Employment and Labor Legislation Tracker

September 2026

State and federal employment and labor legislation: wages and classification, leave and benefits, discrimination, unions, workplace safety, AI in hiring, and noncompetes.

This month in numbers

Measure	Bills
Matched to this Tracker	5287
Signed into law in 2026	321
New this month	32
Moved a stage	51
Passed a chamber	40
Signed into law this month	39
Vetoed this month	3

Where it happened

State	Bills that moved
CA	36
NJ	5
US	4

State	Bills that moved
DE	2
NY	2
OH	1
PA	1

By topic

Topic	Moved	Signed into law
Wages, hours and worker classification	25	94
Paid leave, unemployment and workers' compensation	4	83
Discrimination, harassment and pay equity	6	28
Unions and collective bargaining	8	51
Workplace safety and health	4	27
AI in hiring and workplace monitoring	4	10
Noncompetes and restrictive covenants	1	4

The month in brief

September 2026 brought 51 stage changes across the Employment and Labor Legislation Tracker, with California accounting for 36 of those movements and 33 enactments. Among the most consequential new laws, California enacted measures prohibiting employers from using workplace surveillance tools in bathrooms, locker rooms, and lactation spaces (AB 1331), barring automated decision systems from inferring protected status or solely making termination decisions (SB 947), and requiring 60-day advance notice before technological displacement of 50 or more workers by artificial intelligence or automation (SB 951). Delaware enacted legislation allowing unemployment benefits after a

two-week waiting period for workers involved in labor disputes other than lockouts (SB 26). Three California bills were vetoed, including one that would have disqualified from public employment anyone previously employed by an immigration enforcement entity between January 2025 and January 2029 (AB 1896). A federal bill prohibiting individuals convicted of sex offenses against minors from serving in certain union positions passed one chamber.

Taking effect

Laws and rules matched to this Tracker with an effective date between 1 September 2026 and 29 December 2026. Of the 321 laws signed in 2026, 186 name no effective date that could be read and are not listed. Several dates: parts of the law start on other dates.

Takes effect	State	Law or rule	Title
1 September 2026	NY	S 8752	Requires contractors and subcontractors performing construction work for covered renewable energy systems to have apprenticeship agreements Wages, hours and worker classification Companion: NY A 9454
1 October 2026 Several dates	CT	HB 5003	AN ACT CONCERNING WORKFORCE DEVELOPMENT AND WORKING CONDITIONS IN THE STATE.
1 October 2026	CT	SB 247	AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE AUDITORS OF PUBLIC ACCOUNTS.
1 October 2026	CT	SB 268	AN ACT AUTHORIZING THE COMPTROLLER TO WITHHOLD PAYMENT FOR VIOLATIONS OF THE PREVAILING WAGE STATUTES. Wages, hours and worker classification
1 October 2026	CT	SB 439	AN ACT CONCERNING ELECTRONIC SURVEILLANCE DEVICES AND SYSTEMS AND SELF-SERVICE KIOSKS IN EMPLOYEE

Takes effect	State	Law or rule	Title
			LOUNGES. AI in hiring and workplace monitoring
1 October 2026	CT	SB 472	AN ACT CONCERNING THE ELECTRONIC SURVEILLANCE OF EMPLOYEES. AI in hiring and workplace monitoring
1 October 2026	MD	HB 1016	Noncompete and Conflict of Interest Clauses - Licensed Architects - Employer Workforce Relocation and Out-of-State Employers Noncompetes and restrictive covenants
1 October 2026	MD	HB 1165	State Procurement - Apprenticeship Program Accountability and Completion Wages, hours and worker classification
1 October 2026	MD	HB 15	Corporations and Associations - Limited Worker Cooperative Associations - Authorization (Maryland Limited Worker Cooperative Association Act)
1 October 2026	MD	HB 242	Unemployment Insurance - Confidentiality of Information Paid leave, unemployment and workers' compensation Companion: MD SB 216
1 October 2026	MD	HB 347	Workers' Compensation - Occupational Disease Presumptions - Hypertension Paid leave, unemployment and workers' compensation
1 October 2026	MD	HB 532	Employment Standards - Firefighters - Payment of Wages and Payroll Information Wages, hours and worker classification
1 October 2026	MD	HB 864	Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act) Wages, hours and worker classification
1 October 2026	MD	HB 878	Workers' Compensation - Heart Disease and Hypertension Presumption and Permanent Partial Disability - Carroll County Correctional Deputies Paid leave, unemployment and workers'

Takes effect	State	Law or rule	Title
			compensation, Discrimination, harassment and pay equity Companion: MD SB 449
1 October 2026	MD	SB 144	Corporations and Associations - Limited Worker Cooperative Associations - Authorization (Maryland Limited Worker Cooperative Association Act)
1 October 2026	MD	SB 417	Labor and Employment - Mandatory Meetings on Religious or Political Matters - Employee Attendance and Participation (Maryland Worker Freedom Act)
1 October 2026	MD	SB 439	Employment Discrimination - Fire and Rescue Public Safety Employees - Use of Medical Cannabis Discrimination, harassment and pay equity
1 October 2026	MD	SB 445	Employment Standards - Firefighters - Payment of Wages and Payroll Information Wages, hours and worker classification
1 October 2026	MD	SB 673	State Procurement - Apprenticeship Program Accountability and Completion Wages, hours and worker classification
1 October 2026	MD	SB 777	Labor and Employment - Workforce Development - Hospital Employee Retraining and Placement Program and Workforce Development and Local Workforce Development Boards (Local Workforce Solutions Investment Act)
1 October 2026	MD	SB 94	Commercial Law - Earned Wage Access - Revisions Wages, hours and worker classification
1 October 2026	MD	SB 964	Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act) Wages, hours and worker classification

Takes effect	State	Law or rule	Title
19 October 2026	US	Rule	Wagner-Peyser Act Employment Service Staffing Labor Department, Employment and Training Administration
26 October 2026	US	Rule	Rescission of Executive Order 11246 Implementing Regulations Labor Department, Federal Contract Compliance Programs Office
1 November 2026	OK	HB 3127	Medical marijuana; policy for applicants and employees; exceptions; effective date. Discrimination, harassment and pay equity
1 November 2026	OK	HB 3467	Education employees; maternity leave; adoption; purpose; effective date; emergency. Paid leave, unemployment and workers' compensation
1 November 2026	OK	SB 1277	Employment benefits; modifying conditions for disqualification; specifying work search actions. Effective date. Paid leave, unemployment and workers' compensation
1 November 2026	OK	SB 1944	Administrative Workers' Compensation Act; modifying definition. Effective date. Paid leave, unemployment and workers' compensation
8 November 2026	NY	S 3460	Relates to granting employees access to personnel records Companion: NY A 2107
16 November 2026	US	Rule	Federal-State Unemployment Compensation (UC) Program; Data Availability Labor Department, Employment and Training Administration
8 December 2026	NY	A 6950	Enacts "the construction reporting pay act" Wages, hours and worker classification Companion: NY S 4912, NY S 9843

Signed into law in September 2026

State	Bill	Title	Became law
CA	AB 1331†	Workplace surveillance. Wages, hours and worker classification, AI in hiring and workplace monitoring	30 September 2026

Prohibits workplace surveillance in bathrooms, locker rooms, and lactation spaces, with civil penalties up to $500. Signed into law.

State	Bill	Title	Became law
CA	AB 1697	Employment contracts: stay-or-pay provisions: contract date. Wages, hours and worker classification, Noncompetes and restrictive covenants	30 September 2026

Delays effective date of stay-or-pay contract prohibitions from January 2026 to January 2027. Signed into law.

State	Bill	Title	Became law
CA	AB 1818†	California State University: employer-employee relations: meeting and conferring. Unions and collective bargaining	30 September 2026

Requires written determinations on California State University labor memoranda needing legislative action. Signed into law.

State	Bill	Title	Became law
CA	AB 1883	Workplace surveillance tools. AI in hiring and workplace monitoring	30 September 2026

Prohibits workplace surveillance tools from inferring protected activities, collecting neural data, or making emotional inferences. Signed into law.

State	Bill	Title	Became law
CA	AB 1904	Teachers: credentialed educator apprenticeship programs. Wages, hours and worker classification	30 September 2026

Authorizes apprenticeship certificates for educator candidates in commission-approved programs. Signed into law.

State	Bill	Title	Became law
CA	AB 2321	Occupational safety and health: investigations. Workplace safety and health	30 September 2026

Requires written policies for occupational safety investigations and automated incident reporting. Signed into law.

State	Bill	Title	Became law
CA	AB 2563	Sex discrimination: scope. Discrimination, harassment and pay equity	30 September 2026

State	Bill	Title	Became law
		Requires sex discrimination laws to cover gender identity, expression, and variations in sex characteristics. Signed into law.	
CA	AB 2646	Employment: minimum wages: agricultural workers. Wages, hours and worker classification	30 September 2026
		Sets a $19.75 minimum wage for agricultural workers with annual cost-of-living adjustments starting 2027. Signed into law.	
CA	SB 1012	Employment of inmates. Unions and collective bargaining	30 September 2026
		Requires facilitation of apprenticeship admission for conservation camp graduates and certification of their training. Signed into law.	
CA	SB 1383	Housing development: density bonus: incentives or concessions: labor standards. Wages, hours and worker classification	30 September 2026
		Excludes labor standards from density bonus incentives and requires posting of housing development examples. Signed into law.	
CA	SB 947	Employment: automated decision systems. Wages, hours and worker classification, AI in hiring and workplace monitoring	30 September 2026
		Prohibits automated decision systems from inferring protected status or solely making termination decisions. Signed into law.	
CA	SB 951	Employment: technological displacement: notice. AI in hiring and workplace monitoring	30 September 2026
		Requires 60-day notice before technological displacement of 50 or more workers by AI or automation. Signed into law.	
CA	AB 2292†	Disability benefits: certificates. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	28 September 2026
		Prohibits physicians from charging fees to complete disability benefit certificates. Signed into law.	

State	Bill	Title	Became law
CA	AB 1198	Public works: prevailing wages. Wages, hours and worker classification	27 September 2026
Changes prevailing wage determinations from quarterly to semiannual periods beginning July 2027. Signed into law.			
CA	AB 1534	Federal Workforce Pell Grant program: local workforce development boards: participant training requirement. Wages, hours and worker classification	27 September 2026
Requires workforce development boards to ensure training for at least half of program participants by 2028. Signed into law.			
CA	AB 1803†	Employment: sexual harassment training and education: anti-hate speech training. Discrimination, harassment and pay equity	27 September 2026
Requires employers to include anti-hate speech training in sexual harassment training beginning January 2028. Signed into law.			
CA	AB 1980†	Labor: apprenticeship: Equal Representation in Construction Apprenticeships Grant Program. Wages, hours and worker classification	27 September 2026
Establishes grants for equitable access to construction apprenticeships for women and underrepresented populations. Signed into law.			
CA	AB 2129	State employees: compensation: firefighters. Wages, hours and worker classification	27 September 2026
Requires good-faith bargaining to bring state firefighter salaries within 15 percent of comparable local departments. Signed into law.			
CA	AB 2634	Workforce development: High road training partnerships: scoring preference.	27 September 2026
Requires scoring preference for labor-management committees applying for high road training partnership grants. Signed into law.			
CA	AB 2682†	Transportation network company drivers: labor relations: appeals. Unions and collective bargaining	27 September 2026

State	Bill	Title	Became law
		Allows appeals of labor board decisions in transportation network company driver cases to appellate courts. Signed into law.	
CA	SB 1046	Occupational safety: transboundary pollution. Workplace safety and health	27 September 2026
		Requires a standard by 2030 protecting outdoor workers from transboundary pollution exposure. Signed into law.	
CA	SB 1083	Noncertificated public school employees: private school employees: egregious misconduct: statewide data system: Commission on Teacher Credentialing: adverse actions: contracts and background checks for educational services.	27 September 2026
		Creates a statewide system tracking misconduct investigations of noncertificated school employees. Signed into law.	
CA	SB 1371	Solid waste handling services: labor dispute. Wages, hours and worker classification	27 September 2026
		Prohibits force majeure clauses excusing solid waste contractor performance during labor disputes. Signed into law.	
CA	SB 909	Public works. Wages, hours and worker classification	27 September 2026
		Raises contractor registration fees and prevailing wage violation penalties with annual adjustments. Signed into law.	
CA	AB 1235	California State University: skilled and trained workforce requirement. Wages, hours and worker classification	20 September 2026
		Requires California State University contractors to use skilled and trained workforces for apprenticeable occupations. Signed into law.	
CA	AB 1439	Public retirement systems: development projects: labor standards. Workplace safety and health	20 September 2026
		Requests a study on labor standards in state pension-funded real estate and infrastructure projects. Signed into law.	

State	Bill	Title	Became law
CA	AB 2157†	Workforce development: Displaced Oil and Gas Worker Pilot Program: extension.	20 September 2026

Extends the Displaced Oil and Gas Worker Pilot Program indefinitely and requires an assessment for permanence. Signed into law.

State	Bill	Title	Became law
CA	AB 2466†	Strong Workforce Program: work-based learning opportunities: regional consortia.	20 September 2026

Extends deadlines for paid work-based learning policies and authorizes funds to regional consortia. Signed into law.

State	Bill	Title	Became law
CA	SB 1166	Alameda-Contra Costa Transit District: employee relations. Unions and collective bargaining	20 September 2026

Grants labor board jurisdiction over transit district unfair practice charges at representative's election. Signed into law.

State	Bill	Title	Became law
CA	AB 187	Employment. Unions and collective bargaining Companion: CA SB 187	18 September 2026

Expresses legislative intent to enact statutory changes related to the Budget Act of 2025. Signed into law.

State	Bill	Title	Became law
CA	AB 2078†	Employees: meal periods: stationary engineers. Unions and collective bargaining Companion: CA SB 693	18 September 2026

Exempts stationary engineers from meal period requirements under qualifying collective bargaining agreements. Signed into law.

State	Bill	Title	Became law
CA	AB 2227	Farm labor contractors: surety bonds. Wages, hours and worker classification	18 September 2026

Increases farm labor contractor surety bonds to $50,000-$150,000 based on gross receipts. Signed into law.

State	Bill	Title	Became law
CA	SB 1227†	Department of Industrial Relations: apprenticeship pilot program. Wages, hours and worker classification, Unions and collective bargaining	18 September 2026

State	Bill	Title	Became law
		Requires development of an apprenticeship pilot program to address Department of Industrial Relations staffing. Signed into law.	
DE	HB 84	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO EMPLOYER-SPONSORED MEETINGS OR COMMUNICATIONS. Discrimination, harassment and pay equity, Workplace safety and health	30 September 2026
		Expands employer-sponsored communication protections by removing nonprofit and nonpartisan requirements. Signed into law.	
DE	SB 26	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO UNEMPLOYMENT COMPENSATION. Paid leave, unemployment and workers' compensation	30 September 2026
		Allows unemployment benefits after two weeks for workers in labor disputes other than lockouts. Signed into law.	
NJ	A 4072	Establishes minimum qualifications for persons employed on public works contract. Wages, hours and worker classification Companion: NJ S 3405	9 September 2026
		Requires public works contractors to certify employees completed apprenticeships or have four years of experience. Signed into law.	
NY	A 6950	Enacts "the construction reporting pay act" Wages, hours and worker classification Companion: NY S 4912, NY S 9843	9 September 2026
		Requires construction contractors to pay reporting pay of at least four hours at prevailing wages. Signed into law.	
NY	S 3460	Relates to granting employees access to personnel records Companion: NY A 2107	9 September 2026
		Requires employers to notify employees of negative personnel record entries and provide free copies on request. Signed into law.	

On the governor's desk

No bill in this Tracker is currently awaiting a governor's signature.

What else moved this month

Passed one chamber

State	Bill	Title	Current status	Action
US	H.R. 8775	Ending Predator Access to Union Power Act Unions and collective bargaining	Passed chamber	16 September 2026

Would prohibit individuals convicted of sex offenses against minors from serving in certain union positions. Passed one chamber.

Vetoed

State	Bill	Title	Current status	Action
CA	AB 1896	Public employment: disqualifications. Wages, hours and worker classification, Discrimination, harassment and pay equity	Vetoed	30 September 2026

Would have disqualified from public employment anyone previously employed by an immigration enforcement entity. Vetoed.

State	Bill	Title	Current status	Action
CA	AB 2367†	State employment: reporting: health facilities.	Vetoed	30 September 2026

Would have required quarterly staffing reports from state health facilities to employee representatives and the public. Vetoed.

State	Bill	Title	Current status	Action
CA	SB 1059	Employment Training Panel. Wages, hours and worker classification	Vetoed	18 September 2026

Would have modernized Employment Training Panel administration and prohibited structured onsite training. Vetoed.

