

Multi-State Compliance

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Oct. 14 • 11 a.m. to 11:45 a.m.

Agenda:



Wage and Hour

- Minimum Wage
- Overtime
- Exempt Salary Thresholds

Pay Transparency

Paid Leave

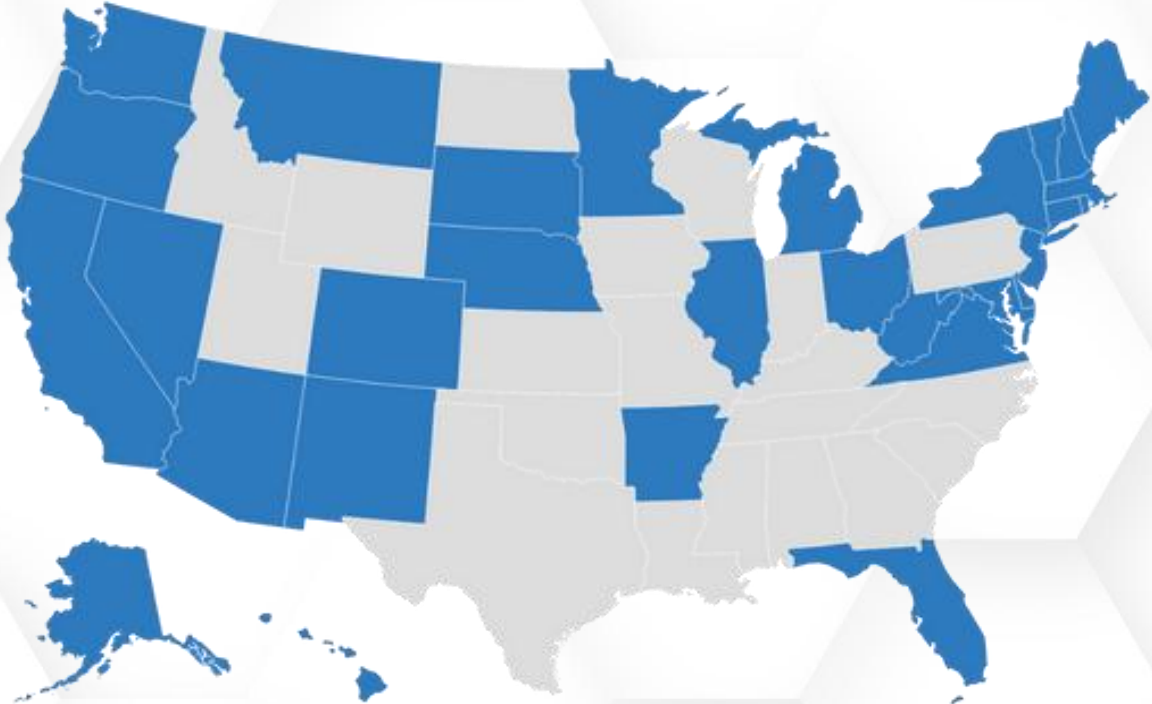
Marijuana Laws

How Are You Managing Multi-State Compliance?

An hourglass with sand falling, next to a calendar showing dates 22, 23, 24, 29, 30, and 31.

