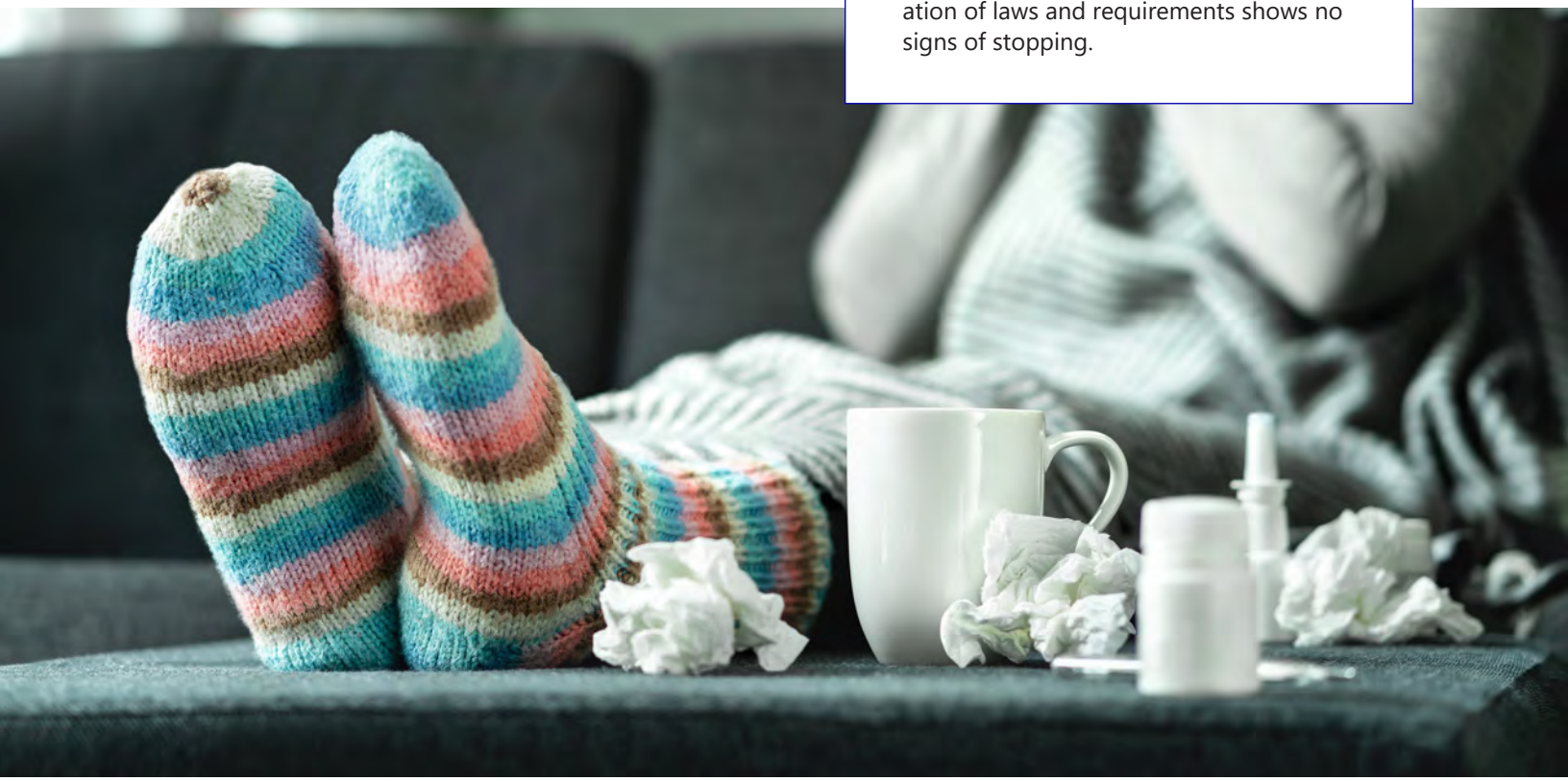
As outlined above, there are numerous conflicting differences amongst the different states with mandatory paid leave laws alone. The expansive qualifying reasons for paid leave in some states versus others is particularly problematic and make it nearly impossible to design uniform paid leave policies across different employee geographic populations.

Chances for a federal law:

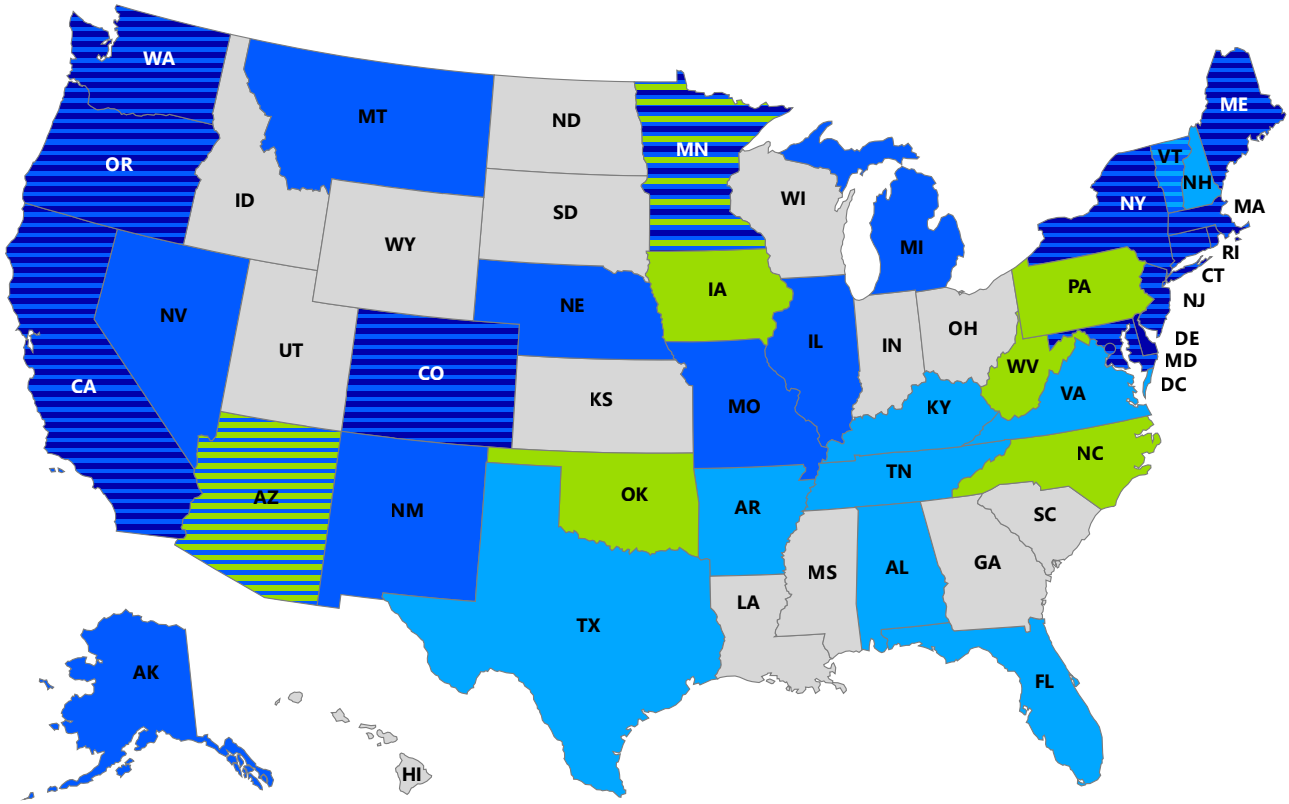
Paid leave seems to be the evergreen "bipartisan" issue in Congress, with renewed efforts almost every new Congress to pass a federal paid family leave law—with little actual progress ever made. A House of Representatives Bipartisan Paid Leave Working Group is currently hard at work to pass legislation that would neither create a mandatory federal program nor preempt existing state laws, but merely attempt to harmonize such existing laws. This approach may gain more traction than more prescriptive mandates we have seen proposed in the past, but in general, the likelihood of a federal paid leave law remains relatively low.