Reported out of committee

State	Bill	Title	Current status	Action
NJ	A 1511	Clarifies choice of independent contractor status for certain licensed or regulated professionals. Wages, hours and worker classification	Passed committee	17 September 2026
		Would allow certain licensed professionals to be classified as independent contractors by written agreement. Reported out of committee.		
NJ	A 5276	Clarifies overtime compensation requirements for certain public employees engaged in law enforcement and fire protection activities. Wages, hours and worker classification	Passed committee	14 September 2026
		Would clarify overtime requirements for public employees in fire protection activities. Reported out of committee.		
NJ	A 5288	Expands employer provided commuter transportation benefit to include micromobility-sharing arrangements and transportation network company services.	Passed committee	14 September 2026
		Would expand commuter benefits to include micromobility-sharing and transportation network company services. Reported out of committee.		
NJ	S 2782	Clarifies choice of independent contractor status for certain licensed or regulated professionals. Wages, hours and worker classification	Passed chamber	17 September 2026
		Would exempt certain licensed professionals from independent contractor classification tests. Reported out of committee.		
PA	HB 2135†	An Act providing for accommodation of pregnancy-	Passed chamber	29 September 2026

State	Bill	Title	Current status	Action
		related and menopause-related conditions by employers. Discrimination, harassment and pay equity		
Would require employers to accommodate pregnancy-related and menopause-related conditions. Reported out of committee.				
US	H.R. 5267	American Franchise Act Wages, hours and worker classification	■ Passed committee	8 September 2026
Would establish that franchisors are joint employers only with substantial direct control over employment terms. Reported out of committee.				
US	H.R. 9330	Earned Wage Access Consumer Protection Act Wages, hours and worker classification	■ Passed committee	1 September 2026
Would require earned wage access providers to offer no-cost access and make detailed disclosures. Reported out of committee.				
US	S. 3296	Improving Access to Workers' Compensation for Injured Federal Workers Act of 2025 Paid leave, unemployment and workers' compensation	■ Passed committee	14 September 2026
Would cover services by physician assistants and nurse practitioners for injured federal workers. Reported out of committee.				

New and notable

State	Bill	Title	Current status
NJ	A 5433	Consolidates administration of "New Jersey Public Employees' Occupational Safety and Health Act" under DOLWD. Workplace safety and health Companion: NJ S 4605	■ Passed chamber
NJ	A 5517	Requires employers to provide certain notices to tipped workers. Wages, hours and worker classification	■ Passed committee
MI	HB 6417†	Labor: other; community and worker economic transition activities; provide to workers who have employment tied to an industry affected by the adoption or implementation of artificial intelligence. Amends sec. 5 of 2023 PA 232 (MCL 408.915). AI in hiring and workplace monitoring	■ In committee
NJ	A 5414	Increases penalty for domestic violence offense; increases domestic violence-related unpaid employment leave. Paid leave, unemployment and workers' compensation	■ In committee
NJ	A 5491	Establishes manufacturing machine and metal trade apprenticeship tax credit program. Wages, hours and worker classification	■ In committee
NJ	A 5502	"Fair Wage Protection Act"; prohibits use of surveillance wage setting through use of wage setting algorithm. Wages, hours and worker classification, AI in hiring and workplace monitoring	■ In committee
NJ	A 5535	Concerns UI employer contribution reports.	■ In committee
NJ	A 5561	Establishes uniform prevailing wage contract threshold amount for public work. Wages, hours and worker classification	■ In committee
NY	A 11696†	Permits paid family leave in four-hour increments Paid leave, unemployment and workers' compensation	■ In committee

State	Bill	Title	Current status
NY	A 11714†	Imposes higher percentage of interest and other civil penalties on certain employers or their workers compensation insurance carriers for non-payment of a bill for medical care or supplies Paid leave, unemployment and workers' compensation	■ In committee

Regulatory Watch

Open for comment

Type	Document	Date
Proposed Rule	Revisions to the Office of Hearings and Appeals Procedural Regulations for the DOE Contractor Employee Protection Program Energy Department Proposed rule clarifying protections for DOE contractor employees alleging retaliation by employers.	Comments close 22 October 2026
Proposed Rule	Longshore and Harbor Workers' Compensation Act: Quality Standards for Hearing Loss Testing Labor Department, Workers' Compensation Programs Office Proposed rule updating hearing loss testing standards for workers' compensation claims under LHWCA.	Comments close 22 October 2026

Type	Document	Date
Proposed Rule	Employment in the Excepted Service Personnel Management Office Proposed rule amending OPM regulations governing excepted service employment, including veterans' preference and priority placement rights.	Comments close 17 November 2026

Taking effect

Type	Document	Date
Rule	Wagner-Peyser Act Employment Service Staffing Labor Department, Employment and Training Administration Final rule removing state merit staff requirement for Wagner-Peyser Employment Service staffing affects employment service delivery.	Effective 19 October 2026
Rule	Rescission of Executive Order 11246 Implementing Regulations Labor Department, Federal Contract Compliance Programs Office Final rule rescinding EO 11246 implementing regulations affecting federal contractor employment discrimination obligations.	Effective 26 October 2026
Rule	Federal-State Unemployment Compensation (UC) Program; Data Availability Labor Department, Employment and Training Administration Final rule on unemployment compensation program data disclosure for federal oversight and fraud detection.	Effective 16 November 2026

Also published

Type	Document	Date
Presidential Document	Restriction on Entry of Certain Nonimmigrant Workers Executive Office of the President Proclamation extending restrictions on H-1B	23 September 2026

Type	Document	Date
	nonimmigrant visa program to protect domestic labor market.	
Presidential Document	Enhancing Program Integrity and Interagency Coordination in the Administration of the H-1B Nonimmigrant Visa Program Executive Office of the President Executive order addressing H-1B visa program abuse, wage suppression, and displacement of skilled American workers.	23 September 2026

State rulemaking

State registers and regulators in Alabama, Arkansas, California, Florida, Idaho, Iowa, Kentucky, Louisiana, Maryland, Michigan, Minnesota, Nevada, New Hampshire, New Mexico, New York, Ohio, Rhode Island, South Dakota, Texas, Utah, Vermont, Virginia, Washington, West Virginia and Wisconsin were read for September 2026. Not yet covered: Alaska, Arizona, Colorado, Connecticut, Delaware, District of Columbia, Georgia, Hawaii, Illinois, Indiana, Kansas, Maine, Massachusetts, Mississippi, Missouri, Montana, Nebraska, New Jersey, North Carolina, North Dakota, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee and Wyoming. None carried a rulemaking matched to this Tracker.

Watchlist for next month

State	Bill	Title	Current status
NJ	A 1511	Clarifies choice of independent contractor status for certain licensed or regulated professionals. Wages, hours and worker classification	■ Passed committee

State	Bill	Title	Current status
NJ	A 5276	Clarifies overtime compensation requirements for certain public employees engaged in law enforcement and fire protection activities. Wages, hours and worker classification	■ Passed committee
NJ	A 5288	Expands employer provided commuter transportation benefit to include micromobility-sharing arrangements and transportation network company services.	■ Passed committee
NJ	S 2782	Clarifies choice of independent contractor status for certain licensed or regulated professionals. Wages, hours and worker classification	■ Passed chamber
PA	HB 2135†	An Act providing for accommodation of pregnancy-related and menopause-related conditions by employers. Discrimination, harassment and pay equity	■ Passed chamber
US	H.R. 5267	American Franchise Act Wages, hours and worker classification	■ Passed committee
US	H.R. 8775	Ending Predator Access to Union Power Act Unions and collective bargaining	■ Passed chamber
US	H.R. 9330	Earned Wage Access Consumer Protection Act Wages, hours and worker classification	■ Passed committee
US	S. 3296	Improving Access to Workers' Compensation for Injured Federal Workers Act of 2025 Paid leave, unemployment and workers' compensation	■ Passed committee

Signed into law earlier in 2026

State	Bill	Title	Became law
AK	HB 14	An Act relating to health care insurance; relating to insurance reimbursement for health care services provided through telehealth; relating to telehealth; relating to workers' compensation	16 July 2026

State	Bill	Title	Became law
		coverage for disability from diseases for certain firefighters; repealing programs for... Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	
AK	SB 79	An Act relating to wage payments; and providing for an effective date. Wages, hours and worker classification	19 June 2026
AL	HB 517†	Talent Readiness and Industry Needs (TRAIN) Act, qualified employees authorized to teach a career and technical education program, tax credits provided to employers that loan qualified employees, workforce teaching certificate established	17 April 2026
AR	SB 10	AN ACT FOR THE DEPARTMENT OF COMMERCE - DIVISION OF WORKFORCE SERVICES APPROPRIATION FOR THE 2026-2027 FISCAL YEAR.	29 April 2026
AZ	SB 1136†	workers' compensation; death benefits; remarriage Paid leave, unemployment and workers' compensation	19 June 2026
AZ	HB 2310	qualified marketplace contractors; employment Wages, hours and worker classification	13 April 2026
CA	SB 1316	Employment. Wages, hours and worker classification	27 August 2026
CA	SB 1444	Employment. Paid leave, unemployment and workers' compensation	27 August 2026
CA	SB 171	Labor. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: CA AB 171	13 July 2026
CA	AB 1683†	Workers' compensation: prepaid cards. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	6 July 2026

State	Bill	Title	Became law
CO	HB 1207	Disclosure of Demographic Workforce Data Discrimination, harassment and pay equity	4 June 2026
CO	HB 1272	Extreme Temperatures Worker Protections Wages, hours and worker classification, Workplace safety and health, AI in hiring and workplace monitoring	4 June 2026
CO	SB 160†	Personal Protective Equipment & Meatpackers Wages, hours and worker classification	3 June 2026
CO	SB 156†	Change Practices of Work Force Development Council	2 June 2026
CO	SB 186†	Update Workers' Compensation Statutes Allow Electronic Filing Paid leave, unemployment and workers' compensation	2 June 2026
CO	SB 193†	Local Ordinances & State Employees Wages, hours and worker classification, Unions and collective bargaining	2 June 2026
CO	HB 1413	Sick & Military Leave for Certain Public Servants Paid leave, unemployment and workers' compensation	1 June 2026
CO	SB 93†	Workers' Compensation Insurance Coverage Verification Paid leave, unemployment and workers' compensation	29 May 2026
CO	SB 121†	Overtime Threshold for Agricultural Employees Wages, hours and worker classification	4 May 2026
CO	SB 52	Coal Transition Community Investment	9 March 2026
CT	SB 247	AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE AUDITORS OF PUBLIC ACCOUNTS.	4 June 2026
CT	SB 346	AN ACT CONCERNING THE MODIFICATIONS TO THE GOVERNOR'S WORKFORCE COUNCIL.	4 June 2026
CT	SB 472	AN ACT CONCERNING THE ELECTRONIC SURVEILLANCE OF EMPLOYEES. AI in hiring and workplace monitoring	4 June 2026

State	Bill	Title	Became law
CT	HB 5383	AN ACT CONCERNING THE LEGISLATIVE COMMISSIONERS' RECOMMENDATIONS FOR MINOR AND TECHNICAL REVISIONS TO STATUTES CONCERNING LABOR.	2 June 2026
CT	SB 383	AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE OFFICE OF WORKFORCE STRATEGY RELATED TO HIGHER EDUCATION.	2 June 2026
CT	SB 439	AN ACT CONCERNING ELECTRONIC SURVEILLANCE DEVICES AND SYSTEMS AND SELF-SERVICE KIOSKS IN EMPLOYEE LOUNGES. AI in hiring and workplace monitoring	2 June 2026
CT	SB 268	AN ACT AUTHORIZING THE COMPTROLLER TO WITHHOLD PAYMENT FOR VIOLATIONS OF THE PREVAILING WAGE STATUTES. Wages, hours and worker classification	14 May 2026
CT	HB 5003	AN ACT CONCERNING WORKFORCE DEVELOPMENT AND WORKING CONDITIONS IN THE STATE.	11 May 2026
CT	SB 298	AN ACT CONCERNING THE REALLOCATION OF CERTAIN STATE FUNDS AND VARIOUS PROVISIONS RELATING TO EDUCATION, PUBLIC SAFETY, GENERAL GOVERNMENT, ELECTIONS, INTERMEDIATE CARE FACILITIES AND WAREHOUSE DISTRIBUTION CENTERS.	3 March 2026
DE	HB 383	AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE RELATING TO PAY FOR DEPARTMENT OF TRANSPORTATION EMPLOYEES. Wages, hours and worker classification	17 August 2026
DE	HJR 13†	DIRECTING THE DEPARTMENT OF LABOR TO STUDY THE CREATION OF A DELAWARE HEALTHCARE APPRENTICESHIP DEGREE PROGRAM AND TO REPORT FINDINGS AND RECOMMENDATIONS TO THE GOVERNOR AND THE GENERAL ASSEMBLY. Wages, hours and worker classification	4 August 2026

State	Bill	Title	Became law
DE	HB 263	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO TRAINING AND APPRENTICESHIP PROGRAMS. Wages, hours and worker classification	23 July 2026
DE	SJR 14	DIRECTING THE DEPARTMENT OF EDUCATION TO CONDUCT A STUDY AND REPORT ON WORKFORCE DATA RELATING TO PUBLIC EDUCATION SUPPORT PROFESSIONALS. Wages, hours and worker classification, Workplace safety and health	23 July 2026
DE	SB 263	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO LABOR. Wages, hours and worker classification, Unions and collective bargaining	24 June 2026
DE	SB 248	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO WORKPLACE SAFETY PROGRAM. Paid leave, unemployment and workers' compensation, Workplace safety and health	10 June 2026
FL	SB 1296	Public Employees Relations Commission Unions and collective bargaining	1 May 2026
GA	HB 1302†	Education and Workforce Strategy Act; enact Wages, hours and worker classification	11 May 2026
GA	HB 987	Voluntary Portable Benefit Plan Act; enact Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	11 May 2026
HI	HB 1888	RELATING TO THE SAFETY OF EDUCATIONAL WORKERS. Discrimination, harassment and pay equity, Workplace safety and health	14 July 2026
HI	HB 1515	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation Companion: HI HB 480	24 June 2026

State	Bill	Title	Became law
HI	HB 1514	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	27 May 2026
HI	SB 2140	RELATING TO COUNTY LABOR STANDARDS. Wages, hours and worker classification Companion: HI HB 1660, HI HB 1866	26 May 2026
HI	SB 3144	RELATING TO THE HAWAII OCCUPATIONAL SAFETY AND HEALTH LAW. Discrimination, harassment and pay equity, Workplace safety and health	26 May 2026
IA	HF 2254†	A bill for an act relating to the prohibition of noncompete clauses in certain employment contracts entered into by the university of Iowa hospitals and clinics, and including effective date provisions. Noncompetes and restrictive covenants	2 June 2026
IA	SF 2168	A bill for an act relating to workforce matters including apprenticeships and other career training, unemployment insurance, and membership of the state workforce development board, making appropriations, and including effective date provisions. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	2 June 2026
IA	SF 472†	A bill for an act relating to retention and recertification elections for public employee collective bargaining units and including effective date and applicability provisions. Unions and collective bargaining	19 May 2026
IA	HF 2502	A bill for an act relating to paid parental leave for state employees, and including effective date provisions. Paid leave, unemployment and workers' compensation	30 April 2026
ID	H 516	EDUCATION – Amends and adds to existing law to establish provisions regarding the prohibition of taxpayer funding of teachers unions. Unions and collective bargaining	2 April 2026

State	Bill	Title	Became law
ID	H 761	WORKFORCE DEVELOPMENT COUNCIL – Amends and repeals existing law to provide for the consolidation of the Idaho STEM Action Center into the Workforce Development Council.	30 March 2026
ID	H 645	PORTABLE BENEFIT PLAN ACT – Adds to existing law to establish the Portable Benefit Plan Act. Paid leave, unemployment and workers' compensation	24 March 2026
ID	S 1274	HUMAN RESOURCES – Amending existing law to remove obsolete language relating to since passed dates and transfer of benefits to the new public defender system.	18 March 2026
ID	S 1221	PERSI – Amends existing law to revise a definition regarding who is not considered an employee.	4 March 2026
IL	HB 4758	JOB APPLICATION-DRIVER LICENSE	7 August 2026
IL	HB 4909	PEN CD-IMRF-EMPLOYEE	7 August 2026
IL	HB 4725	WORKER PROTECTION UNIT Workplace safety and health	31 July 2026
IL	HB 4491	PUBLIC EMPLOYEE DISABILITY Discrimination, harassment and pay equity	24 July 2026
IL	HB 3460	COSMETOLOGY/BARBER-APPRENTICES Wages, hours and worker classification	26 June 2026
IL	SB 454	EMPLOYMENT-TECH	26 June 2026
IN	SB 162	Department of workforce development. Paid leave, unemployment and workers' compensation	5 March 2026
IN	SB 214	Department of workforce development. Paid leave, unemployment and workers' compensation	5 March 2026
IN	SB 76	Immigration matters. Discrimination, harassment and pay equity	5 March 2026
IN	HB 1302	Various labor and safety matters. Workplace safety and health	4 March 2026

State	Bill	Title	Became law
IN	HB 1098	Work based learning liability. Paid leave, unemployment and workers' compensation	3 March 2026
IN	HB 1044	Insurance coverage for public safety employees. Wages, hours and worker classification	26 February 2026
IN	SB 245	Tip pooling. Wages, hours and worker classification	24 February 2026
KS	HB 2602	Establishing requirements for a portable benefit plan for independent contractors, determining types of contributions to such plans and providing a subtraction modification for Kansas income tax purposes. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	9 April 2026
KY	SB 98	AN ACT relating to welding safety.	27 April 2026
KY	HB 490	AN ACT relating to employment at public postsecondary education institutions and declaring an emergency.	14 April 2026
KY	HB 500	AN ACT relating to appropriations measures providing funding and establishing conditions for the operations, maintenance, support, and functioning of the government of the Commonwealth of Kentucky and its various officers, cabinets, departments, boards, commissions... Wages, hours and worker classification Companion: KY HB 304	14 April 2026
KY	SB 136	AN ACT relating to unemployment insurance and declaring an emergency. Paid leave, unemployment and workers' compensation	13 April 2026
KY	HB 5	AN ACT relating to prison educational programs.	9 April 2026
KY	SB 343	AN ACT relating to the Department of Workers' Claims and declaring an emergency. Paid leave, unemployment and workers' compensation, Workplace safety and health	9 April 2026