Wage & Hour Issues

Minimum Wage Above Federal \$7.25



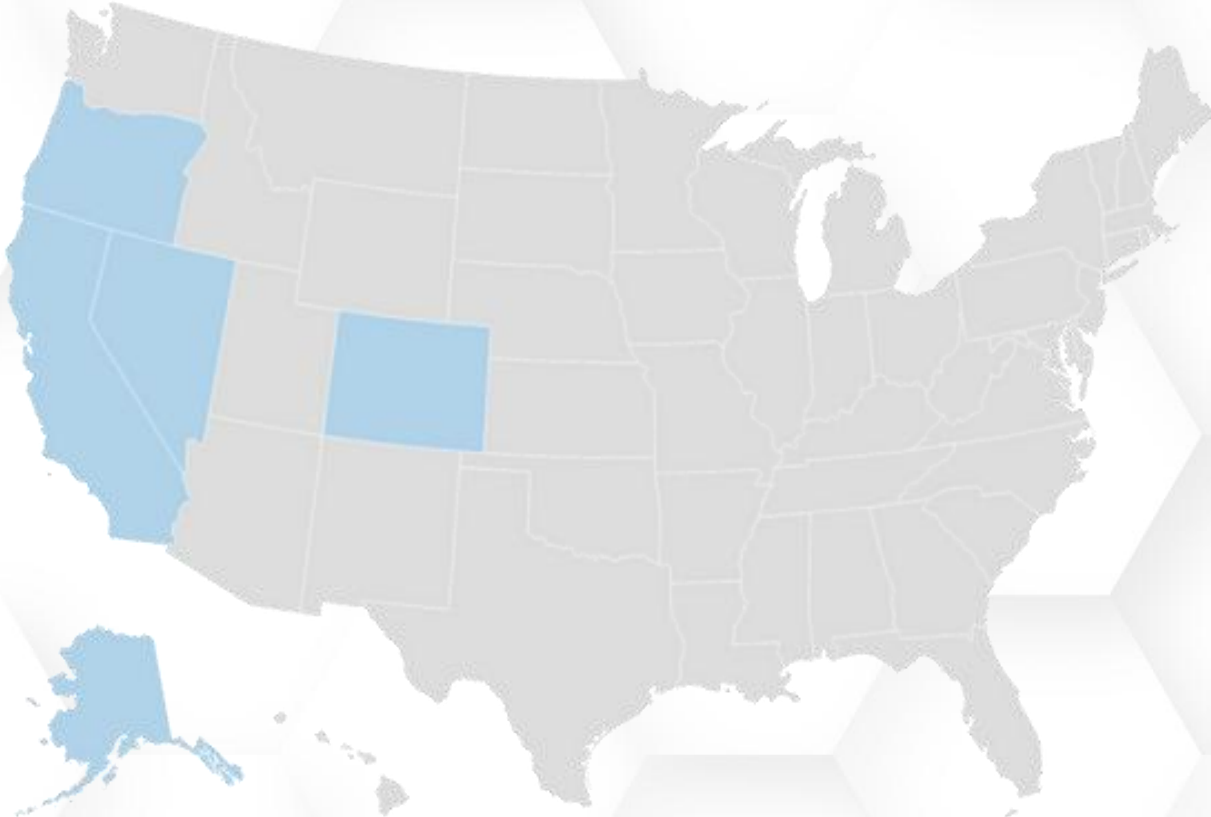
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- D.C.
- Hawaii
- Illinois
- Florida
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- Ohio
- Oregon
- Rhode Island
- South Dakota
- Virginia
- Vermont
- Washington
- West Virginia

Minimum Wage Jan 1 Updates

- ✓ 72 jurisdictions update regularly on Jan. 1
- ✓ Still waiting on approximately 20 jurisdictions to release rates