Tips for Employers:

- **Third-party assistance:** Given the increasing complexity of disparate state paid leave laws and associated administration and compliance, many large employers have opted to use a third party for such purposes. Employers conducting these functions in-house may want to opt for this approach as the proliferation of laws and requirements shows no signs of stopping.



Paid Leave



States with Paid Sick Leave Laws: (22)

ALASKA
ARIZONA
CALIFORNIA
COLORADO
CONNECTICUT
DISTRICT OF COLUMBIA
ILLINOIS
MAINE
MARYLAND
MASSACHUSETTS
MICHIGAN
MINNESOTA
MONTANA
NEBRASKA
NEVADA
NEW JERSEY
NEW MEXICO
NEW YORK
OREGON
RHODE ISLAND
VERMONT
WASHINGTON

States with Mandatory Paid Family and Medical Leave Laws: (14)

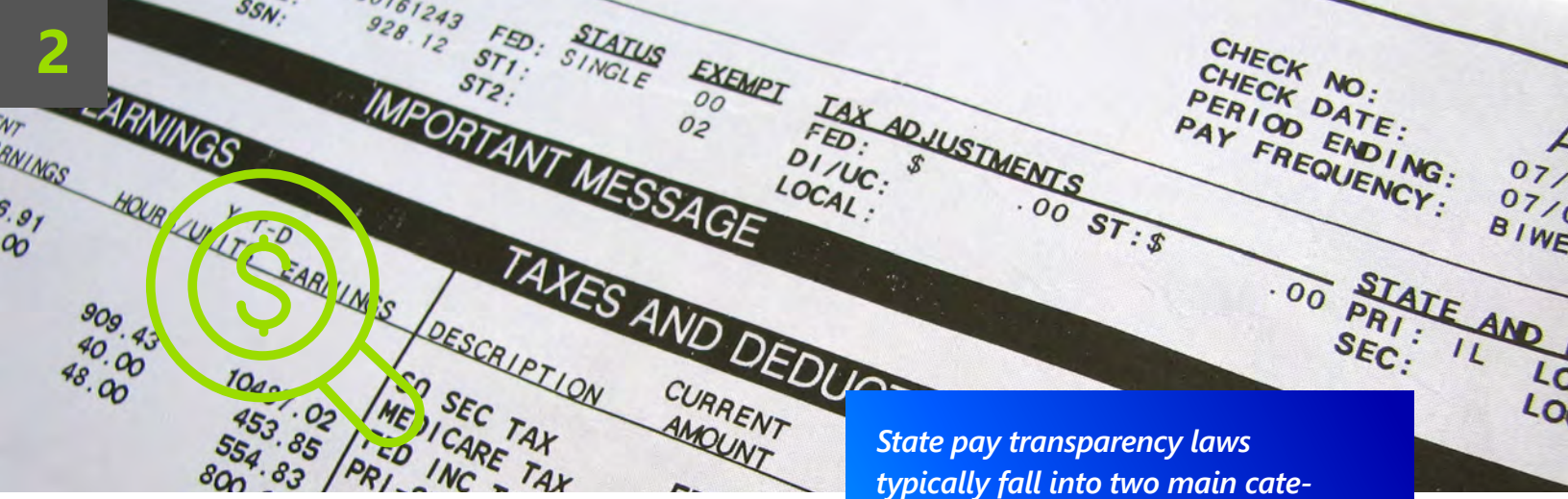
CALIFORNIA
COLORADO
CONNECTICUT
DELAWARE
DISTRICT OF COLUMBIA
MAINE
MARYLAND
MASSACHUSETTS
MINNESOTA
NEW JERSEY
NEW YORK
OREGON
RHODE ISLAND
WASHINGTON

States with Voluntary Paid Family and Medical Leave Laws: (9)

ALABAMA
ARKANSAS
FLORIDA
KENTUCKY
NEW HAMPSHIRE
TENNESSEE
TEXAS
VERMONT
VIRGINIA

States with Proposed/ Pending Legislation: (7)

ARIZONA
IOWA
MINNESOTA
NORTH CAROLINA
OKLAHOMA
PENNSYLVANIA
WEST VIRGINIA



Pay Transparency

What are pay transparency laws?

State pay transparency laws typically fall into two main categories: **(1) salary history bans,** and **(2) required compensation disclosures** (pay ranges in job postings).

1. Salary history bans:

Generally prohibit employers from seeking compensation history from job applicants, either from the applicant themselves, their former employer, or any other third party. These laws also generally prohibit employers from relying on any compensation history data they may have when making hiring or compensation decisions.

The strictest of these types of laws—such as in California—prohibit employers both from seeking compensation history and from using any information they already have in making employment decisions—even if the individual is a current employee.

The most basic or lenient of these types of laws—such as in Alabama—merely prohibit employers from retaliating against job applicants that refuse to provide their compensation history.

State pay transparency laws typically fall into two main categories: (1) salary history bans, and (2) required compensation disclosures (pay ranges in job postings).

2. Required compensation disclosures:

Require employers to provide job seekers—including existing employees—with compensation information at some point during the application process. The level of compensation details that are required, as well as when these details must be provided, varies by state. Notably, most laws apply not only to in-state employees but to any jobs that are performed remotely within that state or remotely outside of the state but which report to some part of the company in the state.

The strictest of these types of laws—such as in New York—require employers to proactively provide compensation information in job postings and transfer/promotion opportunities. Further, the stricter laws require not only base salary to be disclosed, but also bonus, commission, and benefits information.

The most basic or lenient of these types of laws—such as in Maryland—simply require that employers provide compensation information to job seekers at their request.

The patchwork problem:

To put it simply, the varying state laws make uniform compensation design extremely difficult. Because cost-of-living can vary significantly by

state, requiring pay ranges in job postings can require employers to proactively determine different wage levels in different states, rather than tailoring compensation to specific candidates. Further, posted pay ranges may cause friction with current employees if the range is higher than what they are currently earning for similar work.