State	Bill	Title	Became law
LA	SB 312†	EMPLOYMENT: Provides relative to union dues and fees for certain public employees. (8/1/26) Unions and collective bargaining	2 June 2026
LA	HB 1137†	EMPLOYMENT/DISCRIMINATN: Prohibits intentional discrimination based on compelled speech with respect to using certain pronouns, names, or honorifics Discrimination, harassment and pay equity	29 May 2026
LA	SB 409†	EMPLOYMENT: Provides protections for employees who become living organ donors. (8/1/26) (EN INCREASE GF EX See Note)	29 May 2026
LA	HB 1238	LABOR: Enacts the Louisiana Behind the Counter Protection Act (EN SEE FISC NOTE GF EX See Note)	22 May 2026
LA	HB 301†	LABOR: Creates the Independent Contractor Voluntary Portable Benefits Act Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	22 May 2026
LA	SB 383†	FUNDS/FUNDING: Provides relative to the Incumbent Worker Training Program. (8/1/26) (EN INCREASE SD RV See Note) Wages, hours and worker classification	30 April 2026
MD	HB 141	State Personnel - Collective Bargaining - Graduate Assistants Unions and collective bargaining Companion: MD SB 84	26 May 2026
MD	HB 388	Baltimore County Public Library - Collective Bargaining - Supervisory Employees Unions and collective bargaining	26 May 2026
MD	SB 253	Baltimore County Public Library - Collective Bargaining - Supervisory Employees Unions and collective bargaining	26 May 2026
MD	SB 6	State Personnel - Collective Bargaining - Nontenure Track Faculty	26 May 2026

State	Bill	Title	Became law
		Unions and collective bargaining Companion: MD HB 106	
MD	HB 1165	State Procurement - Apprenticeship Program Accountability and Completion Wages, hours and worker classification	12 May 2026
MD	HB 1248	Workgroup for an Inclusive State Workplace - Established	12 May 2026
MD	HB 503	Baltimore City Sheriff's Office - Collective Bargaining - Compensation Unions and collective bargaining	12 May 2026
MD	HB 864	Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act) Wages, hours and worker classification	12 May 2026
MD	SB 673	State Procurement - Apprenticeship Program Accountability and Completion Wages, hours and worker classification	12 May 2026
MD	SB 964	Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act) Wages, hours and worker classification	12 May 2026
MD	HB 1016	Noncompete and Conflict of Interest Clauses - Licensed Architects - Employer Workforce Relocation and Out-of-State Employers Noncompetes and restrictive covenants	28 April 2026
MD	HB 347	Workers' Compensation - Occupational Disease Presumptions - Hypertension Paid leave, unemployment and workers' compensation	28 April 2026
MD	HB 532	Employment Standards - Firefighters - Payment of Wages and Payroll Information Wages, hours and worker classification	28 April 2026
MD	HB 604	Arbitration Reform for State Employees Act of 2026	28 April 2026

State	Bill	Title	Became law
MD	HB 878	Workers' Compensation - Heart Disease and Hypertension Presumption and Permanent Partial Disability - Carroll County Correctional Deputies Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: MD SB 449	28 April 2026
MD	HB 895	Food Retailers and Third-Party Delivery Service Providers - Dynamic Pricing and Personal Data (Protection From Predatory Pricing Act)	28 April 2026
MD	SB 28	Arbitration Reform for State Employees Act of 2026	28 April 2026
MD	SB 417	Labor and Employment - Mandatory Meetings on Religious or Political Matters - Employee Attendance and Participation (Maryland Worker Freedom Act)	28 April 2026
MD	SB 439	Employment Discrimination - Fire and Rescue Public Safety Employees - Use of Medical Cannabis Discrimination, harassment and pay equity	28 April 2026
MD	SB 445	Employment Standards - Firefighters - Payment of Wages and Payroll Information Wages, hours and worker classification	28 April 2026
MD	SB 449	Workers' Compensation - Heart Disease and Hypertension Presumption and Permanent Partial Disability - Carroll County Correctional Deputies Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	28 April 2026
MD	SB 777	Labor and Employment - Workforce Development - Hospital Employee Retraining and Placement Program and Workforce Development and Local Workforce Development Boards (Local Workforce Solutions Investment Act)	28 April 2026

State	Bill	Title	Became law
MD	SB 831	Labor Law - Child Labor Penalties, Private Sector Employee Labor Relations, and State Employee Labor Standards Wages, hours and worker classification, Unions and collective bargaining, Workplace safety and health	28 April 2026
MD	SB 94	Commercial Law - Earned Wage Access - Revisions Wages, hours and worker classification	28 April 2026
MD	HB 242	Unemployment Insurance - Confidentiality of Information Paid leave, unemployment and workers' compensation Companion: MD SB 216	14 April 2026
MD	SB 136	Collective Bargaining - Alcohol, Tobacco, and Cannabis Commission - Police Officers Unions and collective bargaining	14 April 2026
MD	SB 216	Unemployment Insurance - Confidentiality of Information Paid leave, unemployment and workers' compensation	14 April 2026
ME	LD 54	An Act To Require Employers To Disclose Pay Ranges And Maintain Records Of Employees' Pay Histories Wages, hours and worker classification	24 April 2026
ME	LD 2245	An Act To Reauthorize Funding Of Collective Bargaining Agreements With Executive Branch Employees Unions and collective bargaining	16 April 2026
ME	LD 2192	An Act To Protect Students By Ensuring Schools Have Complete Information About School Employees And Applicants For Employment	15 April 2026
ME	LD 2018	An Act To Amend The Requirements Governing Self-Insurance Plans In The Paid Family And Medical Leave Benefits Program Paid leave, unemployment and workers' compensation	13 April 2026

State	Bill	Title	Became law
ME	LD 2110	An Act To Update Employer Substance Use Testing Policy Requirements	13 April 2026
ME	LD 1744	An Act To Modify Provisions Of The State Civil Service System Governing Employee Recruitment And Retention	3 April 2026
ME	LD 2093	An Act To Codify And Update A Provision Of Private And Special Law Governing Temporary Disability For State Employees Discrimination, harassment and pay equity	3 April 2026
ME	LD 2101†	An Act To Establish A Monetary Penalty For Employers Whose Unemployment Payment Is Returned Unpaid Paid leave, unemployment and workers' compensation	3 April 2026
ME	LD 2130	An Act To Support Employment Opportunities For Military Spouses	3 April 2026
ME	LD 2169	An Act To Improve The Public Employees Disability Retirement Program By Modifying Provisions Controlling The Reduction Of Benefits And Clarifying Terminology Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	23 March 2026
ME	LD 1587	An Act To Establish Greater Alignment Of Penalties For Certain Labor Law Violations Wages, hours and worker classification	19 March 2026
ME	LD 1741	An Act Regarding County Law Enforcement Administration And Rural Law Enforcement	19 March 2026
ME	LD 1265	An Act To Amend The Laws Governing Public Employee Market Pay Studies And Comprehensive Reviews Of The Classification Plan For State Service Positions Wages, hours and worker classification	11 January 2026
ME	LD 61	An Act To Regulate Employer Surveillance To Protect Workers AI in hiring and workplace monitoring	11 January 2026

State	Bill	Title	Became law
MN	SF 3720	2026 recommendations adoption of the Workers' Compensation Advisory Council Paid leave, unemployment and workers' compensation Companion: MN HF 4598	18 May 2026
MN	SF 3887	Watershed districts, watershed management organizations, and towns permission to self - insure for certain employee health benefits	5 May 2026
MO	SB 890	Repeals expired, terminated, sunset, and obsolete sections of law	13 July 2026
MS	SB 2202	Economic development incentives; require agreements to secure employee freedom and privacy regarding unionization decisions.	13 March 2026
NC	HB 258	Worker Safety Act of 2026. Workplace safety and health	22 June 2026
NC	HB 315	Prohibit Litigation Investments/Amend Workers' Compensation Benefits. Paid leave, unemployment and workers' compensation	22 June 2026
NE	LB 1165	Adopt the Grow the Good Life Act, provide an income tax credit, change provisions relating to the Convention Center Facility Financing Assistance Act, the ImagiNE Nebraska Act, the Nebraska Advantage Act, and the Site and Building Development Act, and create grant programs to...	17 April 2026
NE	LB 455	Change provisions of the Nebraska Workers' Compensation Act relating to injury reports and workers' compensation insurance policies and deductibles Paid leave, unemployment and workers' compensation	17 April 2026

State	Bill	Title	Became law
NE	LB 820	Change retirement provisions relating to approved identification documents, participation in certain retirement systems, state contributions, ex officio members of the Nebraska Investment Council, contributions by school districts, computation of tax withholdings, retirement... Paid leave, unemployment and workers' compensation	17 April 2026
NE	LB 921†	Adopt the Nebraska Worker Adjustment and Retraining Notification Act and the Health Care Staffing Agency Registration Act and change provisions of the Employment Security Law, the In the Line of Duty Compensation Act, the Non-English-Speaking Workers Protection Act, and the... Paid leave, unemployment and workers' compensation, Workplace safety and health	17 April 2026
NE	LB 847	Adopt the Nebraska Registered Apprenticeship Act, change provisions relating to funds, child labor, the Business Innovation Act, the Contractor Registration Act, the Employee Classification Act, the Employment Security Law, and the Nebraska Wage Payment and Collection Act, and... Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Workplace safety and health	7 April 2026
NE	LB 397	Change and eliminate provisions relating to workplace safety committees and a workplace safety program and terminate a fund Workplace safety and health	25 February 2026
NE	LB 258	Change provisions relating to the minimum wage under the Wage and Hour Act Wages, hours and worker classification	10 February 2026
NH	HB 1109	relative to notice requirements regarding public employee suspensions and investigations and recognizing certain positions in the department of corrections as group II positions.	20 July 2026

State	Bill	Title	Became law
NH	HB 1245	relative to voluntary portable benefits plans for independent contractors. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	10 July 2026
NH	HB 1363	relative to employee candidate background checks.	24 June 2026
NH	SB 655	relative to employee leasing companies, workers' compensation coverage options, and a minimum wage exemption for minor league baseball players. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	22 June 2026
NH	HB 1168	relative to employer documentation requirements.	12 May 2026
NJ	A 1516	Exempts poll workers wages from affecting unemployment compensation. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	22 July 2026
NJ	A 5324	Establishes fee on certain employers that employ individuals who receive health benefits coverage through State Medicaid program. Companion: NJ S 4533	30 June 2026
NJ	A 4006	Permits partnerships and joint ventures to bid on certain public works and prevailing wage contracts if each party to partnership or joint venture is independently registered.* Wages, hours and worker classification	12 January 2026
NJ	A 4182	Concerns conditions of employment of certain cannabis employees.**	12 January 2026
NJ	A 4841	Concerns housing discrimination based on source of lawful income.* Discrimination, harassment and pay equity	12 January 2026
NJ	A 5146	Removes exception to civil service working test period for political subdivision employees.	12 January 2026

State	Bill	Title	Became law
NJ	S 3772	Concerns valuation of board and lodging with respect to workers' compensation. Paid leave, unemployment and workers' compensation	12 January 2026
NM	HB 47	SCHOOL EMPLOYEE INSURANCE PROGRAMS Companion: NM SB 125	9 March 2026
NM	HB 128	FIREFIGHTER OCCUPATIONAL DISEASE DISABLEMENT Paid leave, unemployment and workers' compensation	6 March 2026
NM	HB 7	APPRENTICESHIP ASSISTANCE ACT TRANSFERS Wages, hours and worker classification	5 March 2026
NM	HB 255	PUBLIC SAFETY WORKFORCE BUILDING PROGRAM	4 March 2026
NM	HB 43	DISABILITY & SURVIVOR PENSIONS CHANGES Discrimination, harassment and pay equity	4 March 2026
NY	A 10342†	Relates to extending provisions of laws permitting certain deductions from wages Wages, hours and worker classification Companion: NY S 10569	26 June 2026
NY	S 10655	Relates to the compensation, benefits and other terms and conditions of employment of certain state officers and employees; repealer Companion: NY A 11576	12 June 2026
NY	A 11534	Provides for compensation and other terms and conditions of employment of certain state officers and employees; appropriation Wages, hours and worker classification, Unions and collective bargaining Companion: NY S 10629	5 June 2026
NY	S 10648	Implements an agreement between the state and an employee organization; providing for the adjustment of salaries of certain incumbents in the professional service in the state university; appropriation Wages, hours and worker classification, Unions and	5 June 2026

State	Bill	Title	Became law
		collective bargaining Companion: NY A 11570	
NY	S 9005	Enacts into law major components of legislation necessary to implement the state public protection and general government budget for the 2026-2027 state fiscal year Companion: NY A 10005	27 May 2026
NY	A 9452	Relates to the prohibition of the use of employment promissory notes and other similar provisions Companion: NY S 8822	13 February 2026
NY	S 8752	Requires contractors and subcontractors performing construction work for covered renewable energy systems to have apprenticeship agreements Wages, hours and worker classification Companion: NY A 9454	13 February 2026
NY	S 8789	Defines "employer" for purposes of the fair credit reporting act; relates to the requesting or use for employment purposes of the consumer credit history of an applicant for employment or employee; repealer Companion: NY A 9475	13 February 2026
NY	S 8795	Extends paid family leave benefits to certain construction employees Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: NY A 9466	13 February 2026
NY	S 8831	Relates to the use of automated employment decision-making tools and artificial intelligence systems by certain state and local entities; repealer AI in hiring and workplace monitoring Companion: NY A 9487	13 February 2026
OH	SB 263	Regards professional employer organizations and Unemployment Law	18 June 2026

State	Bill	Title	Became law
		Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	
OH	HB 246	Require certain construction industry employers to use E-verify Discrimination, harassment and pay equity	20 March 2026
OK	HJR 1023	Workers' compensation; approving certain fee schedule; effective date; emergency. Paid leave, unemployment and workers' compensation	13 May 2026
OK	SB 1303	Workers' compensation; transferring property and records. Effective date. Emergency. Paid leave, unemployment and workers' compensation	13 May 2026
OK	SB 1944	Administrative Workers' Compensation Act; modifying definition. Effective date. Paid leave, unemployment and workers' compensation	13 May 2026
OK	HB 3467	Education employees; maternity leave; adoption; purpose; effective date; emergency. Paid leave, unemployment and workers' compensation	12 May 2026
OK	SB 1277	Employment benefits; modifying conditions for disqualification; specifying work search actions. Effective date. Paid leave, unemployment and workers' compensation	12 May 2026
OK	HB 2288	Teachers' Retirement System; postretirement employment; earning limitations; retired member; earnings without reduction in retirement benefits; effective date; emergency. Paid leave, unemployment and workers' compensation	4 May 2026
OK	HB 3127	Medical marijuana; policy for applicants and employees; exceptions; effective date. Discrimination, harassment and pay equity	20 April 2026
OR	SB 1519	Relating to total disability. Wages, hours and worker classification, Discrimination, harassment and pay equity	31 March 2026
OR	HB 4027	Relating to the Bureau of Labor and Industries; and prescribing an effective date.	31 March 2026

State	Bill	Title	Became law
OR	HB 4066	Relating to education; and declaring an emergency. Unions and collective bargaining	31 March 2026
OR	HB 4069	Relating to the safety of behavioral health workers; and prescribing an effective date.	31 March 2026
OR	HB 4089	Relating to criminal offenses related to work. Wages, hours and worker classification	31 March 2026
OR	HB 4162†	Relating to cannabis worker unionization. Unions and collective bargaining	31 March 2026
OR	SB 1512	Relating to workforce development.	5 March 2026
OR	HB 4012	Relating to labor contractors; and prescribing an effective date. Wages, hours and worker classification	5 March 2026
OR	HB 4013	Relating to labor standards. Wages, hours and worker classification, Workplace safety and health	5 March 2026
OR	SB 1518	Relating to worker protections. Wages, hours and worker classification, Workplace safety and health	3 March 2026
OR	SB 1520	Relating to the administration of moneys within the Paid Family and Medical Leave Insurance Fund; and prescribing an effective date. Paid leave, unemployment and workers' compensation	3 March 2026
PA	HB 2404†	An Act making appropriations from the Workmen's Compensation Administration Fund to the Department of Labor and Industry and the Department of Community and Economic Development to provide for the expenses of administering the Workers' Compensation Act, The Pennsylvania... Paid leave, unemployment and workers' compensation Companion: PA SB 1162	12 June 2026
RI	HB 8524	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WORKERS' COMPENSATION- -	23 June 2026

State	Bill	Title	Became law
		GENERAL PROVISIONS Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: RI SB 3297	
RI	SB 3297	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WORKERS' COMPENSATION- - GENERAL PROVISIONS Paid leave, unemployment and workers' compensation, Unions and collective bargaining	23 June 2026
RI	HB 7030	AN ACT RELATING TO HEALTH AND SAFETY - - HEALTHCARE WORKER PLATFORM ACT Workplace safety and health Companion: RI SB 2107	22 June 2026
RI	HB 7040†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MUNICIPAL POLICE ARBITRATION Unions and collective bargaining Companion: RI SB 3119	22 June 2026
RI	SB 2107	AN ACT RELATING TO HEALTH AND SAFETY - - HEALTHCARE WORKER PLATFORM ACT Workplace safety and health	22 June 2026
RI	SB 3119†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MUNICIPAL POLICE ARBITRATION Unions and collective bargaining	22 June 2026
RI	HB 7962	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - EMPLOYMENT SECURITY Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: RI SB 2929	19 June 2026
RI	SB 2929	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - EMPLOYMENT SECURITY Paid leave, unemployment and workers' compensation, Unions and collective bargaining	19 June 2026
RI	HB 7041	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FIREFIGHTERS' ARBITRATION Unions and collective bargaining Companion: RI SB 2925	18 June 2026