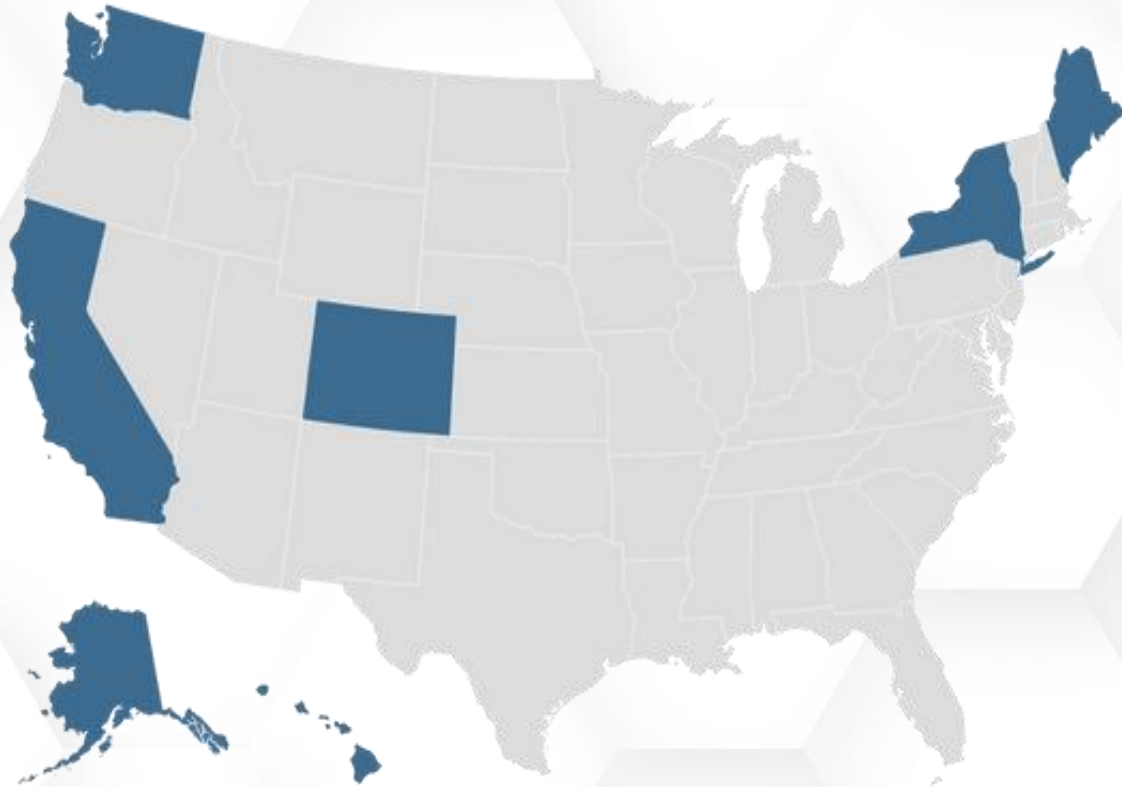


Overtime



Alaska
California
Colorado
Nevada

Exempt Salary Threshold

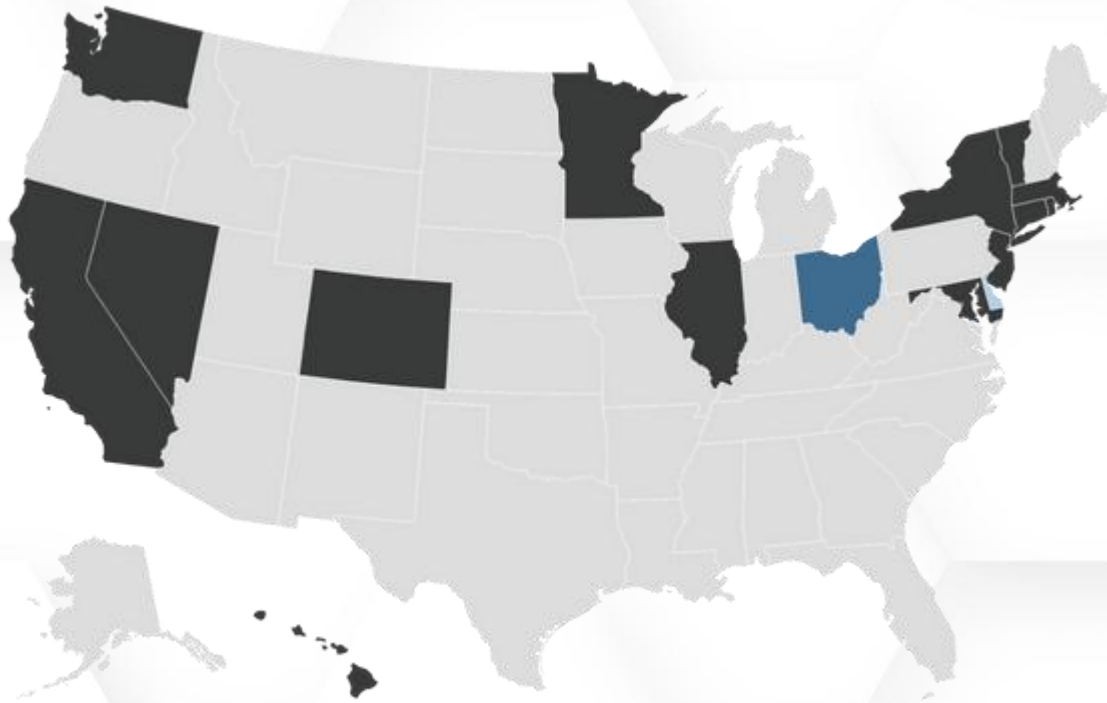


Alaska
California
Colorado
Hawaii
Maine
New York
Washington

Pay Transparency



Pay Transparency



California
Colorado
Connecticut