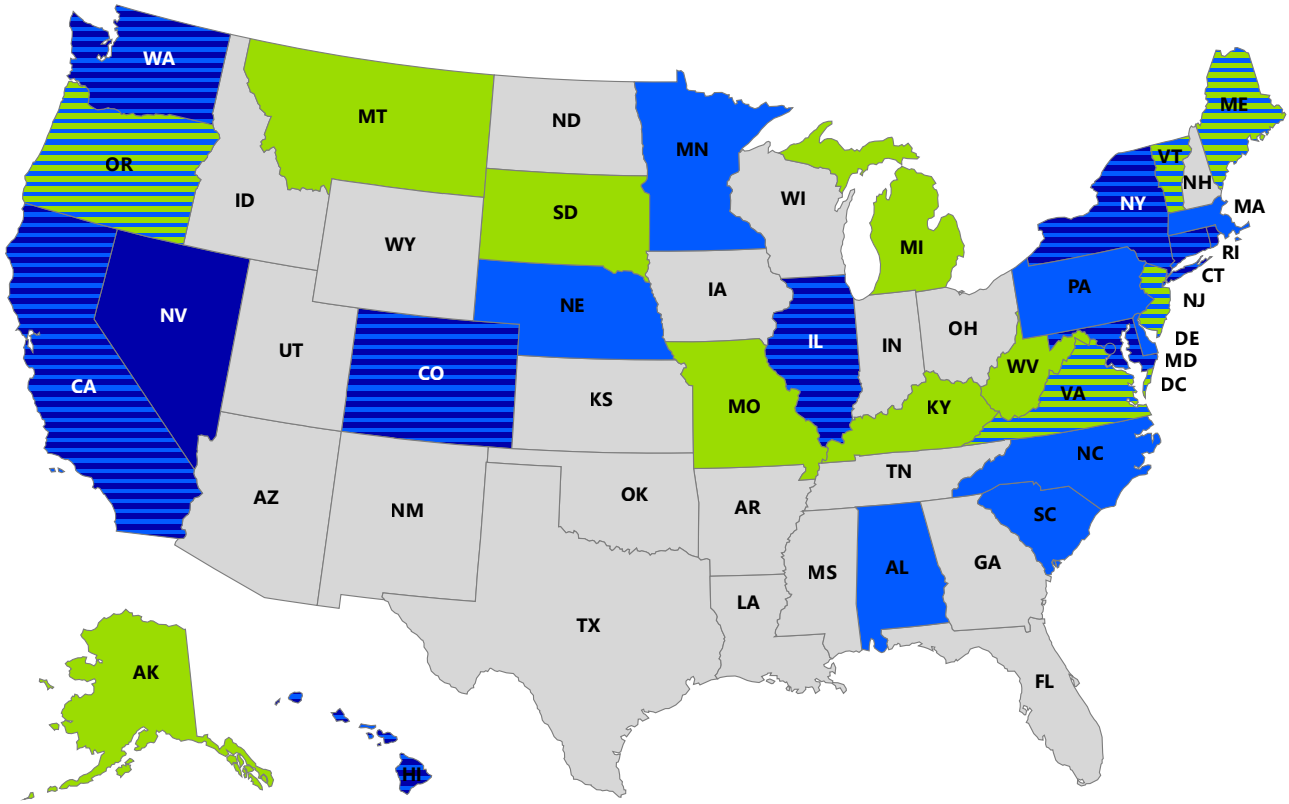
Chances for a federal law:

The Biden Administration issued a proposed rule for federal contractors that essentially combines a salary history ban with required compensation disclosures. The rule represents the strictest types of state laws. In anticipation of potential rescission by the incoming Trump administration or though a Congressional Review Act resolution (which would prevent it from being proposed again in the future), the Biden administration withdrew the proposed rule in late 2024. While pay transparency legislation has surfaced periodically over the years, the current chances for a federal salary history ban or required compensation disclosure law are very low.

Tips for Employers:

- **National or piecemeal approach?** Many large employers have found it easier to simply include pay ranges in all job postings, regardless of location, given the increasing number of laws requiring it. This type of national approach allows for more uniform compensation policy design, and may make the most sense for employers with large percentages of employees already subject to pay transparency laws.
- **Communication is key.** As pay transparency laws increase and third-party job platforms—such as Indeed—unilaterally decide to include pay ranges in job postings, employees have more information on salary than ever before. It is therefore crucial that employers develop and circulate internal messaging to control the narrative on pay—be ready to explain your pay policies, because employees are finding out one way or another—even if that information is not always accurate.
- **Prepare your managers:** Given the above, it is essential that managers are trained and prepared to respond to employees' questions on pay—they will be asked.

Pay Transparency



States with Salary History Bans: (23)

ALABAMA
CALIFORNIA
COLORADO
CONNECTICUT
DELAWARE
DISTRICT OF COLUMBIA
HAWAII
ILLINOIS
MAINE
MARYLAND
MASSACHUSETTS
MINNESOTA
NEBRASKA
NEW JERSEY
NEW YORK
NORTH CAROLINA
OREGON
PENNSYLVANIA
RHODE ISLAND
SOUTH CAROLINA
VERMONT
VIRGINIA
WASHINGTON

States with Required Compensation Disclosures: (11)

CALIFORNIA
COLORADO
CONNECTICUT
DISTRICT OF COLUMBIA
HAWAII
ILLINOIS
MARYLAND
NEVADA
NEW YORK
RHODE ISLAND
WASHINGTON

States with Proposed/ Pending Legislation: (12)

ARKANSAS
KENTUCKY
MAINE
MICHIGAN
MISSOURI
MONTANA
NEW JERSEY
OREGON
SOUTH DAKOTA
VERMONT
VIRGINIA
WEST VIRGINIA

Labor

What is a captive audience meeting ban?

The typical **captive audience meeting ban** prohibits employers from requiring employees to attend or participate in employer-held or employer-sponsored meetings concerning opinions on "political or religious matters," which in every case is defined to include the decision to join or support any labor organization—*i.e.,* unionization.

What are the do's and don't's of these laws?

The employer must:

- Post notice informing employees of their rights under the law (IL, ME, MN, NY, OR, WA)

The employer must not:

- Require employees to attend meetings concerning unionization or any other political or religious matter.
- Retaliate or discriminate against employees for refusing to attend meetings concerning unionization or any other political or religious matter.

The typical captive audience meeting ban prohibits employers from requiring employees to attend or participate in employer-held or employer-sponsored meetings concerning opinions on "political or religious matters."

- **Potential grey area:**
  These laws often define both "meeting" and "religious and political matters" broadly. This means that even a one-on-one meeting with supervisor, even in passing, on garden-variety workplace subject, could in theory be subject to the law.
- **Are these laws valid?**
  Several captive audience meeting bans are currently the subject of litigation on the basis that they may be unconstitutional (by infringing on employer free speech) or preempted by federal labor law. Court decisions in 2025 may ultimately invalidate state captive audience meeting bans.