State	Bill	Title	Became law
RI	HB 7290	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - RESTRICTIONS ON SELF-SERVICE CHECKOUT STATIONS ACT Unions and collective bargaining Companion: RI SB 2342	18 June 2026
RI	HB 7364	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WAREHOUSE WORKER PROTECTION ACT Unions and collective bargaining, Workplace safety and health Companion: RI SB 2504	18 June 2026
RI	HB 7972	AN ACT RELATING TO PUBLIC PROPERTY AND WORKS - - STATE PURCHASES Companion: RI SB 2735	18 June 2026
RI	SB 2342	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - RESTRICTIONS ON SELF-SERVICE CHECKOUT STATIONS ACT Unions and collective bargaining	18 June 2026
RI	SB 2504	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WAREHOUSE WORKER PROTECTION ACT Unions and collective bargaining, Workplace safety and health	18 June 2026
RI	SB 2735	AN ACT RELATING TO PUBLIC PROPERTY AND WORKS - - STATE PURCHASES	18 June 2026
RI	SB 2925	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FIREFIGHTERS' ARBITRATION Unions and collective bargaining	18 June 2026
RI	HB 8504	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FAIR EMPLOYMENT PRACTICES Discrimination, harassment and pay equity, Unions and collective bargaining Companion: RI SB 2921	10 June 2026
RI	SB 2921	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FAIR EMPLOYMENT PRACTICES	10 June 2026

State	Bill	Title	Became law
		Discrimination, harassment and pay equity, Unions and collective bargaining	
SD	SB 63	establish the state office of apprenticeship within the Department of Labor and Regulation. Wages, hours and worker classification	25 February 2026
TN	HB 2541	Salaries and Benefits - As enacted, expresses the public policy that the prevailing wage rate be paid to workers on non-state contracts for construction projects on public highways; makes other revisions to the Prevailing Wage Act for State Highway Construction Projects... Wages, hours and worker classification Companion: TN SB 2229	21 May 2026
TN	HB 2542†	Unemployment Compensation - As enacted, removes a requirement that work be deemed suitable for a claimant if certain criteria are met and a claimant's gross weekly wages equal or exceed certain threshold percentages of the claimant's weekly wage for insured work for the quarter... Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: TN SB 1874	21 May 2026
TN	SB 1981	Workers Compensation - As enacted, adds a requirement that an award of attorneys' fees and costs incurred when an employer unreasonably denies a workers' compensation claim or unreasonably fails to timely initiate any of the benefits associated with the claim must be based on a... Paid leave, unemployment and workers' compensation Companion: TN HB 2179	27 April 2026

State	Bill	Title	Became law
TN	SB 2032	Employees, Employers - As enacted, requires a public safety employer to provide an employee or prospective employee with reasonable access to the employee's or prospective employee's full employment record, including the results of any mental health evaluation or screening... Companion: TN HB 2074	27 April 2026
TN	SB 1861	Workers Compensation - As enacted, authorizes the chief administrative officer of the bureau of workers' compensation of the department of labor and workforce development to disburse funds from the subsequent injury and vocational recovery fund for costs associated with... Paid leave, unemployment and workers' compensation Companion: TN HB 1630	14 April 2026
TN	SB 2024	Employees, Employers - As enacted, exempts from the requirement that wages earned by employees in private employment are due and payable no later than the fifth day of the succeeding month those employees who are employed on a piece-work or commission basis, and requires that... Wages, hours and worker classification Companion: TN HB 1958	25 March 2026
TN	SB 674†	Employees, Employers - As enacted, clarifies that the general assembly preempts and occupies the entire field of regulating the terms and conditions of employment; prohibits local governments from adopting or enforcing any law, rule, or policy that requires a term or condition... Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: TN HB 900	6 March 2026
UT	HB 416	First Responder Health Modifications	26 March 2026
UT	HB 153	Law Enforcement Officer Employment Amendments	26 March 2026

State	Bill	Title	Became law
UT	HB 329	State Employee Maternity and Leave Amendments Paid leave, unemployment and workers' compensation	24 March 2026
UT	SB 229	State Employee Benefits Amendments Paid leave, unemployment and workers' compensation	24 March 2026
UT	SB 195	Workforce Development	24 March 2026
UT	HB 270	Healthcare Worker Post-Employment Amendments	24 March 2026
UT	HB 130	Employment Medical Examination Expense Amendments	23 March 2026
UT	HB 396	Public Project Subcontractor Amendments	19 March 2026
UT	SB 25	Retirement Modifications	18 March 2026
UT	SB 111	Veterinary Post-employment Amendments	17 March 2026
UT	HB 73	Public Employee Retaliatory Action Amendments Discrimination, harassment and pay equity	17 March 2026
VA	HB 1320	Unemployment benefits; increase weekly benefit amount. Paid leave, unemployment and workers' compensation	13 April 2026
VA	HB 693	Workforce development programs; apprenticeship program. Wages, hours and worker classification	13 April 2026
VA	SB 170†	Protection of employees; covenants not to compete, discharged employees.	13 April 2026
VA	SB 288	Protection of employees; standards for heat illness prevention, report. Workplace safety and health	13 April 2026
VA	SB 433	Unemployment insurance; benefit eligibility conditions, etc. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	13 April 2026

State	Bill	Title	Became law
VA	SB 637	Virginia Human Rights Act; nondiscrimination, procedures for charge of unlawful discrimination. Discrimination, harassment and pay equity	13 April 2026
VA	SB 759	Unemployment benefits; increase weekly benefit amount. Paid leave, unemployment and workers' compensation	13 April 2026
VA	SB 771	Workers' compensation; burial expenses, annual adjustment. Paid leave, unemployment and workers' compensation	13 April 2026
VA	HB 1	Minimum wage; increases incrementally to $15.00 per hour by January 1, 2028. Wages, hours and worker classification	8 April 2026
VA	HB 1313	Workers' compensation; law-enforcement officers and firefighters, post-traumatic stress disorder. Paid leave, unemployment and workers' compensation	8 April 2026
VA	HB 20†	Minimum wage; farm laborers or farm employees, temporary foreign workers. Wages, hours and worker classification	8 April 2026
VA	SB 1	Minimum wage; increases incrementally to $15.00 per hour by January 1, 2028. Wages, hours and worker classification	8 April 2026
VA	SB 121	Minimum wage; farm laborers or farm employees, temporary foreign workers. Wages, hours and worker classification	8 April 2026
VA	SB 430	Authority of local governments; service employees.	8 April 2026
VA	HB 1218	Summer camps; employment of children.	6 April 2026
VA	HB 275	Employment prohibition exceptions; apprenticeship program for children 16 years of age or older. Wages, hours and worker classification	6 April 2026

State	Bill	Title	Became law
VA	HB 572	Uninsured Employer's Fund; administrative expenses. Companion: VA SB 520	6 April 2026
VA	SB 10	Employment prohibition exceptions; apprenticeship program for children 16 years of age or older. Wages, hours and worker classification	6 April 2026
VA	SB 100	Volunteer emergency responders; protection of employees, civil action. Discrimination, harassment and pay equity	6 April 2026
VA	SB 520	Uninsured Employer's Fund; administrative expenses.	6 April 2026
VT	H 294†	An act relating to telecommunications services and wages in correctional facilities Wages, hours and worker classification	29 May 2026
VT	S 173	An act relating to vocational rehabilitation and apprenticeships Wages, hours and worker classification	22 May 2026
WA	HB 2105	Concerning immigrant worker protections. Discrimination, harassment and pay equity	30 March 2026
WA	HB 2411	Modifying shared leave provisions to authorize shared leave for victims of a hate crime and those whose absence is due to immigration enforcement actions against the employee or the employee's relative. Paid leave, unemployment and workers' compensation	30 March 2026
WA	HB 2405	Establishing a pilot program for posttraumatic stress disorder treatment and research.	25 March 2026
WA	HB 1069	Allowing collective bargaining over contributions for certain supplemental retirement benefits. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	24 March 2026
WA	HB 2091	Requiring public employers under chapter 41.80 RCW to provide employee information to	24 March 2026

State	Bill	Title	Became law
		exclusive bargaining representatives. Unions and collective bargaining	
WA	SB 5847	Concerning access to medical care in workers' compensation. Paid leave, unemployment and workers' compensation	24 March 2026
WA	SB 6058	Adding discretion to wage enforcement actions. Wages, hours and worker classification Companion: WA HB 2478	24 March 2026
WA	SB 6188	Concerning the department of labor and industries' authority to enact rules related to regulating asbestos training. Companion: WA HB 2494	24 March 2026
WA	HB 1128	Establishing a child care workforce standards board. Paid leave, unemployment and workers' compensation, Workplace safety and health	23 March 2026
WA	HB 1155	Prohibiting noncompetition agreements and clarifying nonsolicitation agreements. Noncompetes and restrictive covenants Companion: WA SB 5437	23 March 2026
WA	HB 2179	Concerning membership in the public employees' retirement system for port workers who participate in a federal railroad retirement plan, a union-sponsored defined benefit retirement plan, or another employer-funded private pension plan. (REVISED FOR ENGROSSED: Concerning... Paid leave, unemployment and workers' compensation, Unions and collective bargaining	23 March 2026
WA	HB 2264	Concerning unemployment insurance benefits for workers separated from employment as a result of employer-initiated layoffs or workforce reductions. Paid leave, unemployment and workers' compensation	23 March 2026
WA	HB 2471	Concerning collective bargaining for employees not covered by the national labor relations act.	23 March 2026

State	Bill	Title	Became law
		Unions and collective bargaining	
WA	SB 6134	Concerning notice to striking workers applying for unemployment insurance benefits of potential overpayment assessment upon receipt of retroactive wages. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	23 March 2026
WA	HB 1570	Concerning collective bargaining for certain employees who are enrolled in academic programs at public institutions of higher education. Unions and collective bargaining	18 March 2026
WA	SB 5068	Concerning agencies, firefighters, prosecutors, and general or limited authority law enforcement, extending eligibility for employment to all United States citizens or persons legally authorized to work in the United States under federal law.	18 March 2026
WA	SB 5292	Concerning paid family and medical leave rates. Paid leave, unemployment and workers' compensation	18 March 2026
WA	SB 5944	Concerning language access providers' collective bargaining. Unions and collective bargaining	18 March 2026
WA	SB 6106	Modifying the securing timely notification and benefits for laid-off employees act. (REVISED FOR ENGROSSED: Concerning the laid-off employees act.)	17 March 2026
WA	HB 2309	Reducing barriers to state employment by eliminating postgraduate degree requirements that are unnecessary.	14 March 2026
WA	HB 2479	Concerning the recovery of unpaid wages. Wages, hours and worker classification	14 March 2026
WA	SB 5874	Concerning employers' information reporting for purposes of unemployment compensation. Paid leave, unemployment and workers' compensation	14 March 2026

State	Bill	Title	Became law
WA	HB 2303	Prohibiting employers from microchipping employees. AI in hiring and workplace monitoring	11 March 2026
WA	HB 2345	Concerning contributions in the state paid family and medical leave program. Paid leave, unemployment and workers' compensation	11 March 2026
WA	HB 2355	Establishing labor protections for domestic workers. Wages, hours and worker classification	9 March 2026
WA	HB 2492	Requiring state registered apprenticeships in the building and construction trades to provide behavioral health and wellness training. Wages, hours and worker classification	9 March 2026
WI	AB 650†	Relating to: funding for identity verification under the unemployment insurance law and making an appropriation. (FE) Paid leave, unemployment and workers' compensation	30 March 2026
WI	AB 651	Relating to: various changes to the worker's compensation law, granting rule-making authority, making an appropriation, and providing a penalty. (FE) Companion: WI SB 676	30 March 2026
WI	AB 930†	Relating to: correcting a cross-reference related to enforcement of regulations applicable to earned wage access service providers (suggested as remedial legislation by the Department of Financial Institutions). Wages, hours and worker classification Companion: WI SB 909	27 March 2026
WI	AB 936	Relating to: definition of personal assistance services for the purposes of vocational rehabilitation; updating reference to federal vocational rehabilitation law; updating references to the federal Workforce Innovation and Opportunity Act of 2014; updating reference to federal... Wages, hours and worker classification, Workplace	27 March 2026

State	Bill	Title	Became law
		safety and health Companion: WI SB 915	
WI	AB 786	Relating to: ratification of the agreement negotiated between the State of Wisconsin and the Wisconsin State Building Trades Negotiating Committee, for the 2025-26 fiscal year, covering employees in the building trades crafts collective bargaining unit, and authorizing an... Unions and collective bargaining Companion: WI AB 787, WI AB 788, WI AB 94, WI AB 95, WI AB 96, WI SB 101, WI SB 102, WI SB 103, WI SB 791, WI SB 793, WI SB 794	6 February 2026
WI	AB 787	Relating to: ratification of the agreement negotiated between the Board of Regents of the University of Wisconsin System and the Wisconsin State Building Trades Negotiating Committee, for the 2025-26 fiscal year, covering employees in the building trades crafts collective... Unions and collective bargaining	6 February 2026
WI	AB 788	Relating to: ratification of the agreement negotiated between the University of Wisconsin–Madison and the Wisconsin State Building Trades Negotiating Committee, for the 2025-26 fiscal year, covering employees in the building trades crafts collective bargaining unit, and... Unions and collective bargaining	6 February 2026
WI	AB 789	Relating to: ratification of the agreement negotiated between the state of Wisconsin and the Wisconsin Law Enforcement Association, for the 2025-27 biennium, covering employees in the public safety collective bargaining unit, and authorizing an expenditure of funds. (FE) Unions and collective bargaining Companion: WI SB 792	6 February 2026
WV	HB 5480	Relating to establishing the West Virginia Youth Summer Employment and Career Readiness Program.	29 June 2026

State	Bill	Title	Became law
WV	HB 4005	Skills to work	14 March 2026
WV	HB 4025	Exempting certain employees from the classified civil service system	14 March 2026
WV	HB 5515	Relating to modernizing and updating workers’ compensation statutes. Paid leave, unemployment and workers' compensation	14 March 2026
WV	SB 1053	Authorizing Unemployment Automation and Administration Fund to modernize and enhance WorkForce West Virginia Paid leave, unemployment and workers' compensation	14 March 2026
WV	SB 402	Workforce Readiness and Opportunity Act	14 March 2026
WV	SB 490	Approving short-term training programs for eligibility for federal Workforce Pell Grants	14 March 2026
WV	SB 945	Permitting Adjutant General to pay employees during federal government shutdown or furlough Wages, hours and worker classification	14 March 2026
WY	SF 41	Portable benefit accounts. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	6 March 2026
WY	HB 35	Firefighters-paid leave and hazard pay. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Workplace safety and health	27 February 2026

Every matched bill

State	Bill	Title	Current status	Last action
AK	HB 127	An Act relating to the overtime pay exemption for certain newspaper employees. Wages, hours and worker classification	In committee	5 March 2025

State	Bill	Title	Current status	Last action
AK	HB 130	An Act relating to flexible time credit for classified employees in the executive branch who are not eligible for overtime compensation. Wages, hours and worker classification	Passed chamber	8 May 2026
AK	HB 14	An Act relating to health care insurance; relating to insurance reimbursement for health care services provided through telehealth; relating to telehealth; relating to workers' compensation coverage for disability from diseases for certain firefighters; repealing programs for... Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	16 July 2026
AK	HB 146	An Act prohibiting public employers from disclosing certain public employee personal information; making disclosure of certain public employee personal information an unfair labor practice; and creating an exception to the Public Records Act for certain public employee personal... Wages, hours and worker classification	In committee	15 May 2025
AK	HB 156	An Act relating to disclosure of information regarding employee compensation by employers, employees, and applicants for employment. Companion: AK SB 78	In committee	14 May 2025
AK	HB 161	An Act relating to minimum paid sick leave requirements; and providing for an effective date.	In committee	27 February 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation Companion: AK SB 189		
AK	HB 178	An Act relating to medical debt and consumer credit reporting agencies; relating to discriminatory practices based on the medical debt of a person; and providing for an effective date. Discrimination, harassment and pay equity	In committee	9 May 2025
AK	HB 186	An Act relating to the use of apprentice labor in public construction projects; and relating to a report on the use of apprentice labor in public construction projects. Wages, hours and worker classification	In committee	14 May 2025
AK	HB 192	An Act relating to the payment of unemployment compensation benefits; relating to a penalty for late unemployment benefit payments; relating to inflation adjustments to unemployment benefit amounts; relating to an insured worker's availability for work; and providing for an... Paid leave, unemployment and workers' compensation	In committee	2 May 2025
AK	HB 193	An Act relating to minimum paid sick leave requirements; establishing a paid parental leave program; relating to employer surcharges; relating to the employment assistance and training program account; relating to unemployment benefits; relating to the collection of child...	Dead	22 July 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
AK	HB 210	An Act relating to workers' compensation coverage for disability from diseases for certain firefighters; relating to occupational disability benefits and medical benefits available under the public employees' retirement system; and providing for an effective date. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: AK SB 144, AK SB 205	Dead	7 May 2026
AK	HB 224	An Act relating to volunteer labor compliance officers; and providing for an effective date.	In committee	10 May 2025
AK	HB 245	An Act relating to workers' compensation tax rate and service fees; and relating to electronic service of workers' compensation documents. Paid leave, unemployment and workers' compensation	In committee	20 January 2026
AK	HB 260	An Act relating to penalties for violating a requirement for a certificate of fitness; relating to joint and several liability for unpaid construction wages; and relating to the jurisdiction of the office of administrative hearings over certificate of fitness administrative fine... Wages, hours and worker classification	In committee	19 May 2026
AK	HB 267	An Act relating to employer contributions to the	In committee	2 March 2026