Delaware
D.C.
Hawaii
Illinois
Maryland
Massachusetts
Minnesota

Nevada
New Jersey
New York
Ohio
Rhode Island
Vermont
Washington

Pay Transparency Updates

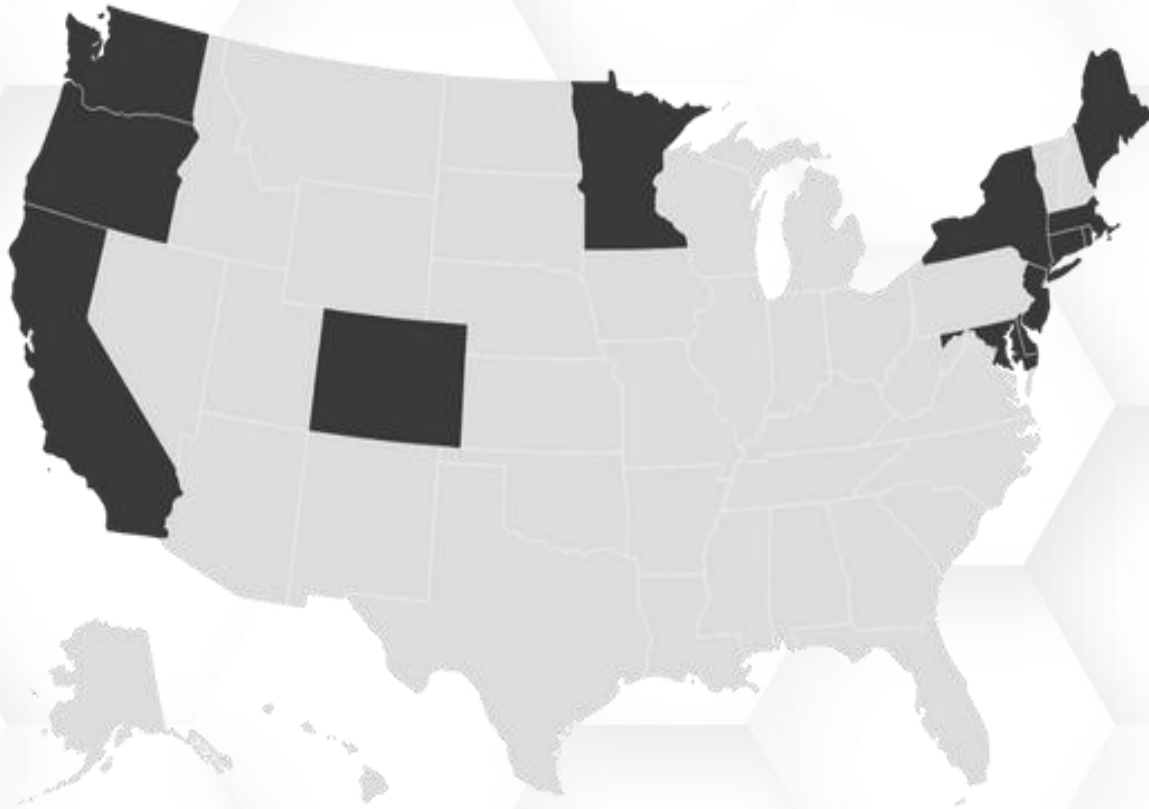
- ✓ New **Delaware** pay transparency law
- ✓ Passed 9/26/2025
- ✓ Law goes into effect 9/26/2027