The patchwork problem:

On this particular issue, there is little substantive difference between state laws concerning captive audience meetings. However, the growing number of laws still presents strategic issues for employers, who may have less tools at their disposal to counter union campaigns depending on the state in which they are waged.

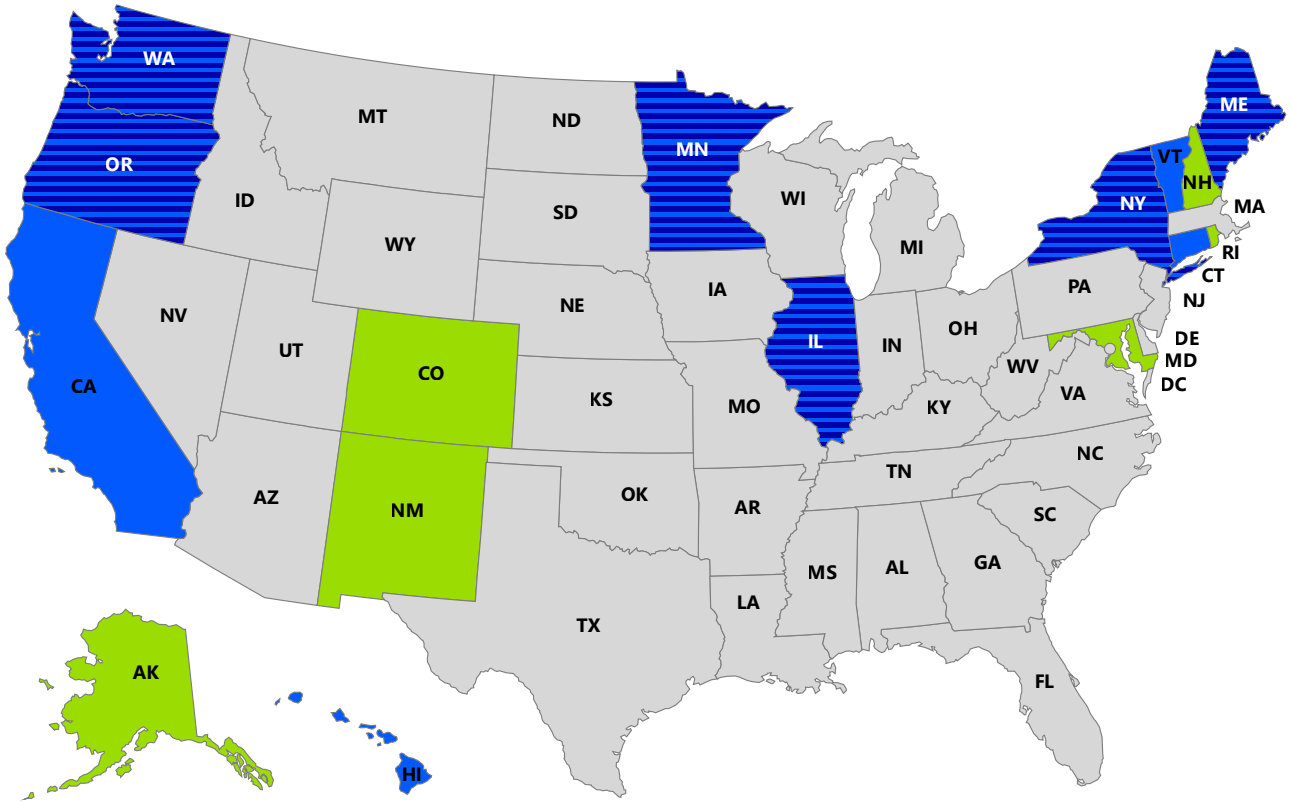
Federal ban:

The current National Labor Relations Board under the Biden administration has recently banned captive audience meetings under federal labor law. However, that ban is expected to be lifted soon by the incoming Trump Board.

Tips for Employers:

- **Awareness:**
  Make sure your front-line supervisors and managers are aware of potential captive audience meeting bans in their state, what they mean, and how they need to structure their meetings and communications with employees to comply.
- **Emphasize the voluntary:**
  Make sure it is clear to your employees that any meetings that could be covered by the above laws are voluntary, even where notice posting is not required.
- **Use alternate forums:**
  Consider other channels for making sure your employer voice is heard on issues such as unionization—voluntary meetings, written communications, etc.

Labor



States with Captive Audience Meeting Bans: (10)

CALIFORNIA
CONNECTICUT
HAWAII
ILLINOIS
MAINE
MINNESOTA
NEW YORK
OREGON
VERMONT
WASHINGTON

States that Require Employers to Post Notice Informing Employees of Their Rights (6):

ILLINOIS
MAINE
MINNESOTA
NEW YORK
OREGON
WASHINGTON

States with Proposed/ Pending Legislation: (6)

ALASKA
COLORADO
MARYLAND
MASSACHUSETTS
NEW MEXICO
RHODE ISLAND

Non-compete Agreements

State laws restricting non-competes generally fall into four categories (1) full bans, (2) laws that prohibit non-competes under a certain income threshold, (3) industry-specific bans or restrictions, and (4) other restrictions.

What are non-compete restrictions?

State laws restricting non-competes generally fall into four categories **(1) full bans, (2) laws that prohibit non-competes under a certain income threshold, (3) industry-specific bans or restrictions,** and **(4) other restrictions.**

Full bans:

Unsurprisingly, these laws prohibit the use of non-compete agreements in all circumstances. The only exception to these bans is generally in the case of business sales or in the dissolution of partnerships.

Income thresholds:

These laws prohibit the use of non-compete agreements below a certain income threshold. The highest threshold is DC's law, at $150,000, while the lowest is $30,160, under New Hampshire's law.

Industry-specific bans or restrictions:

These laws prohibit or significantly restrict (generally by length of the agreement) the use of non-compete agreements for specific industries, including healthcare (AL, AR, CO, CT, DE, FL, IA, IL, IN, KY, MA, ME, MT, NM, OR, PA, TN, TX) and broadcasting (AZ, CT, IL, MA, NY, UT, WA, DC).

Other restrictions:

Georgia, Idaho, Nevada restrict or prohibit non-compete agreements neither by income level nor by industry. In Georgia, non-compete agreements are generally limited to employees who regularly solicit customers or make sales or hold a key position and are limited to two years. Idaho limits use of non-competes to "key" employees, while Nevada bans non-competes solely for hourly workers.

The patchwork problem:

Over half of the states have some sort of non-compete restrictions on the books, and unfortunately for employers, almost none of the laws overlap – a true patchwork of different standards that require different compliance approaches wherever you have employees. Even with the larger groups of laws, income thresholds differ, as do which industries are restricted, or even how those industries or professions are defined.