State	Bill	Title	Current status	Last action
		unemployment compensation fund; establishing an employer contribution for the state training and employment program; and providing for an effective date. Paid leave, unemployment and workers' compensation Companion: AK SB 217		
AK	HB 29	An Act relating to group insurance coverage and self-insurance coverage for school district employees, employees of the University of Alaska, and employees of other governmental units in the state; and providing for an effective date. Companion: AK SB 5	In committee	30 April 2025
AK	HB 322	An Act establishing the office of the public whistleblower advocate; relating to whistleblower protections; establishing the public whistleblower award fund; and relating to the jurisdiction of the superior court over whistleblower actions. Discrimination, harassment and pay equity	In committee	23 February 2026
AK	HB 329	An Act relating to certificates of fitness for employees of an electric utility.	In committee	1 April 2026
AK	HB 338	An Act establishing the Alaska Work and Save Program for employees who do not have access to a qualified retirement savings plan at work; relating to the duties of the commissioner of labor and workforce	In committee	27 April 2026

State	Bill	Title	Current status	Last action
		development; and providing for an effective date.		
AK	HB 345	An Act exempting members of an agricultural cooperative from the Alaska Workers' Compensation Act. Paid leave, unemployment and workers' compensation	In committee	23 February 2026
AK	HB 351	An Act relating to the licensure of nursing professionals; relating to a multistate nurse licensure compact; relating to employment of nurses holding a multistate licensure privilege; relating to nurse staffing committees; relating to the ratio of nurses to patients in...	In committee	23 February 2026
AK	HB 358	An Act establishing the career and technical education mobility grant program; relating to pre-apprenticeship and work-based learning opportunities for secondary school students; and providing for an effective date. Wages, hours and worker classification	In committee	27 March 2026
AK	HB 360	An Act relating to apprenticeship programs; establishing a state apprenticeship office; and establishing the Alaska Apprenticeship Advisory Council. Wages, hours and worker classification	In committee	23 February 2026
AK	HB 370	An Act relating to employment security contributions for certain sports officials. Paid leave, unemployment and workers' compensation	In committee	27 March 2026

State	Bill	Title	Current status	Last action
AK	HB 38	An Act relating to supplemental employee benefits; and providing for an effective date. Paid leave, unemployment and workers' compensation	In committee	17 March 2025
AK	HB 389	An Act relating to retainage on public and private construction contracts.	In committee	6 May 2026
AK	HB 44	An Act relating to workers' compensation death benefits; and providing for an effective date. Paid leave, unemployment and workers' compensation	In committee	22 January 2025
AK	HB 61	An Act relating to employment; relating to voluntary flexible work hour plans; relating to the employment of minors; and relating to hours worked by minors employed in the state. Workplace safety and health Companion: AK SB 68	In committee	6 February 2025
AK	HB 96	An Act establishing the Home Care Employment Standards Advisory Board; relating to payment for personal care services; and providing for an effective date. Companion: AK SB 154	Vetoed	3 July 2026
AK	SB 10	An Act relating to family leave wage replacement coverage. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	22 January 2025
AK	SB 142	An Act relating to municipal and state group health insurance plans and policies, including self-	In committee	24 March 2025

State	Bill	Title	Current status	Last action
		insured plans and policies, and the administration and management of pharmacy benefits; and providing for an effective date.		
AK	SB 173	An Act relating to the use of apprentice labor in public construction projects; relating to the use of veteran apprentice labor in public construction projects; and relating to an annual report on the use of apprentice labor in public construction projects. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	14 April 2025
AK	SB 21	An Act establishing the Alaska Work and Save Program in the Department of Revenue; relating to depositing permanent fund dividends into investment accounts; and providing for an effective date.	Vetoed	19 June 2026
AK	SB 251	An Act repealing the Workers' Compensation Appeals Commission; relating to decisions and orders of the Workers' Compensation Appeals Commission; relating to superior court jurisdiction over appeals from Alaska Workers' Compensation Board decisions; repealing Rules 201.1, 401.1... Paid leave, unemployment and workers' compensation	In committee	5 May 2026
AK	SB 260	An Act relating to workers' compensation insurance certificates.	In committee	23 February 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
AK	SB 268†	An Act relating to minimum paid sick leave requirements for individuals employed in seafood processing. Paid leave, unemployment and workers' compensation	In committee	16 May 2026
AK	SB 27	An Act relating to restoration of tenure for certain disabled individuals; relating to the Public Employees' Retirement System of Alaska and the teachers' retirement system; providing certain employees an opportunity to choose between the defined benefit and defined contribution... Paid leave, unemployment and workers' compensation	In committee	22 January 2025
AK	SB 55	An Act relating to employer contributions in the teachers' retirement system; relating to supplemental employee benefits; and providing for an effective date. Paid leave, unemployment and workers' compensation	In committee	15 May 2026
AK	SB 79	An Act relating to wage payments; and providing for an effective date. Wages, hours and worker classification	■ Enacted	19 June 2026
AL	HB 139	Discrimination, unlawful to deny an individual full and equal enjoyment of public accommodations based on protected classes; unlawful for a local school board to discriminate	In committee	4 February 2025

State	Bill	Title	Current status	Last action
		against individual based on protected classes; unlawful for employer or labor organization board to... Discrimination, harassment and pay equity, Unions and collective bargaining		
AL	HB 20	To make it unlawful for a person to deny an individual full and equal enjoyment of public accommodations or for an employer to discriminate against an applicant or employee based upon the individual's weight or body size; state cause of action against an employer who does so... Discrimination, harassment and pay equity	In committee	4 February 2025
AL	HB 290	Employment; employers required to provide location and break time for employees to express breast milk	In committee	29 January 2026
AL	HB 352	Alabama Jobs Act; Secretary of Commerce prohibited from awarding economic tax incentives to companies that do not practice certain employment protections for workers Discrimination, harassment and pay equity	In committee	29 January 2026
AL	HB 517†	Talent Readiness and Industry Needs (TRAIN) Act, qualified employees authorized to teach a career and technical education program, tax credits provided to employers that loan qualified employees, workforce teaching certificate established	■ Enacted	17 April 2026

State	Bill	Title	Current status	Last action
AL	HB 666	State employees; salary deductions from education employees prohibited for labor organizations, procedure to revoke membership in employee organization revised for all state employees Wages, hours and worker classification, Unions and collective bargaining	In committee	2 April 2026
AL	SB 199	State employees; paid parental leave authorized, parameters for eligibility established Paid leave, unemployment and workers' compensation	Enacted	2 April 2025
AL	SB 281	Consumer Protection; platforms providing services allowing employees to access earned income prior to paycheck not considered a lender or debt collector; standards on platforms imposed Wages, hours and worker classification	Dead	6 May 2025
AL	SB 327	Employee drug testing; employee notice requirements revised	In committee	25 February 2026
AL	SB 49†	Employment practice, unlawful to inquire from job applicant information relating to arrests or conviction of crimes, criminal record, with exceptions Discrimination, harassment and pay equity	Dead	6 May 2025

State	Bill	Title	Current status	Last action
AR	HB 1024†	TO AMEND THE LAW CONCERNING PUBLIC EMPLOYEES; AND TO REPEAL THE LAW PROHIBITING COLLECTIVE BARGAINING. Unions and collective bargaining	In committee	5 May 2025
AR	HB 1506	TO AMEND THE LAW CONCERNING PUBLIC OFFICERS AND EMPLOYEES; AND TO PROHIBIT A PUBLIC EMPLOYER FROM DEDUCTING LABOR ORGANIZATION MEMBERSHIP DUES FROM THE COMPENSATION OF A PUBLIC EMPLOYEE. Unions and collective bargaining Companion: AR SB 579	In committee	1 April 2025
AR	HB 1643	TO ALLOW A CURRENT OR FORMER EMPLOYER TO DISCLOSE SUBSTANTIATED ALLEGATIONS OF SEXUAL ABUSE OR HARASSMENT BY THE CURRENT FOR FORMER EMPLOYEE TO A PROSPECTIVE EMPLOYER UPON WRITTEN CONSENT. Discrimination, harassment and pay equity	Enacted	20 March 2025
AR	HB 1731	TO STRENGTHEN CHILD LABOR LAWS THROUGH THE REINSTATEMENT OF EMPLOYMENT CERTIFICATES. Wages, hours and worker classification, Workplace safety and health	In committee	8 April 2025
AR	HB 1974†	TO PROHIBIT STATE ENTITIES FROM EMPLOYING UNAUTHORIZED ALIENS; TO ESTABLISH THE E-VERIFY	Enacted	21 April 2025

State	Bill	Title	Current status	Last action
		REQUIREMENT ACT; AND TO REQUIRE STATE ENTITIES TO USE E-VERIFY TO CONFIRM EMPLOYMENT ELIGIBILITY. Discrimination, harassment and pay equity		
AR	SB 10	AN ACT FOR THE DEPARTMENT OF COMMERCE - DIVISION OF WORKFORCE SERVICES APPROPRIATION FOR THE 2026-2027 FISCAL YEAR.	Enacted	29 April 2026
AR	SB 235	TO CREATE THE VOLUNTARY PORTABLE BENEFIT ACCOUNT ACT. Paid leave, unemployment and workers' compensation	In committee	5 May 2025
AR	SB 278	TO REPEAL THE STATUTES CONCERNING THE OCCUPATIONAL AUTHORIZATION AND LICENSURE OF CERTAIN EMPLOYMENT OFFICES AND AGENCIES; AND TO REPEAL THE ARKANSAS PRIVATE EMPLOYMENT AGENCY ACT OF 1975.	Enacted	8 April 2025
AR	SB 279	TO ASSIST THE DIVISION OF LABOR WITH ENFORCING THE FAIR AND PROMPT PAYMENT OF WAGES TO ARKANSAS CITIZENS; AND TO CLARIFY THE MANNER IN WHICH WAGE AND HOUR COMPLAINTS ARE INVESTIGATED. Wages, hours and worker classification	Enacted	31 March 2025
AR	SB 284	TO MODIFY THE EMPLOYER'S LIABILITY UNDER THE WORKERS' COMPENSATION LAW THAT RESULTED FROM INITIATED	Passed committee	5 May 2025

State	Bill	Title	Current status	Last action
		MEASURE 1948, NO. 4. Paid leave, unemployment and workers' compensation		
AR	SB 286	TO ALLOW ADDITIONAL WAGE LOSS BENEFITS IN ADDITION TO SCHEDULED INJURY PAYMENTS UNDER THE WORKERS' COMPENSATION LAW THAT RESULTED FROM INITIATED MEASURE 1948, NO. 4. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed committee	5 May 2025
AR	SB 418	TO AMEND THE WORKERS' COMPENSATION LAW THAT RESULTED FROM INITIATED ACT 4 OF 1948; AND TO ESTABLISH A REQUIREMENT FOR WORKERS' COMPENSATION INSURERS TO SPEND AT LEAST EIGHTY-FIVE PERCENT OF PREMIUMS ON HEALTHCARE CLAIMS AND WAGE CLAIMS. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	5 May 2025
AR	SB 598	TO AMEND VARIOUS LAWS RELATED TO THE DIVISION OF WORKFORCE SERVICES; AND TO AMEND THE DEFINITION OF "EMPLOYEE" UNDER THE WORKERS' COMPENSATION LAW RESULTING FROM INITIATED ACT 4 OF 1948. Paid leave, unemployment and workers' compensation	Enacted	18 April 2025

State	Bill	Title	Current status	Last action
AZ	HB 2032	workers' compensation; assigned risk plan Paid leave, unemployment and workers' compensation	Enacted	2 May 2025
AZ	HB 2217	antidiscrimination; employment; housing; public accommodations Discrimination, harassment and pay equity Companion: AZ SB 1341, AZ SB 1355	In committee	20 January 2026
AZ	HB 2260†	employers; unpaid wages; penalties Wages, hours and worker classification	In committee	27 January 2025
AZ	HB 2282	occupational licenses; apprenticeships Wages, hours and worker classification	In committee	22 January 2025
AZ	HB 2285	prohibited agreements; public works contracts Wages, hours and worker classification	In committee	27 January 2025
AZ	HB 2289	minimum wage increase Wages, hours and worker classification	In committee	25 February 2025
AZ	HB 2294	occupational licenses; apprenticeships Wages, hours and worker classification	In committee	21 January 2026
AZ	HB 2295	minimum wage increase Wages, hours and worker classification	In committee	21 January 2026
AZ	HB 2296	prohibited agreements; public works contracts Wages, hours and worker classification Companion: AZ HB 2450, AZ HB 2699, AZ SB 1528	In committee	21 January 2026
AZ	HB 2309	earned wage access; providers; license Wages, hours and worker classification	In committee	3 February 2026

State	Bill	Title	Current status	Last action
AZ	HB 2310	qualified marketplace contractors; employment Wages, hours and worker classification	Enacted	13 April 2026
AZ	HB 2327†	technical correction; unemployment compensation withholding Paid leave, unemployment and workers' compensation	Introduced	27 June 2025
AZ	HB 2349	employment; rural fire districts; exception	In committee	22 January 2026
AZ	HB 2361	collective bargaining; warehouse employees; quotas Unions and collective bargaining Companion: AZ SB 1465	In committee	27 January 2025
AZ	HB 2364	antidiscrimination; employment; housing; public accommodations Discrimination, harassment and pay equity Companion: AZ SB 1452, AZ SB 1486	In committee	25 February 2025
AZ	HB 2382	working conditions; temperatures; employers; definitions Workplace safety and health Companion: AZ SB 1330	In committee	22 January 2025
AZ	HB 2461	coverage; family and medical leave Paid leave, unemployment and workers' compensation Companion: AZ SB 1410	In committee	29 January 2025
AZ	HB 2462	covered contracts; governmental unit; payroll Wages, hours and worker classification	In committee	21 January 2026
AZ	HB 2464	repeal; right to work; liability Unions and collective bargaining	In committee	21 January 2026

State	Bill	Title	Current status	Last action
AZ	HB 2466†	employment; labor standards; meal breaks Wages, hours and worker classification	In committee	21 January 2026
AZ	HB 2488	collective bargaining; warehouse employees; quotas Unions and collective bargaining	In committee	21 January 2026
AZ	HB 2501	repeal; right to work; liability Unions and collective bargaining	In committee	22 January 2025
AZ	HB 2502†	employment; labor standards; meal breaks Wages, hours and worker classification	In committee	22 January 2025
AZ	HB 2533	workers' rights; public health emergency	In committee	28 January 2025
AZ	HB 2537	employees; school conferences; leave Paid leave, unemployment and workers' compensation	In committee	28 January 2025
AZ	HB 2582	unemployment benefits; waiting period Paid leave, unemployment and workers' compensation Companion: AZ SB 1297	In committee	21 January 2026
AZ	HB 2591	apprenticeships; registration; certificate Wages, hours and worker classification	■ Passed chamber	10 March 2026
AZ	HB 2627	workers' rights; public health emergency	In committee	21 January 2026
AZ	HB 2668	overtime pay; law enforcement Wages, hours and worker classification	Dead	18 February 2025
AZ	HB 2670	employment; workplace communications; exclusions	In committee	21 January 2026

State	Bill	Title	Current status	Last action
AZ	HB 2680	worker's compensation; notice; fraud; commission Paid leave, unemployment and workers' compensation Companion: AZ SB 1795	Passed chamber	25 March 2026
AZ	HB 2684	working conditions; temperatures; employers; definitions Workplace safety and health	In committee	21 January 2026
AZ	HB 2690	unemployment benefits; requirements; disqualifications; determinations. Paid leave, unemployment and workers' compensation	Passed committee	11 February 2026
AZ	HB 2707	military spouse; preference; employment	In committee	26 January 2026
AZ	HB 2744	industrial commission; wages; adjudication Wages, hours and worker classification	Passed chamber	10 March 2026
AZ	HB 2751	employer surcharge; workforce development	In committee	11 February 2025
AZ	HB 2790	working conditions; heat illness; prevention Workplace safety and health	In committee	11 February 2025
AZ	HB 2813	pharmacy benefits; workers' compensation Paid leave, unemployment and workers' compensation	Dead	23 February 2026
AZ	HB 2821	pregnant employees; reasonable accommodation Discrimination, harassment and pay equity Companion: AZ SB 1397	In committee	26 January 2026

State	Bill	Title	Current status	Last action
AZ	HB 2835†	labor organizations; paycheck deduction; prohibition Wages, hours and worker classification, Unions and collective bargaining	In committee	22 January 2026
AZ	HB 2849	minimum wage; definitions; increase Wages, hours and worker classification Companion: AZ HCR 2021	In committee	26 January 2026
AZ	HB 2869	electricians; certification	In committee	26 January 2026
AZ	HB 2890	pregnant employees; reasonable accommodation. Discrimination, harassment and pay equity Companion: AZ SB 1401	In committee	13 February 2025
AZ	HB 2899	minimum wage; increase; definitions Wages, hours and worker classification	In committee	13 February 2025
AZ	HB 2910	wage disclosure; employee rights Wages, hours and worker classification	In committee	13 February 2025
AZ	HB 2912	employment; employee salary Wages, hours and worker classification	In committee	13 February 2025
AZ	HB 2928	working conditions; heat illness; prevention Workplace safety and health Companion: AZ SB 1377, AZ SB 1465	In committee	29 January 2026
AZ	HB 2945	coverage; family and medical leave Paid leave, unemployment and workers' compensation Companion: AZ SB 1464	In committee	3 February 2026

State	Bill	Title	Current status	Last action
AZ	HB 4022	public works employment; wages; regulation Wages, hours and worker classification	In committee	10 February 2026
AZ	HCR 2022†	right to work; repeal Unions and collective bargaining Companion: AZ SCR 1035	In committee	21 January 2026
AZ	HCR 2029†	right to work; repeal Unions and collective bargaining	Introduced	27 June 2025
AZ	HCR 2040	minimum wage; exception; homeless Wages, hours and worker classification	Sent to governor	15 June 2026
AZ	SB 1013	public employees; merit; hiring practices	Vetoed	19 June 2026
AZ	SB 1036†	unemployment benefits; requirements; disqualifications; determinations Paid leave, unemployment and workers' compensation	Vetoed	20 February 2026
AZ	SB 1136†	workers' compensation; death benefits; remarriage Paid leave, unemployment and workers' compensation	Enacted	19 June 2026
AZ	SB 1159†	employment practices; wage claims Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: AZ HB 2381	Enacted	2 April 2025
AZ	SB 1197†	wage history; disclosure; retaliation; prohibition Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	28 January 2025