Paid Leave



Paid Family and Medical Leave



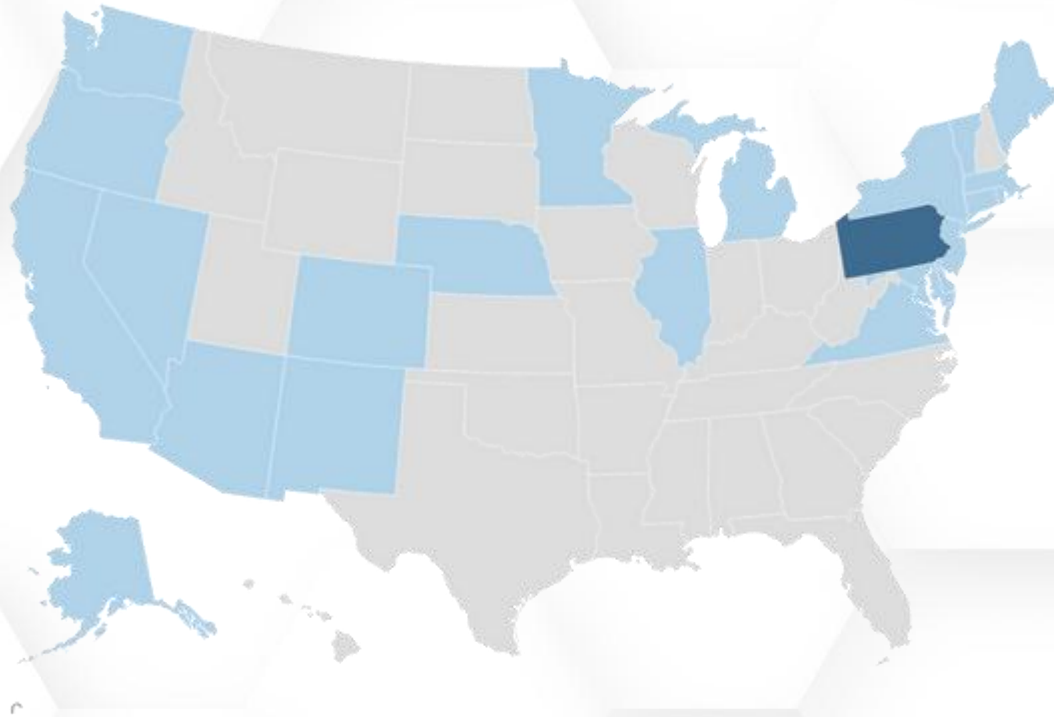
California
Colorado
Connecticut
D.C.
Delaware
Maine
Maryland
Massachusetts
Minnesota
New Jersey
New York
Oregon
Rhode Island
Washington

Paid Family and Medical Leave: **UPDATES**

- ✓ Aug. 6, 2025 – Colorado expanded PFML to include leave to care for child in neonatal unit
- ✓ Dec. 1, 2025 – Minnesota employers must send notices to employees about MN PFML
- ✓ Jan. 1, 2026 – MN PFML contributions begin and benefits are available
- ✓ May 1, 2026 – Maine PFML benefits available
- ✓ July 1, 2026 – Maryland PFML benefits available
- ✓ July 1, 2026 – Delaware PFML benefits available



Paid Sick Leave



Alaska	Minnesota
Arizona	Nebraska
California	Nevada
Colorado	New Jersey
Connecticut	New Mexico
Delaware	New York
D.C.	Oregon
Illinois	Pennsylvania*
Maine	Rhode Island
Maryland	Vermont
Massachusetts	Virginia
Michigan	Washington