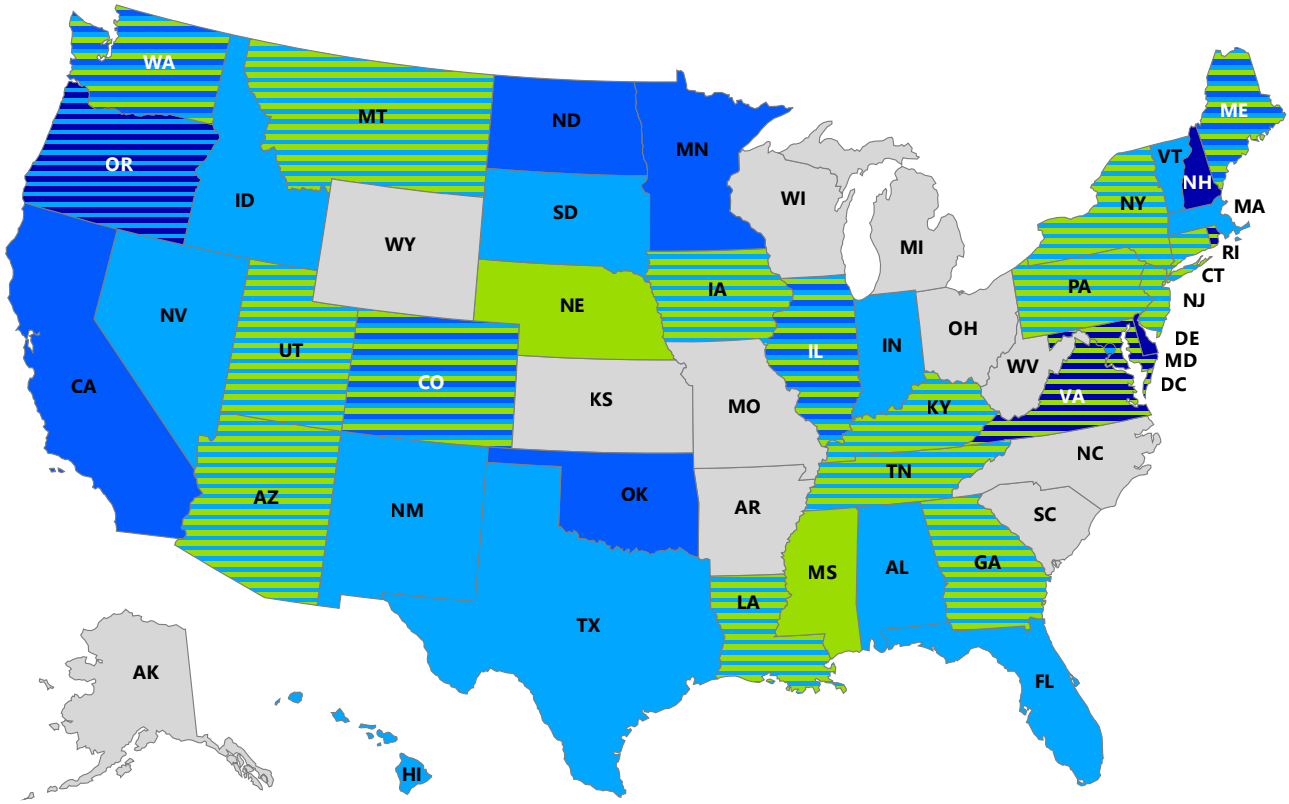
Chances for a federal law:

The Federal Trade Commission issued a rule that would have largely banned non-compete agreements nationwide (except for certain, narrowly-defined senior executives). That rule was struck down in court and is extremely unlikely to resurface. Nevertheless, there is rare significant bipartisan support for banning or restricting non-competes in Congress, with multiple laws introduced—such as the Freedom to Compete Act or the Workforce Mobility Act—that have both Republican and Democrat sponsors. It is entirely possible that a federal law restricting non-compete agreements could be passed within the next couple of years.

Tips for Employers:

- **Consider alternatives**
  Given the growing number of state laws banning or restricting non-compete agreements, and appetite for the same at the federal level, employers may want to consider using alternative restrictive covenants for protecting talent and intellectual property, such as:
  - Non-disclosure agreements
  - Confidentiality agreements
  - Non-solicitation agreements
- **Audit for necessity:**
  Audit your use of non-compete agreements enterprise-wide and determine their necessity for different employee populations and geographic areas, given current and likely future restrictions or bans.
- **Tailor for compliance:**
  Ensure that all such agreements are tailored for compliance in the state in which they are operable, and that they are reasonable in time, geographic area, and scope.

Non-compete Agreements



States with Full Bans: (4)

CALIFORNIA
MINNESOTA
NORTH DAKOTA
OKLAHOMA

States with Restrictions Based on Income: (10)

COLORADO
DISTRICT OF COLUMBIA
ILLINOIS
MAINE
MARYLAND
NEW HAMPSHIRE
OREGON
RHODE ISLAND
VIRGINIA
WASHINGTON

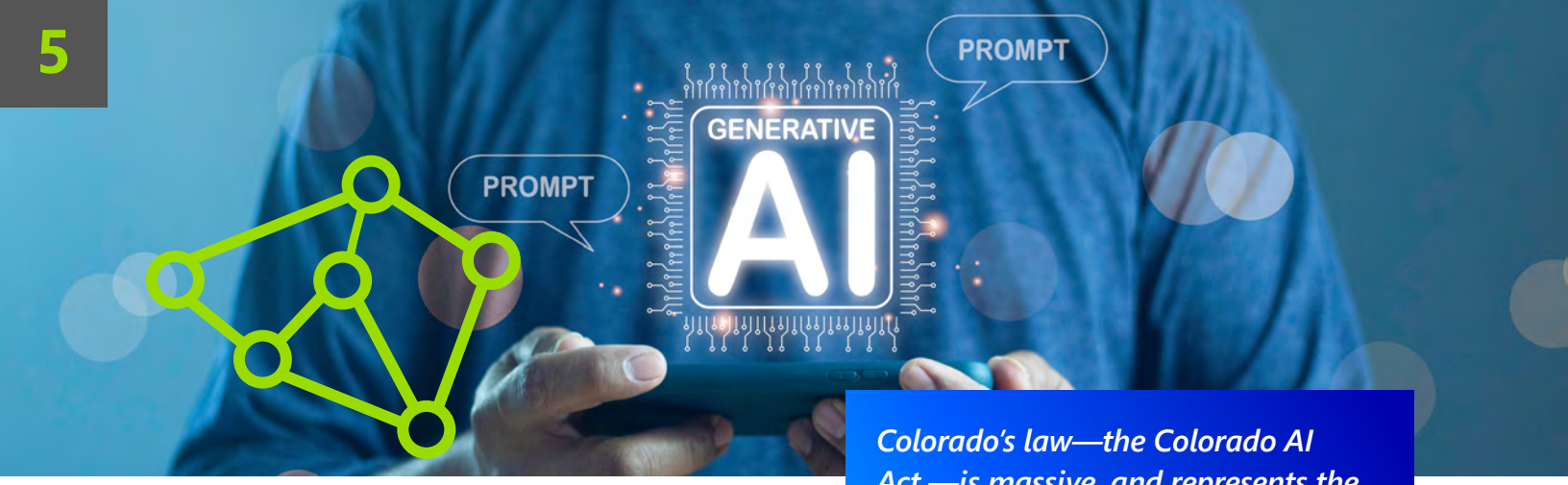
States with Other Restrictions: (30)