State	Bill	Title	Current status	Last action
AZ	SB 1296	unemployment benefits; requirements; disqualifications; determinations Paid leave, unemployment and workers' compensation	Vetoed	2 May 2025
AZ	SB 1324	unlawful employment practices; damages Discrimination, harassment and pay equity	In committee	27 January 2026
AZ	SB 1404	provider benefits; employees; injuries; provider	In committee	28 January 2026
AZ	SB 1459	public employees; collective bargaining Unions and collective bargaining	In committee	2 February 2026
AZ	SB 1461	allied health care workforce; appropriation	Dead	31 March 2026
AZ	SB 1480	noncertificated school employees; due process	In committee	5 February 2025
AZ	SB 1481	elevator contractors; mechanics; certification Wages, hours and worker classification	In committee	2 February 2026
AZ	SB 1514†	employer-employee arbitration; contract; disputes Unions and collective bargaining	Vetoed	27 June 2025
AZ	SB 1551	workers' compensation; disability; definitions Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	18 April 2025
AZ	SB 1582	earned wage access; providers; license Wages, hours and worker classification	In committee	6 March 2025

State	Bill	Title	Current status	Last action
AZ	SB 1584	public employees; merit; hiring practices	Vetoed	18 April 2025
AZ	SB 1592	noncertificated school employees; due process	In committee	4 February 2026
AZ	SB 1673	inmate labor; wages Wages, hours and worker classification	In committee	11 February 2025
AZ	SB 1684	public employees; collective bargaining Unions and collective bargaining	In committee	11 February 2025
AZ	SB 1721	prevailing wage contracts; agreements Wages, hours and worker classification	In committee	9 February 2026
AZ	SB 1753	employment; housing; public accommodations; antidiscrimination Discrimination, harassment and pay equity	In committee	9 February 2026
AZ	SB 1766	inmate labor; wages Wages, hours and worker classification	In committee	9 February 2026

State	Bill	Title	Current status	Last action
CA	AB 1002	Contractors: failure to pay wages: discipline. Wages, hours and worker classification, Workplace safety and health	Enacted	10 October 2025
CA	AB 1048	Workers' compensation. Paid leave, unemployment and workers' compensation	Dead	13 August 2026
CA	AB 1073	Employment Development Department: disclosure of wage information: qualified third-party vendors.	Dead	2 February 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
CA	AB 1104	Net energy metering: construction of renewable electrical generation facilities: public works project requirements. Wages, hours and worker classification	Enacted	11 October 2025
CA	AB 1109	Evidentiary privileges: union agent-represented worker privilege. Unions and collective bargaining	Passed chamber	29 August 2025
CA	AB 1136	Employment: immigration and work authorization. Wages, hours and worker classification, Discrimination, harassment and pay equity	Vetoed	22 January 2026
CA	AB 1144	Prisons: elderly employment.	Dead	2 February 2026
CA	AB 1163	Employees: workplace violence prevention plans: topics and trainings. Workplace safety and health	Dead	2 February 2026
CA	AB 1181	Firefighters: personal protective equipment. Workplace safety and health	Enacted	6 October 2025
CA	AB 1198	Public works: prevailing wages. Wages, hours and worker classification	Enacted	27 September 2026
CA	AB 1209	Workers' compensation: cannabis industry. Paid leave, unemployment and workers' compensation	Dead	2 February 2026

State	Bill	Title	Current status	Last action
CA	AB 1221	Workplace surveillance tools. Wages, hours and worker classification, AI in hiring and workplace monitoring	Dead	2 February 2026
CA	AB 1233	Noncertificated employees: applicants: previous employment: California School Information Services.	Dead	2 February 2026
CA	AB 1234	Employment: nonpayment of wages: complaints. Wages, hours and worker classification	Passed chamber	3 September 2025
CA	AB 1235	California State University: skilled and trained workforce requirement. Wages, hours and worker classification	Enacted	20 September 2026
CA	AB 1245	State contracts: certification process: forced labor and human trafficking. Wages, hours and worker classification Companion: CA AB 381	Passed chamber	13 August 2026
CA	AB 1247	Classified employees: school districts and community college districts: contracting out: training requirements. Wages, hours and worker classification	Dead	2 February 2026
CA	AB 1251	Job postings. Wages, hours and worker classification	Dead	29 August 2025

State	Bill	Title	Current status	Last action
CA	AB 1293	Workers' compensation: qualified medical evaluators. Paid leave, unemployment and workers' compensation	Enacted	3 October 2025
CA	AB 1309	State employees: compensation: firefighters. Wages, hours and worker classification, Unions and collective bargaining	Vetoed	22 January 2026
CA	AB 1324	CalWORKs.	Vetoed	22 January 2026
CA	AB 1329	Workers' Compensation: Subsequent injuries payments. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: CA AB 1576	Vetoed	22 January 2026
CA	AB 1331†	Workplace surveillance. Wages, hours and worker classification, AI in hiring and workplace monitoring	Enacted	30 September 2026
CA	AB 1336	Farmworkers: benefits. Paid leave, unemployment and workers' compensation	Vetoed	22 January 2026
CA	AB 1340	Transportation network company drivers: labor relations. Unions and collective bargaining	Enacted	3 October 2025
CA	AB 135	Higher education budget trailer bill.	Dead	6 August 2026
CA	AB 1350	Employment Development Department: policies and practices.	Dead	2 February 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
CA	AB 1362	Foreign labor contractor registration: agricultural workers. Wages, hours and worker classification	■ Enacted	1 October 2025
CA	AB 1365	CalAccount Program.	Dead	2 February 2026
CA	AB 1371	Occupational safety and health: employee refusal to perform hazardous tasks. Workplace safety and health	Dead	2 February 2026
CA	AB 138	State employment: state bargaining units. Unions and collective bargaining Companion: CA AB 161, CA SB 138, CA SB 161	■ Enacted	29 July 2025
CA	AB 1398	Workers' compensation. Paid leave, unemployment and workers' compensation	■ Enacted	11 October 2025
CA	AB 1424	Corrections. Workplace safety and health	Dead	2 February 2026
CA	AB 1439	Public retirement systems: development projects: labor standards. Workplace safety and health	■ Enacted	20 September 2026
CA	AB 1442	Essential Worker Commission. Wages, hours and worker classification, Unions and collective bargaining, Workplace safety and health	Dead	2 February 2026
CA	AB 1443	Personal income taxes: unemployment insurance:	Dead	5 June 2025

State	Bill	Title	Current status	Last action
		tips. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation		
CA	AB 145	California Environmental Quality Act: exemptions: housing development projects: energy systems and electronics: labor standards. Wages, hours and worker classification	Passed chamber	10 September 2025
CA	AB 1498	Workers' compensation: medical treatment. Paid leave, unemployment and workers' compensation	Dead	2 February 2026
CA	AB 1510	Santa Clara Valley Transportation Authority: employee relations. Unions and collective bargaining	Enacted	7 October 2025
CA	AB 1514	Worker classification: employees and independent contractors: licensed manicurists: commercial fishers. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	3 October 2025
CA	AB 1515†	Professional employer organizations. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed chamber	24 August 2026
CA	AB 1534	Federal Workforce Pell Grant program: local workforce	Enacted	27 September 2026

State	Bill	Title	Current status	Last action
		development boards: participant training requirement. Wages, hours and worker classification		
CA	AB 1564	Employer-employee relations: confidential communications. Discrimination, harassment and pay equity, Unions and collective bargaining	Passed chamber	13 August 2026
CA	AB 1582	Higher Education Employer-Employee Relations Act: collective bargaining: unfair labor practices. Wages, hours and worker classification, Unions and collective bargaining	Passed chamber	30 June 2026
CA	AB 163	Developmental services. Discrimination, harassment and pay equity	Dead	6 August 2026
CA	AB 1683†	Workers' compensation: prepaid cards. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	6 July 2026
CA	AB 1697	Employment contracts: stay-or-pay provisions: contract date. Wages, hours and worker classification, Noncompetes and restrictive covenants	Enacted	30 September 2026
CA	AB 1750	School employees: absences due to illness or accident. Wages, hours and worker classification, Paid leave,	Passed committee	14 May 2026

State	Bill	Title	Current status	Last action
		unemployment and workers' compensation		
CA	AB 1762	Public employment: retirement benefits. Paid leave, unemployment and workers' compensation	In committee	6 March 2026
CA	AB 1803†	Employment: sexual harassment training and education: anti-hate speech training. Discrimination, harassment and pay equity	■ Enacted	27 September 2026
CA	AB 1818†	California State University: employer-employee relations: meeting and conferring. Unions and collective bargaining	■ Enacted	30 September 2026
CA	AB 1859	Public works. Wages, hours and worker classification	■ Passed chamber	13 August 2026
CA	AB 187	Employment. Unions and collective bargaining Companion: CA SB 187	■ Enacted	18 September 2026
CA	AB 1870	Private Attorneys General Act: penalties: reduction.	■ Passed committee	19 March 2026
CA	AB 1883	Workplace surveillance tools. AI in hiring and workplace monitoring	■ Enacted	30 September 2026
CA	AB 1888	California Safe Homes grant program: contractors. Wages, hours and worker classification	■ Passed committee	14 May 2026
CA	AB 1896	Public employment: disqualifications.	■ Vetoed	30 September 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, Discrimination, harassment and pay equity		
CA	AB 1898	Workplace artificial intelligence tools. Wages, hours and worker classification, AI in hiring and workplace monitoring	Passed committee	14 May 2026
CA	AB 1904	Teachers: credentialed educator apprenticeship programs. Wages, hours and worker classification	Enacted	30 September 2026
CA	AB 1980†	Labor: apprenticeship: Equal Representation in Construction Apprenticeships Grant Program. Wages, hours and worker classification	Enacted	27 September 2026
CA	AB 1992	Labor Code Private Attorneys General Act of 2004: notice and cure: filing fees.	In committee	2 March 2026
CA	AB 2027	Worker data: prohibitions: artificial intelligence. Wages, hours and worker classification, AI in hiring and workplace monitoring	Passed committee	14 May 2026
CA	AB 2064	Discrimination: criminal history. Discrimination, harassment and pay equity	Passed committee	14 May 2026
CA	AB 2070	Employees: meal periods: construction industry. Unions and collective bargaining	In committee	2 March 2026

State	Bill	Title	Current status	Last action
CA	AB 2078†	Employees: meal periods: stationary engineers. Unions and collective bargaining Companion: CA SB 693	Enacted	18 September 2026
CA	AB 2095	Employment discrimination: conviction history. Discrimination, harassment and pay equity	Floor vote	28 May 2026
CA	AB 2098	Workers' compensation: medical treatment. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Passed committee	14 May 2026
CA	AB 2129	State employees: compensation: firefighters. Wages, hours and worker classification	Enacted	27 September 2026
CA	AB 2137	Occupational safety and health: fabrication activities: slab solid surface products. Workplace safety and health	Passed committee	14 May 2026
CA	AB 2151	Civil service: disciplinary proceedings: causes for discipline: Department of Corrections and Rehabilitation employee training or diversion program.	Passed committee	21 April 2026
CA	AB 2157†	Workforce development: Displaced Oil and Gas Worker Pilot Program: extension.	Enacted	20 September 2026
CA	AB 2227	Farm labor contractors: surety bonds.	Enacted	18 September 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
CA	AB 2271	Immigrant benefits: loss of income: federal DHS enforcement. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Passed committee	24 March 2026
CA	AB 2292†	Disability benefits: certificates. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	28 September 2026
CA	AB 2300	Workforce development: applicable law.	Passed chamber	13 August 2026
CA	AB 2321	Occupational safety and health: investigations. Workplace safety and health	Enacted	30 September 2026
CA	AB 2367†	State employment: reporting: health facilities.	Vetoed	30 September 2026
CA	AB 244	Quick-Service Restaurant Young Workforce Apprenticeship Program: tax credits. Wages, hours and worker classification	Dead	2 February 2026
CA	AB 2466†	Strong Workforce Program: work-based learning opportunities: regional consortia.	Enacted	20 September 2026
CA	AB 2487	Artificial intelligence: education and workforce development.	Passed committee	7 April 2026

State	Bill	Title	Current status	Last action
		AI in hiring and workplace monitoring		
CA	AB 2488	Department of Industrial Relations: occupational safety and health. Workplace safety and health	Passed committee	14 May 2026
CA	AB 2511	Behavioral Health Provider Comparable Worth Study. Wages, hours and worker classification	Passed committee	14 May 2026
CA	AB 2530	Employment: Cal/WARN Act: plant closings and mass layoffs.	Passed committee	14 May 2026
CA	AB 2550	Women in the construction industry: report.	Passed chamber	13 August 2026
CA	AB 2563	Sex discrimination: scope. Discrimination, harassment and pay equity	Enacted	30 September 2026
CA	AB 2634	Workforce development: High road training partnerships: scoring preference.	Enacted	27 September 2026
CA	AB 2646	Employment: minimum wages: agricultural workers. Wages, hours and worker classification	Enacted	30 September 2026
CA	AB 2682†	Transportation network company drivers: labor relations: appeals. Unions and collective bargaining	Enacted	27 September 2026
CA	AB 283	In-Home Supportive Services Employer-Employee Relations Act. Unions and collective bargaining	Passed chamber	9 September 2025

State	Bill	Title	Current status	Last action
CA	AB 288	Employment: labor organization and unfair practices. Unions and collective bargaining	Enacted	30 September 2025
CA	AB 291	Teachers: credentialed educator apprenticeship programs. Wages, hours and worker classification	Passed chamber	29 August 2025
CA	AB 323	Strong Workforce Program: work-based learning opportunities.	Enacted	3 October 2025
CA	AB 332	Employment: agricultural workers. Wages, hours and worker classification	Dead	2 February 2026
CA	AB 338	Workforce development: the Counties of Los Angeles and Ventura: 2025 wildfires.	Enacted	10 October 2025
CA	AB 339	Local public employee organizations: notice requirements. Wages, hours and worker classification, Unions and collective bargaining	Enacted	13 October 2025
CA	AB 340	Employer-employee relations: confidential communications. Discrimination, harassment and pay equity, Unions and collective bargaining	Passed chamber	29 August 2025

State	Bill	Title	Current status	Last action
CA	AB 345	Apprenticeship programs: approval process. Wages, hours and worker classification, Discrimination, harassment and pay equity	Dead	2 February 2026
CA	AB 374	K–14 classified employees: payment of wages: itemized statements. Wages, hours and worker classification	Vetoed	22 January 2026
CA	AB 393	Personal services contracts: state employees: physician and psychologist positions. Unions and collective bargaining	Vetoed	22 January 2026
CA	AB 394	Public transportation providers.	Enacted	1 October 2025
CA	AB 406	Employment: unlawful discrimination: victims of violence. Discrimination, harassment and pay equity	Enacted	1 October 2025
CA	AB 465	Local public employees: memoranda of understanding. Unions and collective bargaining	Dead	2 February 2026
CA	AB 475	Prisons and jails: employment of inmates.	Dead	2 February 2026
CA	AB 485	Labor Commissioner: unsatisfied judgments: nonpayment of wages. Wages, hours and worker classification	Passed chamber	29 August 2025
CA	AB 496	Unemployment and disability insurance: quality of services: reporting.	Dead	2 February 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity		
CA	AB 504	Worker classification: employees and independent contractors: licensed manicurists. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Dead	2 February 2026
CA	AB 507	Adaptive reuse: streamlining: incentives.	■ Enacted	10 October 2025
CA	AB 538	Public works: payroll records. Wages, hours and worker classification	■ Enacted	11 October 2025
CA	AB 589	Firefighters: personal protective equipment. Workplace safety and health	Dead	2 February 2026
CA	AB 65	School and community college employees: paid disability and parental leave. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	■ Passed chamber	17 August 2026
CA	AB 692	Employment: contracts in restraint of trade. Wages, hours and worker classification	■ Enacted	13 October 2025
CA	AB 694	Department of Industrial Relations: advisory committee: occupational	■ Passed chamber	29 August 2025

State	Bill	Title	Current status	Last action
		safety and health. Workplace safety and health		
CA	AB 745	School districts: reorganization: state board approval: qualified special taxes.	Passed chamber	25 June 2026
CA	AB 756	State public employment: memorandum of understanding: State Bargaining Unit 6. Unions and collective bargaining	Dead	2 February 2026
CA	AB 805	Career Apprenticeship Bridge Program. Wages, hours and worker classification	Passed chamber	13 August 2026
CA	AB 816	Employment: employees and independent contractors: merchandisers. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Dead	2 February 2026
CA	AB 845	Employment: complaints: agricultural employees. Unions and collective bargaining	Enacted	11 October 2025
CA	AB 858	Employment: rehiring and retention: displaced workers.	Enacted	3 October 2025
CA	AB 889	Prevailing wage: per diem wages. Wages, hours and worker classification, Unions and collective bargaining	Enacted	11 October 2025
CA	AB 922	University of California: employees, volunteers, and contractors: background	Passed chamber	29 August 2025