*Only local jurisdictions in Pennsylvania



Important

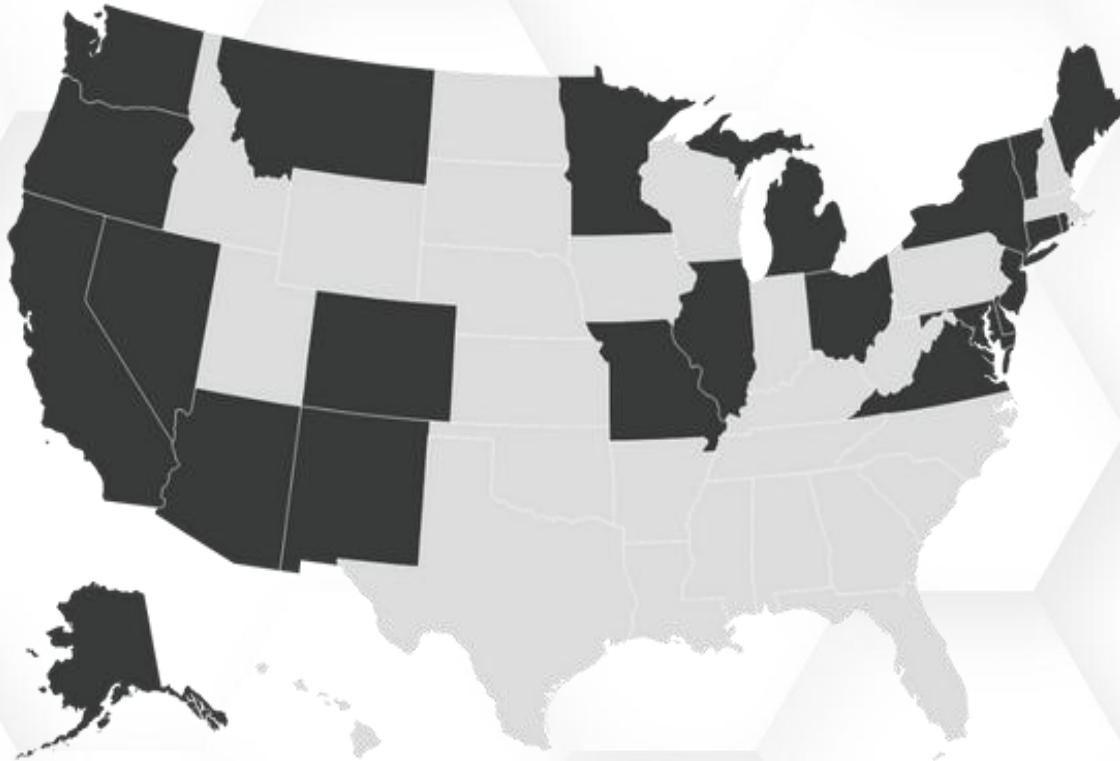
Paid Sick Leave: **UPDATES**

- ✓ Sept. 24, 2025 – Maine amends carryover and max accrual cap for paid sick leave
- ✓ Sept. 25, 2025 – Alaska adopts paid sick leave regulations
- ✓ Oct. 1, 2025 – Nebraska paid sick leave begins
- ✓ Oct. 1, 2025 – California expanded eligible reasons to take sick time for victims of crimes and attending judicial proceedings related to that crime
- ✓ Jan. 1, 2026 – Oregon employees may use sick time to donate blood
- ✓ Jan. 1, 2026 – Pittsburgh employees accrual rate changes to 1 hour for every 30 hours worked. Max accrual cap changed to 72 hours per year



Marijuana Laws

Recreational Marijuana



Alaska
Arizona
California
Colorado
Connecticut
Delaware
D.C.
Illinois
Maine
Maryland
Massachusetts
Michigan
Minnesota

Missouri
Montana
Nevada
New Jersey
New Mexico
New York
Ohio
Oregon
Rhode Island
Vermont
Virginia
Washington

Other State Law Trends

- ✓ Captive Audience Bans
- ✓ Predictive Scheduling
- ✓ Child Labor
- ✓ Artificial Intelligence
- ✓ Workplace Violence Laws
- ✓ Immigration
- ✓ Discrimination

Thank You!



Jana Bjorklund
Sr. Counsel & Director

Leads employment law and compliance strategy, guiding GovDocs on evolving federal, state, and local requirements.

Advises product and operations teams, translating regulatory changes into clear, practical solutions for customers.

Oversees risk mitigation and policy development, ensuring sound, defensible compliance practices.

Trusted resource for clients and partners, providing expert insights, training, and thought leadership.