ALABAMA ■
ARIZONA ■▲
COLORADO ■
CONNECTICUT ■▲
DELAWARE ■
DISTRICT OF COLUMBIA ▲
FLORIDA ■
GEORGIA
HAWAII
IDAHO
ILLINOIS ■▲
INDIANA ■
IOWA ■
KENTUCKY ■
LOUISIANA
MAINE ■
MASSACHUSETTS ■▲
MONTANA ■
NEVADA
NEW JERSEY
NEW MEXICO ■
NEW YORK ▲
OREGON ■
PENNSYLVANIA ■
SOUTH DAKOTA
TENNESSEE ■
TEXAS ■
UTAH ▲
VERMONT
WASHINGTON ▲

States with Proposed/ Pending Legislation: (21)

ARIZONA
COLORADO
CONNECTICUT
GEORGIA
ILLINOIS
IOWA
KENTUCKY
LOUISIANA
MAINE
MARYLAND
MISSISSIPPI
MONTANA
NEBRASKA
NEW JERSEY
NEW YORK
PENNSYLVANIA
RHODE ISLAND
TENNESSEE
UTAH
VIRGINIA
WASHINGTON

Industry Specific Bans and Restrictions:
■ Healthcare Industry
▲ Broadcasting Industry



Artificial Intelligence

Colorado's law—the Colorado AI Act —is massive, and represents the first comprehensive AI law passed in the United States—akin to the EU's AI Act.

What are state artificial intelligence laws?[1]

Out of the three state laws enacted thus far, two—California and Utah—are small in scope, (primarily) requiring only certain disclosures related to Generative AI. By contrast, Colorado's law—the Colorado AI Act—is massive, and represents the first comprehensive AI law passed in the United States—akin to the EU's AI Act.

Utah's law:

Utah AI Policy Act requires users of Generative AI in "regulated occupations" (i.e., those which require a license or state certification—health care professionals, for example) to disclose to consumers when they are interacting with Gen AI (such as a chatbot) or materials created by Gen AI. All other users must still disclose the same information when prompted by a customer.

California's law:

AB 2013 requires developers of Gen AI systems to publicly post on their websites "high level summaries" of the datasets used to train those systems.

- **What is a high-risk AI system?** Under the Colorado law, a "high-risk" system is any that when used makes or is a substantial factor in making a "consequential decision" – which includes employment decisions. The EU AI Act similarly characterizes AI systems used in employment decisions as "high-risk," and it is likely that future state laws will follow this pattern.
- **A blueprint for future legislation:** As discussed throughout this guide, the first-mover issue is very real – once one state moves on a workplace issue, many states soon follow with their own laws often based on the lead example. Accordingly, while AI laws are a new patchwork issue, we can expect several new laws in 2025 and beyond, each of which are likely to follow Colorado's lead, for better or worse.

Colorado's law:

The Colorado AI Act applies to all developers and users of AI tools, and therefore applies to nearly all employers. In short, the law establishes that developers and users of "high-risk" AI systems owe a duty of "reasonable care" to protect

1. This chapter is limited to artificial intelligence laws that specifically apply to workplace applications/HR functions. Laws primarily dealing with image and likeness, for example, are not included.

impacted Colorado residents from known or foreseeable risks of AI-driven algorithmic discrimination. Establishing this duty of care—and therefore complying with the law, requires several things under the law, including:

For developers:

- Documentation of a tool's purpose, intended benefits and uses, potential harmful uses, and potential risks;
- Summaries of the tool's training data;
- Summaries of the tool's anti-bias testing, data governance measures, and intended output;
- Documentation of steps taken to mitigate the risk of discrimination

For deployers:

- Conducting impact assessments that document much of the above information;
- Notice requirements, including notifying individuals that AI will be used in making an employment decision, and if the decision is adverse to the individual, the reasons for the decision and the impact of AI on making such a decision, among other disclosures.

The notice/disclosure elements of Colorado's law are particularly burdensome, for both developers and users.

The patchwork problem:

While it hasn't quite happened yet, a state patchwork of AI laws presents several challenges for employers—both developers and users. For developers, a byzantine labyrinth of laws may stifle future innovation in AI, as may overly broad liability created by such laws—the juice may not be quite worth the squeeze. Similarly, for user employers, further integration of AI into workplace functions may not be worth the compliance and liability headache posed by increasing state laws. More specifically, differing notice requirements, disclosure requirements, liability schemes, and audit/impact assessments requirements may make uniform integration of AI into the workplace a compliance nightmare.

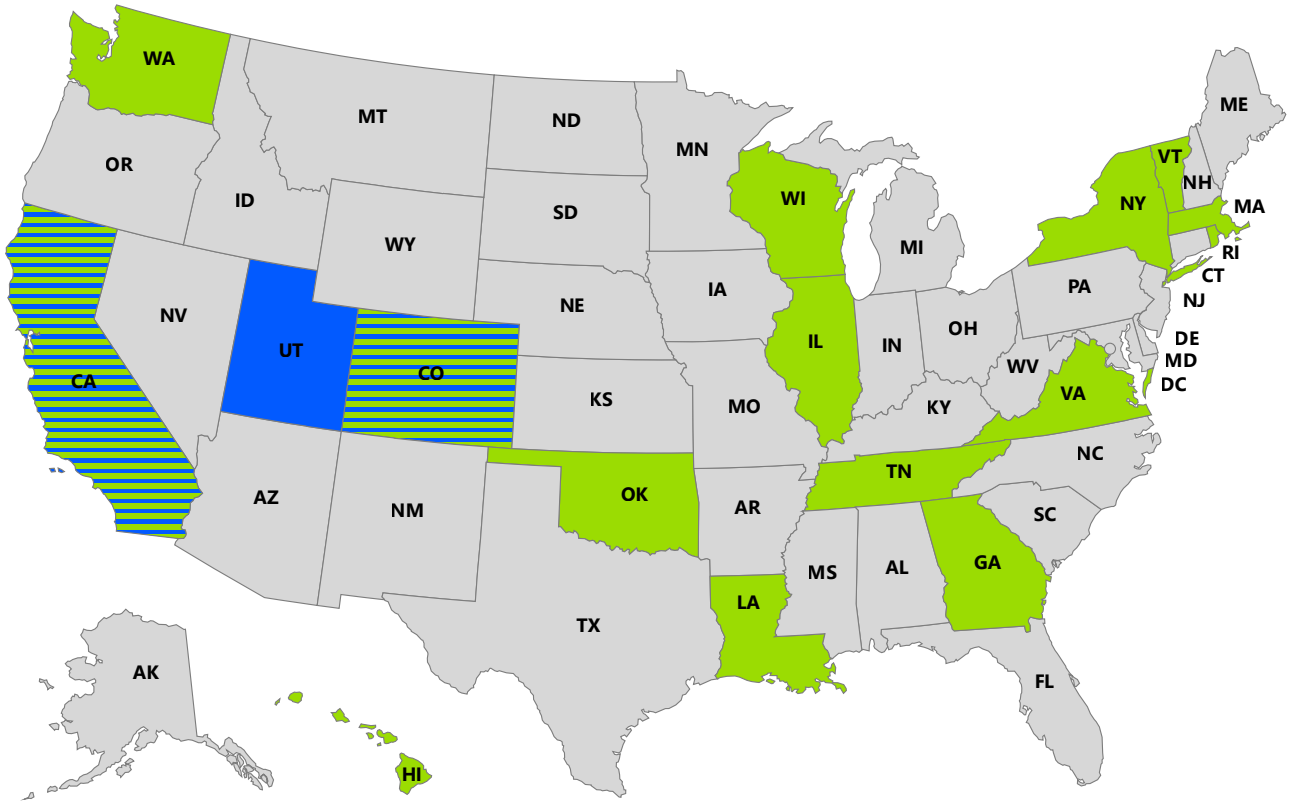
Chances for a federal law:

The Biden administration released a blueprint for a future AI Bill of Rights and a plan for future regulatory efforts, all of which are likely to be scrapped by the Trump administration. Bipartisan appetite exists in Congress to pass AI legislation, but efforts to do so remain mostly in infancy—while future federal AI legislation in some form is likely, it is also a long way off.

Tips for Employers:

- **Now is the time to prepare:** We are only in the very early stages of AI regulation. Even if they are not covered by the Colorado law, employers should look to that law as a model for compliance requirements they may have to meet in the very near future, and begin to prepare accordingly.
- **Audit, audit, audit:** Particularly when using algorithmic decision-making in employment decisions, conducting regular audits and impact assessments to find and mitigate any potential harmful bias is key.
- **Seek indemnification:** Where possible, user employers should seek to limit liability through indemnification agreements with developers.

Artificial Intelligence



States with AI Laws (3)

CALIFORNIA
COLORADO
UTAH

States with Proposed/ Pending Legislation: (15)

CALIFORNIA
COLORADO
GEORGIA
HAWAII
ILLINOIS
LOUISIANA
MASSACHUSETTS
NEW YORK
OKLAHOMA
RHODE ISLAND
TENNESSEE
VERMONT
VIRGINIA
WASHINGTON
WISCONSIN

Part II
State Law Index

PART I — PART II

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State Law Index—Paid Leave

Sick Leave

Paid Leave—Sick Leave			
State	**Law**	**Effective Date**	**Annual Accrual Cap**
ALASKA	ABM -1	7/1/25	40
ARIZONA	Prop. 206	2017	40
CALIFORNIA	§ 246	2024	40
COLORADO	§ 8-13.3-403	2020	48
CONNECTICUT	31-57r	1/1/25	40
DISTRICT OF COLUMBIA	32-531	2014	56
ILLINOIS	820 ILCS 192	2024	40
MAINE	LD 369	2021	40
MARYLAND	§ 3-1304	2018	64
MASSACHUSETTS	149 § 148C	2024	40
MICHIGAN	408.961	2/1/25	72
MINNESOTA	181.9446	2024	48
MISSOURI	RSMo 290.600	5/1/25	56
NEBRASKA	BI 436	10/1/25	56
NEVADA	608.01975	2020	40
NEW JERSEY	34.11	2018	40
NEW MEXICO	50-17	2022	64
NEW YORK	196-B	2020	56
OREGON	653.6	2023	40
RHODE ISLAND	28-57	2018	40
VERMONT	21 V.S.A. §§ 481- 486	2024	40
WASHINGTON	RCW 49.46	2017	None

State Law Index—Paid Leave

FMLA

Paid Leave—FMLA

State	Law	Effective Date	Mandatory	Voluntary	Social Insurance	Private Insurance	Total Annual Paid Leave Available	Wage Replacement Rate (of avg. weekly wage unless otherwise noted)	Max Weekly Benefit	Job Protection	Payroll Rate, Payer
ALABAMA	HB141	7/1/25		X		X	Set by insurer	Set by insurer	N/A	No	N/A
ARIZONA	SB 111	2017		X		X	Set by insurer	Set by insurer	N/A	No	N/A
CALIFORNIA	3300-3306	2024	X		X		52 weeks	60-70%	$1,620	No	1.1%, employee
COLORADO	Prop 118	1/1/25	X		X		12 weeks	50-90%	$1,100	Yes if employed for at least 180 days	0.9%, both (even split)
CONNECTICUT	31-51	2020	X		X		12 weeks	60-95%	$941.40	No	0.5%, employee
DELAWARE	SB 1	2024	X		X		12 weeks	80%	$900	Yes	0.8%, both (even split)
DC	§ 32–541	2014	X		X		12 weeks	50-90%	$1,118	No	0.26%, employer
FLORIDA	HB 721	2024		X		X	At least 2 weeks	Set by insurer	N/A	No	N/A
KENTUCKY	HB 179	2024		X		X	At least 2 weeks	Set by insurer	N/A	No	N/A
MAINE	850-A	2021	X		X		12 weeks	68-90%	$1,104	Yes if employed for at least 120 days	TBD, both (even split)
MARYLAND	SB 275	2018	X		X		24 weeks	50-90%	$1,000	Yes	0.45%, both (even split)
MASSACHUSETTS	175M	2024	X		X		26 weeks	50-80%	$1,144.90	Yes	0.88%, employee, employer pays 60% for medical only
MINNESOTA	181.941	2024	X		X		20 weeks	55-90%	$1,337	Yes if employed for at least 90 days	0.7%, both (even split)
NEW HAMPSHIRE	RSA 21-1	5/1/25		X		X	At least 6 weeks	At least 60%	$1,945	No	N/A
NEW JERSEY	34:11B	2018	X		X		38 weeks	85%	$1,055	No	0.09%, employee
NEW YORK	WKC 67	2020	X			X	26 weeks	67%	$1,151.16	Yes	0.37%, employee