State	Bill	Title	Current status	Last action
		checks. Wages, hours and worker classification, Discrimination, harassment and pay equity		
CA	AB 933	Disability benefits: duration: postchildbirth. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Dead	2 February 2026
CA	AB 963	Public works: prevailing wages: access to records. Wages, hours and worker classification	■ Vetoed	22 January 2026
CA	SB 1011	Energy: Utility Infrastructure AI Safety, Oversight, and Workforce Protection Act. AI in hiring and workplace monitoring	■ Floor vote	28 May 2026
CA	SB 1012	Employment of inmates. Unions and collective bargaining	■ Enacted	30 September 2026
CA	SB 1046	Occupational safety: transboundary pollution. Workplace safety and health	■ Enacted	27 September 2026
CA	SB 1054	Unemployment insurance: reporting requirements. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Passed chamber	13 August 2026
CA	SB 1059	Employment Training Panel. Wages, hours and worker classification	■ Vetoed	18 September 2026

State	Bill	Title	Current status	Last action
CA	SB 1065	Public works: apprenticeship. Wages, hours and worker classification	Passed committee	8 April 2026
CA	SB 1083	Noncertificated public school employees: private school employees: egregious misconduct: statewide data system: Commission on Teacher Credentialing: adverse actions: contracts and background checks for educational services.	Enacted	27 September 2026
CA	SB 1132	Workforce development: workplace rights training.	Passed committee	14 May 2026
CA	SB 1166	Alameda-Contra Costa Transit District: employee relations. Unions and collective bargaining	Enacted	20 September 2026
CA	SB 1177	Wage statements: airline cabin crew employees. Wages, hours and worker classification	Passed chamber	18 June 2026
CA	SB 1185	Pharmaceutical facilities: skilled and trained workforce. Wages, hours and worker classification	Passed chamber	13 August 2026
CA	SB 1227†	Department of Industrial Relations: apprenticeship pilot program. Wages, hours and worker classification, Unions and collective bargaining	Enacted	18 September 2026

State	Bill	Title	Current status	Last action
CA	SB 1241	Skilled and trained workforce requirements. Wages, hours and worker classification	Floor vote	8 June 2026
CA	SB 1284	Medi-Cal benefits: employer reports. Discrimination, harassment and pay equity	Passed chamber	13 August 2026
CA	SB 129	Labor. Companion: CA AB 129	Enacted	30 June 2025
CA	SB 1316	Employment. Wages, hours and worker classification	Enacted	27 August 2026
CA	SB 1332	State civil service: employment disqualification: disclosure.	In committee	31 March 2026
CA	SB 1371	Solid waste handling services: labor dispute. Wages, hours and worker classification	Enacted	27 September 2026
CA	SB 1383	Housing development: density bonus: incentives or concessions: labor standards. Wages, hours and worker classification	Enacted	30 September 2026
CA	SB 139	State Bargaining Unit 9 and State Bargaining Unit 12. Unions and collective bargaining Companion: CA AB 139	Enacted	30 June 2025
CA	SB 140	State Bargaining Unit 6. Unions and collective bargaining Companion: CA AB 140	Enacted	30 June 2025

State	Bill	Title	Current status	Last action
CA	SB 1403	Employee classification. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed committee	21 April 2026
CA	SB 1444	Employment. Paid leave, unemployment and workers' compensation	Enacted	27 August 2026
CA	SB 156	Labor. Paid leave, unemployment and workers' compensation Companion: CA AB 156	Enacted	17 September 2025
CA	SB 171	Labor. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: CA AB 171	Enacted	13 July 2026
CA	SB 20	Occupational safety: high-exposure trigger tasks on artificial stone. Wages, hours and worker classification, Workplace safety and health	Enacted	13 October 2025
CA	SB 230	Workers' compensation: firefighters. Paid leave, unemployment and workers' compensation	Enacted	6 October 2025
CA	SB 238	Workplace surveillance tools. AI in hiring and workplace monitoring	Passed chamber	1 July 2026

State	Bill	Title	Current status	Last action
CA	SB 261	Division of Labor Standards Enforcement: orders, decisions, and awards. Wages, hours and worker classification	■ Enacted	13 October 2025
CA	SB 291	Contractors: workers' compensation insurance. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Enacted	7 October 2025
CA	SB 294	The Workplace Know Your Rights Act. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	■ Enacted	12 October 2025
CA	SB 303	Employment: bias mitigation training: unlawful discrimination. Discrimination, harassment and pay equity	■ Enacted	1 October 2025
CA	SB 309	In-Home Supportive Services program: provider wages. Wages, hours and worker classification	Dead	2 February 2026
CA	SB 310	Failure to pay wages: penalties. Wages, hours and worker classification	Dead	2 February 2026
CA	SB 343	Career technical education: high school graduation requirements: apprenticeship and preapprenticeship	Dead	2 February 2026

State	Bill	Title	Current status	Last action
		programs. Wages, hours and worker classification		
CA	SB 355	Judgment debtor employers: Employment Development Department. Wages, hours and worker classification	■ Vetoed	2 March 2026
CA	SB 366	Employment: artificial intelligence. AI in hiring and workplace monitoring	Dead	2 February 2026
CA	SB 369	Salton Sea: restoration projects: skilled and trained workforce.	■ Vetoed	2 March 2026
CA	SB 400	Labor: elective compensation under the Inflation Reduction Act of 2022. Wages, hours and worker classification	■ Enacted	1 October 2025
CA	SB 422	California Workforce Development Board: developmental services.	Dead	2 February 2026
CA	SB 442	Grocery retail store and retail drug establishment employees: self-service checkout.	Dead	29 August 2025
CA	SB 447	Workers' compensation: death benefits. Paid leave, unemployment and workers' compensation	■ Enacted	11 October 2025
CA	SB 464	Employer pay data. Wages, hours and worker classification, Discrimination, harassment and pay equity	■ Enacted	13 October 2025

State	Bill	Title	Current status	Last action
CA	SB 469	Department of Industrial Relations: task force: public infrastructure: employment: underrepresented communities. Wages, hours and worker classification	Dead	2 February 2026
CA	SB 477	California Fair Employment and Housing Act: enforcement procedures. Discrimination, harassment and pay equity	■ Enacted	3 October 2025
CA	SB 487	Workers' compensation. Paid leave, unemployment and workers' compensation	■ Enacted	13 October 2025
CA	SB 527	Worker classification: employees and independent contractors: athletic coaches. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Dead	2 February 2026
CA	SB 53	Artificial intelligence models: large developers. AI in hiring and workplace monitoring	■ Enacted	29 September 2025
CA	SB 536	Workers' compensation insurance fraud reporting. Paid leave, unemployment and workers' compensation	■ Passed chamber	13 August 2026
CA	SB 555	Workers' compensation: average annual earnings. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	■ Passed chamber	24 June 2026

State	Bill	Title	Current status	Last action
CA	SB 565	Employee housing: H-2A agricultural workers: inspections. Discrimination, harassment and pay equity	Dead	2 February 2026
CA	SB 578	California Workplace Outreach Program. Wages, hours and worker classification	Enacted	13 October 2025
CA	SB 581	Department of Forestry and Fire Protection: employment: firefighters.	Passed chamber	2 September 2025
CA	SB 590	Paid family leave: eligibility: care for designated persons. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	13 October 2025
CA	SB 597	Labor-related liabilities: direct contractor and subcontractor. Wages, hours and worker classification	Enacted	13 October 2025
CA	SB 600	Public Employment Relations Board: powers and duties. Wages, hours and worker classification, Discrimination, harassment and pay equity, Unions and collective bargaining	Dead	2 February 2026
CA	SB 628	Employment: employer contributions: employee withholdings: credit: agricultural employees. Wages, hours and worker classification	Dead	2 February 2026

State	Bill	Title	Current status	Last action
CA	SB 642	Employment: payment of wages. Wages, hours and worker classification	■ Enacted	8 October 2025
CA	SB 648	Employment: gratuities: enforcement. Wages, hours and worker classification	■ Enacted	30 July 2025
CA	SB 7	Employment: automated decision systems. AI in hiring and workplace monitoring	■ Vetoed	2 March 2026
CA	SB 703	Ports: truck drivers. Wages, hours and worker classification	■ Vetoed	2 March 2026
CA	SB 713	Employee stock ownership plans: contractors: certification: bid preferences. Wages, hours and worker classification	Dead	2 February 2026
CA	SB 714	Zero-emission vehicles: workforce development: Clean Energy Workforce Training Council.	Dead	2 February 2026
CA	SB 75	Employment: Preapprenticeship Pathways to Employment Pilot Program. Wages, hours and worker classification	■ Vetoed	2 March 2026

State	Bill	Title	Current status	Last action
CA	SB 801	Agricultural workers: wages, hours, and working conditions: definitions. Wages, hours and worker classification	Dead	2 February 2026
CA	SB 809	Employees and independent contractors: construction trucking. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Enacted	11 October 2025
CA	SB 847	Workers' compensation: uninsured employer: transfer of real property. Paid leave, unemployment and workers' compensation	■ Enacted	13 October 2025
CA	SB 854	Unemployment insurance. Paid leave, unemployment and workers' compensation	■ Enacted	1 October 2025
CA	SB 909	Public works. Wages, hours and worker classification	■ Enacted	27 September 2026
CA	SB 921	Employment: employer contributions: employee withholdings: credit: agricultural employees. Wages, hours and worker classification	Dead	22 April 2026
CA	SB 947	Employment: automated decision systems. Wages, hours and worker classification, AI in hiring and workplace monitoring	■ Enacted	30 September 2026
CA	SB 951	Employment: technological displacement: notice.	■ Enacted	30 September 2026

State	Bill	Title	Current status	Last action
		AI in hiring and workplace monitoring		
CA	SB 966	Refinery and chemical plants. Workplace safety and health	Passed chamber	31 August 2026
CA	SJR 15	The federal Unemployment Trust Fund: debt. Paid leave, unemployment and workers' compensation	Dead	1 July 2026
CO	HB 1005†	Worker Protection Collective Bargaining Wages, hours and worker classification, Unions and collective bargaining, Workplace safety and health	Vetoed	28 May 2026
CO	HB 1046	Regulate Earned-Wage Access Services Wages, hours and worker classification	In committee	14 May 2026
CO	HB 1054	Protections for Worker Safety Workplace safety and health	Passed chamber	13 May 2026
CO	HB 1207	Disclosure of Demographic Workforce Data Discrimination, harassment and pay equity	Enacted	4 June 2026
CO	HB 1210	Prohibit Surveillance Price & Wage Setting Wages, hours and worker classification, Discrimination, harassment and pay equity, AI in hiring and workplace monitoring	Vetoed	3 June 2026
CO	HB 1272	Extreme Temperatures Worker Protections Wages, hours and worker	Enacted	4 June 2026

State	Bill	Title	Current status	Last action
		classification, Workplace safety and health, AI in hiring and workplace monitoring		
CO	HB 1319	Right to Be Out at Work Discrimination, harassment and pay equity	Introduced	23 April 2026
CO	HB 1327	Large Employer Worker Health-Care Support Discrimination, harassment and pay equity	Passed chamber	7 May 2026
CO	HB 1413	Sick & Military Leave for Certain Public Servants Paid leave, unemployment and workers' compensation	Enacted	3 June 2026
CO	HB 25-1001	Enforcement Wage Hour Laws Wages, hours and worker classification	Enacted	22 May 2025
CO	HB 25-1020	Earned-Wage Access Service Provider Wages, hours and worker classification	In committee	27 February 2025
CO	HB 25-1130†	Labor Requirements for Government Construction Projects	Enacted	3 June 2025
CO	HB 25-1212	Public Safety Protections Artificial Intelligence Discrimination, harassment and pay equity, AI in hiring and workplace monitoring	Passed committee	5 May 2025
CO	HB 25-1264	Prohibit Surveillance Data to Set Prices and Wages Wages, hours and worker classification, Discrimination,	Introduced	22 April 2025

State	Bill	Title	Current status	Last action
		harassment and pay equity, AI in hiring and workplace monitoring		
CO	HB 25-1284†	Regulating Apprentices in Licensed Trades Wages, hours and worker classification	■ Enacted	3 June 2025
CO	HB 25-1286	Protecting Workers from Extreme Temperatures Workplace safety and health	Introduced	27 March 2025
CO	HB 25-1300	Workers' Compensation Benefits Proof of Entitlement Paid leave, unemployment and workers' compensation	■ Enacted	4 June 2025
CO	HB 25-1328	Implement Recommendations Direct Care Worker Stabilization Board	■ Enacted	28 May 2025
CO	SB 121†	Overtime Threshold for Agricultural Employees Wages, hours and worker classification	■ Enacted	5 May 2026
CO	SB 156†	Change Practices of Work Force Development Council	■ Enacted	3 June 2026
CO	SB 160†	Personal Protective Equipment & Meatpackers Wages, hours and worker classification	■ Enacted	4 June 2026
CO	SB 184†	Firefighter Cancer Benefits & Workers' Compensation Paid leave, unemployment and workers' compensation	■ Vetoed	4 June 2026
CO	SB 186†	Update Workers' Compensation Statutes Allow Electronic Filing	■ Enacted	3 June 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
CO	SB 193†	Local Ordinances & State Employees Wages, hours and worker classification, Unions and collective bargaining	■ Enacted	3 June 2026
CO	SB 25-005†	Worker Protection Collective Bargaining Unions and collective bargaining, Workplace safety and health	■ Vetoed	16 May 2025
CO	SB 25-074	Highly Specialized Employment Leave Protection Exemption Paid leave, unemployment and workers' compensation	Introduced	11 February 2025
CO	SB 25-083	Limitations on Restrictive Employment Agreements Noncompetes and restrictive covenants	■ Enacted	3 June 2025
CO	SB 25-128†	Agricultural Worker Service Providers Access Private Property Wages, hours and worker classification	■ Enacted	29 May 2025
CO	SB 25-144	Change Paid Family Medical Leave Insurance Prog Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Enacted	30 May 2025
CO	SB 25-161	Transit Reform	■ Enacted	13 May 2025
CO	SB 25-186	Sunset Workers' Compensation Providers Accreditation Program	■ Enacted	29 May 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
CO	SB 25-242	Division Unemployment Insurance Funding Mechanism Paid leave, unemployment and workers' compensation	■ Enacted	28 April 2025
CO	SB 52	Coal Transition Community Investment	■ Enacted	9 March 2026
CO	SB 8	Tech-Neutral Anti-Discrimination Clarification Act Discrimination, harassment and pay equity, AI in hiring and workplace monitoring	Introduced	21 August 2025
CO	SB 81	Increase Agricultural Employee Overtime Protections Wages, hours and worker classification	Introduced	19 March 2026
CO	SB 87	Create Legislative Leave Job Protection for General Assembly Members Paid leave, unemployment and workers' compensation	■ Passed chamber	7 May 2026
CO	SB 91	Exclusion of Newspaper Deliverers as Employees Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Passed chamber	6 May 2026
CO	SB 93†	Workers' Compensation Insurance Coverage Verification Paid leave, unemployment and workers' compensation	■ Enacted	1 June 2026

State	Bill	Title	Current status	Last action
CT	HB 5003	AN ACT CONCERNING WORKFORCE DEVELOPMENT AND WORKING CONDITIONS IN THE STATE.	■ Enacted	11 May 2026
CT	HB 5041	AN ACT CONCERNING A STUDY OF A CONNECTICUT OPTION FOR AFFORDABLE HEALTH CARE, HEALTH INSURER REQUIREMENTS FOR CERTAIN GENERIC DRUGS, TAX CREDITS FOR SMALL BUSINESS HEALTH CARE ARRANGEMENTS AND WORKER PORTABLE BENEFIT ACCOUNTS. Paid leave, unemployment and workers' compensation	■ Passed committee	20 April 2026
CT	HB 5046†	AN ACT CONCERNING THE HIRING RATIO FOR CERTAIN SKILLED TRADES.	In committee	8 January 2025
CT	HB 5060†	AN ACT CONCERNING THE APPRENTICESHIP TRAINING TAX CREDIT. Wages, hours and worker classification	In committee	20 February 2026
CT	HB 5092†	AN ACT AMENDING APPRENTICESHIP HIRING RATIOS. Wages, hours and worker classification	In committee	10 January 2025
CT	HB 5094†	AN ACT CONCERNING PREVAILING WAGE REQUIREMENTS AND THRESHOLDS. Wages, hours and worker classification	In committee	10 January 2025

State	Bill	Title	Current status	Last action
CT	HB 5095†	AN ACT CONCERNING INSPECTIONS BY THE LABOR DEPARTMENT.	In committee	10 January 2025
CT	HB 5096†	AN ACT CONCERNING VIOLATIONS OF PREVAILING WAGE PROVISIONS AND EXPANDING PREVAILING WAGE. Wages, hours and worker classification	In committee	10 January 2025
CT	HB 5097†	AN ACT CONCERNING SPONSORSHIP OF APPRENTICESHIP PROGRAMS BY CONTRACTORS RECEIVING STATE FUNDS. Wages, hours and worker classification	In committee	10 January 2025
CT	HB 5185†	AN ACT CONCERNING A PUBLIC EMPLOYEE'S RIGHT TO BE A MEMBER OF A UNION. Unions and collective bargaining	In committee	14 January 2025
CT	HB 5186	AN ACT CONCERNING PUBLIC EMPLOYEES' SELECTION OF AN EXCLUSIVE BARGAINING UNIT. Unions and collective bargaining	In committee	14 January 2025
CT	HB 5236	AN ACT CONCERNING WORKPLACE HEALTH, SAFETY AND VIOLENCE PREVENTION FOR PUBLIC TRANSIT WORKERS.	In committee	19 February 2026
CT	HB 5267	AN ACT CONCERNING ELIGIBILITY FOR INCAPACITY BENEFITS UNDER THE WORKERS' COMPENSATION ACT. Paid leave, unemployment and workers' compensation	In committee	23 February 2026