State Law Index—Paid Leave

FMLA

Paid Leave—FMLA

State	Law	Effective Date	Mandatory	Voluntary	Social Insurance	Private Insurance	Total Annual Paid Leave Available	Wage Replacement Rate (of avg. weekly wage unless otherwise noted)	Max Weekly Benefit	Job Protection	Payroll Rate, Payer
OREGON	657B	2023	X		X		12 weeks	50-100%	$1,523.63	Yes if employed for at least 90 days	1.00%, employee
RHODE ISLAND	§ 28-48-2	2018	X		X		30 weeks	4.62% of total wages paid in highest-paid quarter	$1,043	Yes	1.10%, employee
TENNESSEE	SB 454	2018		X		X	Set by insurer	Set by insurer	N/A	No	N/A
TEXAS	HB 1996	2018		X		X	At least 2 weeks	Set by insurer	N/A	No	N/A
VERMONT	21 V.S.A. § 472a	2024		X		X	At least 6 weeks	At least 60%	$1,945	No	N/A
VIRGINIA	SB 15	2018		X		X	At least 2 weeks	Set by insurer	N/A	No	N/A
WASHINGTON	RCW 50A.15.010	2017	X		X		16-18 weeks	50 to 100%	$1,427	Yes	0.74%, both, employer pays 55% for medical only

State Law Index—Pay Transparency

Pay Transparency

	Salary History Bans		Pay Range Disclosures					
State	**Law**	**Effective Date**	**Law**	**Effective Date**	**In Job Postings**	**On Applicants Request**	**Include Benefits**	**Applies to Remote Employees**
ALABAMA	Ala. Code § 25-1-30	2019						
CALIFORNIA	AB 168	2018	SB 1162	2023	X	X		X
COLORADO	SB 19-085	2021	SB 19085	2021	X	X	X	X
CONNECTICUT	PA 18-8	2019	HB 6380	2021		X		
DELAWARE	HB 1	2017						
DC	B25-0194	2024	25-367	2024	X	X		
HAWAII	SB 2351	2019	SB 1057	2024	X	X		
ILLINOIS	HB 0834	2019	HB 3129	1/1/25	X	X	X	If reporting to someone in state
MAINE	SP 90	2019						
MARYLAND	HB 123	2020	HB 649	2024	X	X	X	
MASSACHUSETTS	S 2119	2018	H 2890	10/19/25	X	X		
MINNESOTA	SF 2909	2024	SF 3852	1/1/25	X	X	X	
NEVADA	SB 293	2021	SB 293	2021		X (and after any interview)		
NEW JERSEY	AB 1094	2018						
NEW YORK	SB 6549	2020	194-B	2023	X	X		If reporting to someone in state
OREGON	ORS 652.210-235	2017						
RHODE ISLAND	S 0270A	2023	S 0270A	2023		X		
VERMONT	H. 294	2018						
WASHINGTON	RCW 49.58.110	2019	RCW 49.58.110	2023	X	X	X	X

State Law Index—Labor

Captive Audience Meeting Bans		
State	**Law**	**Effective Date**
CALIFORNIA	SB 399	1/1/25
CONNECTICUT	PA 22-24	2022
HAWAII	SB 2715	2024
ILLINOIS	SB 3649	1/1/25
MAINE	MRSA 600-B	2023
MINNESOTA	181.531	2023
NEW YORK	SB 4982	2023
OREGON	659.795	2009
VERMONT	S 102	2024
WASHINGTON	SB 5778	2024

State Law Index—Non-compete Agreements

Non-compete Agreements						
State	**Law**	**Effective Date**	**Full Ban**	**Income Restriction**	**Industry Restriction**	**Other Restriction**
ALABAMA	§ 8-1-190	2022			X - "professionals," including physicians, PTs, lawyers, veterinarians, accountants	
ARIZONA	§ 23-494	2002			X - broadcast employees	
CALIFORNIA	SB 699	2023	X			
COLORADO	§ 8-2-113	2022		X - $112.5k	X - physicians	
CONNECTICUT	§ 20-14p	2023			X - physicians, PAs, certain RNs, limits agreements to 1 year and 15 miles	
DELAWARE	6 DE Code § 2707	1983			X - physicians	
DC	§ 32–581	2022		X - $154k	X - broadcast employees	
FLORIDA	542.335	2019			X - medical specialists, if the employer employs all such specialists in the county	
GEORGIA	§ 13-8-53	2010				X - only enforceable for salespeople/customer solication, management or other "key" positions, cannot be longer than 2 years
HAWAII	§ 480-4	2015			X - employees of tech businesses	
IDAHO	44-2704	2018				X - only enforceable for "key" employees, cannot be longer than 18 months without further consideration
ILLINOIS	820 ILCS 90	1/1/25		X - $75k (increasing up to $90k by 2037)	X - broadcast employees, construction workers, some healthcare workers	
INDIANA	§ 25-22.5-5.5-2	2023			X - primary care physicians	
IOWA	135Q.2	2024			X - some healthcare workers	
KENTUCKY	216.724	2022			X - temp. staff of healthcare services agencies	
LOUISIANA	RS 23:921	1/1/25			X - primary care physicians	X - 2 year limitation
MAINE	§599-A	2019		X - $60k	X - broadcast employees, veterinary employees	
MARYLAND	§3–716	2023		X - $46k		
MASSACHUSETTS	24L	2018			X - broadcast employees, some healthcare workers	X - may not exceed 1 year and must include garden leave, unenforceable for employees fired without cause

State Law Index—Non-compete Agreements

Non-compete Agreements						
State	**Law**	**Effective Date**	**Full Ban**	**Income Restriction**	**Industry Restriction**	**Other Restriction**
MINNESOTA	SF 3035	2023	X			
MONTANA	28-2-703	2023			X - mental health professionals, motor vehicle industry employees	
NEVADA	§ 613.195	2021				X - unenforceable
NEW HAMPSHIRE	§ 275:70-a	2019		X - $30k		
NEW JERSEY	S723	2024			X - domestic workers	
NEW MEXICO	SB 128	2017			X - some healthcare workers	
NEW YORK	202-K	2015			X - broadcast employees (except management)	
NORTH DAKOTA	C 9-08	1865	X			
OKLAHOMA	§15-219A	2001	X			
OREGON	ORS 653.295	2022		X - $113k	X - home healthcare workers	
PENNSYLVANIA	HB 1633	1/1/25			X - healthcare workers (unenforceable if term exceeds one year or employee is involuntarily dismissed)	
RHODE ISLAND	§ 28-59-1	2019		X - $37.6k		
SOUTH DAKOTA	53-9	2021			X - some healthcare workers	X - 2 year limitation
TENNESSEE	§ 63-1-148	2021			X - direct care staff of temporary healthcare staffing agencies	
TEXAS	15.01	1983			X - some healthcare workers - must provide reasonable buyout	
UTAH	34-51-201	2019				X -1 year limitation
VIRGINIA	§ 40.1-28.7:8	2020		X - $73k		
WASHINGTON	49.62	2019		X - $120.6k	X - some broadcast employees	

State Law Index—Artificial Intelligence

Artificial Intelligence							
State	**Law**	**Effective**	**Gen AI only**	**Developers**	**Users**	**Disclosures**	**Nondiscrimination**
CALIFORNIA	SB 942	1/1/26	X	X		X	
COLORADO	SB 205	2/1/26		X	X	X	X
UTAH	SB 149	2024	X		X	X	