State	Bill	Title	Current status	Last action
CT	HB 5274	AN ACT CONCERNING STATE MARSHALS ELIGIBILITY FOR WORKERS' COMPENSATION WHILE PERFORMING DUTIES ON BEHALF OF THE STATE AND ELIGIBILITY FOR HEALTH INSURANCE WHILE OUT ON CERTAIN LEAVE. Paid leave, unemployment and workers' compensation	■ Passed committee	15 April 2026
CT	HB 5275	AN ACT CONCERNING A CONTRACTOR'S RESPONSIBILITY FOR UNPAID WAGES ON A CONSTRUCTION CONTRACT. Wages, hours and worker classification	■ Passed committee	19 March 2026
CT	HB 5276	AN ACT CONCERNING VOLUNTEER FIRE DEPARTMENTS AND THE DEFINITION OF EMPLOYER UNDER THE STATE OCCUPATIONAL HEALTH AND SAFETY ACT. Workplace safety and health	■ Passed committee	19 March 2026
CT	HB 5277†	AN ACT ALLOWING SPONSORING ASSOCIATIONS TO CREATE MULTIPLE EMPLOYER WELFARE ARRANGEMENTS.	In committee	15 January 2025
CT	HB 5280	AN ACT CONCERNING A NONCHARGE FOR EMPLOYEES PAID BENEFITS THROUGH THE SHARED WORK PROGRAM DURING PERIODS OF HIGH UNEMPLOYMENT. Paid leave, unemployment and workers' compensation	■ Passed committee	23 March 2026

State	Bill	Title	Current status	Last action
CT	HB 5321	AN ACT CONCERNING WORKFORCE SHORTAGES, WORKFORCE DEVELOPMENT AND WORKFORCE TRAINING.	■ Passed committee	18 March 2026
CT	HB 5327	AN ACT AUTHORIZING THE DISCLOSURE OF AN OPEN INVESTIGATION OF ABUSE OR NEGLECT OR SEXUAL MISCONDUCT, INJURY OR RISK OF INJURY TO OR IMPAIRING THE MORALS OF A MINOR DURING THE HIRING PROCESS OF A SCHOOL EMPLOYEE.	■ Passed committee	2 April 2026
CT	HB 5369†	AN ACT AUTHORIZING STATE AGENCIES TO REQUIRE EMPLOYEES TO WORK IN PERSON.	In committee	14 February 2025
CT	HB 5378	AN ACT CONCERNING SELF-FUNDED MULTIPLE EMPLOYER WELFARE ARRANGEMENTS AND REQUIRING A STUDY OF THE FEASIBILITY OF ESTABLISHING THE CONNECTICUT OPTION PROGRAM.	■ Passed committee	13 April 2026
CT	HB 5383	AN ACT CONCERNING THE LEGISLATIVE COMMISSIONERS' RECOMMENDATIONS FOR MINOR AND TECHNICAL REVISIONS TO STATUTES CONCERNING LABOR.	■ Enacted	2 June 2026
CT	HB 5386	AN ACT REQUIRING PAYCHECK TRANSPARENCY. Wages, hours and worker classification	■ Passed committee	26 March 2026
CT	HB 5387	AN ACT CONCERNING DISCLOSURE OF WAGE RANGES AND BENEFITS ON PUBLIC AND	■ Passed committee	30 March 2026

State	Bill	Title	Current status	Last action
		INTERNAL JOB ADVERTISEMENTS. Wages, hours and worker classification		
CT	HB 5409	AN ACT CONCERNING TROOPS-TO-TRADES INITIATIVES.	■ Passed committee	24 March 2026
CT	HB 5446	AN ACT CONCERNING TEACHERS' DISABILITY AND RETIREMENT BENEFITS AND PARAEDUCATORS' SALARY AND RETIREMENT CONTRIBUTIONS. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	■ Passed committee	20 April 2026
CT	HB 5477	AN ACT CONCERNING THE WELL-BEING OF EMPLOYEES OF THE DEPARTMENT OF CORRECTION AND PERSONS WHO ARE INCARCERATED IN CORRECTIONAL INSTITUTIONS.	■ Passed committee	2 April 2026
CT	HB 5489	AN ACT CONCERNING A STUDY OF THE PROVISIONS OF THE WORKERS' COMPENSATION ACT. Paid leave, unemployment and workers' compensation	In committee	12 March 2026
CT	HB 5492	AN ACT CONCERNING LIMITATIONS ON THE USE ON NONCOMPETE AGREEMENTS. Noncompetes and restrictive covenants	■ Passed committee	2 April 2026
CT	HB 5493†	AN ACT EXCLUDING OVERTIME PAY FROM THE CALCULATION OF STATE EMPLOYEE	In committee	21 January 2025

State	Bill	Title	Current status	Last action
		PENSIONS. Wages, hours and worker classification		
CT	HB 5494	AN ACT CONCERNING A STUDY OF YOUTH EMPLOYMENT CLASSIFICATION. Workplace safety and health	■ Passed committee	7 April 2026
CT	HB 5496	AN ACT CONCERNING WORKPLACE VIOLENCE PROTECTIONS FOR UTILITY AND PUBLIC WORKS EMPLOYEES. Wages, hours and worker classification, Workplace safety and health	■ Passed committee	7 April 2026
CT	HB 5519	AN ACT CONCERNING THE DEPARTMENT OF PUBLIC HEALTH'S RECOMMENDATIONS REGARDING ON-SITE WASTEWATER SPECIALISTS AND WATER OPERATOR APPRENTICES. Wages, hours and worker classification	■ Passed committee	20 April 2026
CT	HB 5604†	AN ACT ELIMINATING THE LABOR CONSULTANT TAX DEDUCTION.	In committee	13 February 2025
CT	HB 5606†	AN ACT REQUIRING A STATEMENT OF A PUBLIC EMPLOYEE'S RIGHT TO NOT BE A MEMBER OF A UNION. Unions and collective bargaining	In committee	21 January 2025
CT	HB 5608†	AN ACT EXPANDING WORKERS' COMPENSATION COVERAGE FOR POST-TRAUMATIC STRESS INJURIES FOR LAW ENFORCEMENT AND FIRST	In committee	21 January 2025

State	Bill	Title	Current status	Last action
		RESPONDERS. Paid leave, unemployment and workers' compensation Companion: CT SB 228		
CT	HB 5609	AN ACT CONCERNING RETIREMENT BENEFITS AND WORKERS' COMPENSATION BENEFITS. Paid leave, unemployment and workers' compensation	■ Passed committee	3 April 2025
CT	HB 5703†	AN ACT ADJUSTING THE ANNUAL INCREASE TO THE MINIMUM WAGE. Wages, hours and worker classification	In committee	21 January 2025
CT	HB 5704	AN ACT CREATING A CONSTRUCTION PIPELINE PROGRAM.	■ Passed committee	7 April 2025
CT	HB 5705†	AN ACT LIMITING REMOTE WORK FOR STATE EMPLOYEES. Paid leave, unemployment and workers' compensation	In committee	21 January 2025
CT	HB 5760†	AN ACT CONCERNING UNEMPLOYMENT BENEFITS FOR STRIKING WORKERS. Paid leave, unemployment and workers' compensation	In committee	21 January 2025
CT	HB 5761†	AN ACT ELIMINATING THE SUBMINIMUM WAGE. Wages, hours and worker classification	In committee	21 January 2025
CT	HB 5762†	AN ACT CONCERNING ACCOMMODATIONS FOR EMPLOYEES UNDER THE PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM.	In committee	21 January 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity		
CT	HB 5763†	AN ACT CONCERNING COMPENSATION FOR BEREAVEMENT LEAVE UNDER THE PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM. Paid leave, unemployment and workers' compensation	In committee	21 January 2025
CT	HB 5776†	AN ACT CONCERNING WAGES AND SALARIES OF STATE EMPLOYEES. Wages, hours and worker classification	In committee	21 January 2025
CT	HB 5793†	AN ACT CONCERNING THE REPORTING OF NEWLY HIRED EMPLOYEES TO THE LABOR DEPARTMENT.	In committee	21 January 2025
CT	HB 5794†	AN ACT CONCERNING THE AMOUNT OF WAGES AN EMPLOYER MUST PAY TO BE SUBJECT TO THE PROVISIONS OF THE UNEMPLOYMENT COMPENSATION ACT. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	21 January 2025
CT	HB 6077†	AN ACT EXPANDING TRAINING PROGRAMS FOR CAREERS IN HEALTH CARE.	In committee	22 January 2025
CT	HB 6084†	AN ACT IMPLEMENTING THE RECOMMENDATIONS OF A REPORT ON EMPLOYMENT ASSISTANCE PROGRAMS FOR	In committee	22 January 2025

State	Bill	Title	Current status	Last action
		INDIVIDUALS WITH DISABILITIES. Discrimination, harassment and pay equity		
CT	HB 6401†	AN ACT CONCERNING WAGES OF EMPLOYEES OF CANNABIS RETAILERS. Wages, hours and worker classification	In committee	23 January 2025
CT	HB 6403†	AN ACT CONCERNING ELIGIBILITY FOR UNEMPLOYMENT BENEFITS. Paid leave, unemployment and workers' compensation	In committee	23 January 2025
CT	HB 6404†	AN ACT INCREASING THE NUMBER OF WAGE AND HOUR INVESTIGATORS AT THE LABOR DEPARTMENT. Wages, hours and worker classification	In committee	23 January 2025
CT	HB 6408	AN ACT EXPANDING COMPENSATION TO DEPENDENTS FOR A DEATH RESULTING FROM AN ACCIDENT.	■ Passed committee	6 May 2025
CT	HB 6409	AN ACT CONCERNING UNDUE DELAY IN WORKERS' COMPENSATION CLAIMS. Paid leave, unemployment and workers' compensation	■ Passed committee	22 April 2025
CT	HB 6410†	AN ACT CONCERNING PAID PRENATAL LEAVE FOR PREGNANT EMPLOYEES. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	23 January 2025

State	Bill	Title	Current status	Last action
CT	HB 6412†	AN ACT CONCERNING PREVAILING WAGE RATES ON PUBLIC WORKS CONTRACTS. Wages, hours and worker classification	In committee	23 January 2025
CT	HB 6413†	AN ACT REQUIRING UNINSURED AND UNDERINSURED MOTORIST COVERAGE FOR DEPARTMENT OF TRANSPORTATION EMPLOYEES. Paid leave, unemployment and workers' compensation	■ Passed committee	6 May 2025
CT	HB 6415†	AN ACT REQUIRING FULL-TIME STATE EMPLOYEES TO RETURN TO IN-OFFICE OR ONSITE WORK AT LEAST FIVE DAYS PER WEEK.	In committee	23 January 2025
CT	HB 6417†	AN ACT INCREASING THE PREVAILING WAGE THRESHOLDS FOR NEW CONSTRUCTION AND RENOVATIONS. Wages, hours and worker classification	In committee	23 January 2025
CT	HB 6426†	AN ACT REQUIRING A REPORT CONCERNING HEALTH CARE PLANS, RETIREMENT PLANS AND OTHER BENEFITS PROVIDED BY NONSTATE PUBLIC EMPLOYERS.	In committee	23 January 2025
CT	HB 6515	AN ACT ESTABLISHING SAFE STAFFING COMMITTEES FOR EACH CORRECTIONAL FACILITY.	In committee	24 January 2025
CT	HB 6517	AN ACT CONCERNING DISCLOSURES OF SALARY RANGES ON PUBLIC AND INTERNAL JOB POSTINGS.	■ Passed committee	3 April 2025

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
CT	HB 6518†	AN ACT CONCERNING EMPLOYERS' CHARGEABILITY FOR UNEMPLOYMENT BENEFITS. Paid leave, unemployment and workers' compensation	In committee	24 January 2025
CT	HB 6519†	AN ACT REDUCING THE EMPLOYEE CONTRIBUTION FOR THE PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM. Paid leave, unemployment and workers' compensation	In committee	24 January 2025
CT	HB 6722	AN ACT CONCERNING REIMBURSEMENT OF CERTAIN FEES FOR VETERANS OR SPONSORS OF VETERANS IN APPRENTICESHIP PROGRAMS. Wages, hours and worker classification, Discrimination, harassment and pay equity	Passed committee	13 March 2025
CT	HB 6842	AN ACT CONCERNING THE MINIMUM FAIR WAGE AND PERSONS EMPLOYED AT CANNABIS ESTABLISHMENTS. Wages, hours and worker classification	Passed chamber	12 May 2025
CT	HB 6843†	AN ACT CONCERNING THE NUMBER OF WAGE AND HOUR INVESTIGATORS AT THE LABOR DEPARTMENT. Wages, hours and worker classification	Passed committee	6 May 2025
CT	HB 6863	AN ACT CONCERNING DEFICIENCY APPROPRIATIONS FOR THE FISCAL YEAR ENDING	Enacted	2 June 2025

State	Bill	Title	Current status	Last action
		JUNE 30, 2025, AND COMPENSATION PAID TO INJURED EMPLOYEES AND THE PARENTS OF A DECEASED EMPLOYEE UNDER THE WORKERS' COMPENSATION ACT. Paid leave, unemployment and workers' compensation		
CT	HB 6904	AN ACT CONCERNING UNEMPLOYMENT BENEFITS FOR STRIKING WORKERS. Paid leave, unemployment and workers' compensation	■ Passed committee	24 March 2025
CT	HB 6905†	AN ACT CONCERNING THE WORKERS' COMPENSATION SYSTEM. Paid leave, unemployment and workers' compensation	■ Passed committee	7 April 2025
CT	HB 6955	AN ACT CONCERNING A CONTRACTOR'S RESPONSIBILITY FOR UNPAID WAGES ON A CONSTRUCTION CONTRACT. Wages, hours and worker classification	■ Passed committee	31 March 2025
CT	HB 6956	AN ACT CONCERNING YOUTH EMPLOYMENT AND TRAINING FUNDS. Workplace safety and health	■ Passed committee	24 March 2025
CT	HB 6969	AN ACT CONCERNING ELIGIBILITY FOR INCAPACITY BENEFITS UNDER THE WORKERS' COMPENSATION ACT. Paid leave, unemployment and workers' compensation	In committee	26 February 2025

State	Bill	Title	Current status	Last action
CT	HB 6999	AN ACT REQUIRING A STUDY OF MULTIPLE EMPLOYER WELFARE ARRANGEMENTS FOR TRADE ASSOCIATIONS AND A REPORT CONCERNING HEALTH CARE PLANS, RETIREMENT PLANS AND OTHER BENEFITS PROVIDED BY NONSTATE PUBLIC EMPLOYERS.	■ Passed chamber	29 May 2025
CT	HB 7045	AN ACT CONCERNING THE LEGISLATIVE COMMISSIONERS' RECOMMENDATIONS FOR MINOR AND TECHNICAL REVISIONS TO STATUTES CONCERNING LABOR.	■ Enacted	23 June 2025
CT	HB 7107	AN ACT CONCERNING A TASK FORCE TO STUDY EXPANDING GOVERNMENTAL EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITIES, UPDATES TO ABLE ACCOUNT STATUTES AND OVERSIGHT OF DRIVING PROGRAMS FOR PERSONS WITH DISABILITIES. Discrimination, harassment and pay equity	■ Enacted	1 July 2025
CT	HB 7126	AN ACT CONCERNING STATE CONTRACTING FOR STATE EMPLOYEE HEALTH INSURANCE COVERAGE AND OTHER RELATED SERVICES.	In committee	3 March 2025
CT	HB 7141	AN ACT CONCERNING COMPENSATION PAID TO INJURED EMPLOYEES AND THE PARENTS OF A DECEASED EMPLOYEE UNDER THE WORKERS' COMPENSATION ACT.	■ Passed committee	28 April 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
CT	HB 7187	AN ACT IMPLEMENTING THE RECOMMENDATIONS OF A REPORT ON EMPLOYMENT ASSISTANCE PROGRAMS FOR INDIVIDUALS WITH DISABILITIES. Discrimination, harassment and pay equity	■ Passed committee	29 April 2025
CT	HB 7196	AN ACT CONCERNING LIMITATIONS ON THE USE OF NONCOMPETE AGREEMENTS. Noncompetes and restrictive covenants	■ Passed committee	14 May 2025
CT	HB 7197	AN ACT REQUIRING PAYCHECK TRANSPARENCY. Wages, hours and worker classification	■ Passed committee	3 April 2025
CT	HB 7276	AN ACT CONCERNING THE MUNICIPAL EMPLOYEES RETIREMENT SYSTEM AND GROUP LIFE INSURANCE FOR RETIRED STATE EMPLOYEES. Paid leave, unemployment and workers' compensation	■ Passed chamber	29 May 2025
CT	HB 7287	AN ACT CONCERNING THE STATE BUDGET FOR THE BIENNIUM ENDING JUNE 30, 2027, AND MAKING APPROPRIATIONS THEREFOR, AND PROVISIONS RELATED TO REVENUE AND OTHER ITEMS IMPLEMENTING THE STATE BUDGET.	■ Enacted	30 June 2025
CT	HR 4	RESOLUTION PROPOSING APPROVAL OF A TENTATIVE	■ Passed chamber	25 March 2026

State	Bill	Title	Current status	Last action
		AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE CONNECTICUT EMPLOYEES UNION INDEPENDENT, NP-2 BARGAINING UNIT (CEUI). Unions and collective bargaining		
CT	SB 1028†	AN ACT CONCERNING WORKERS' COMPENSATION BENEFITS FOR CERTAIN MENTAL OR EMOTIONAL IMPAIRMENTS. Paid leave, unemployment and workers' compensation	In committee	22 January 2025
CT	SB 1029†	AN ACT CONCERNING WORKERS' COMPENSATION BENEFITS FOR FIREFIGHTERS AND OTHER WORKERS IMPACTED BY SIMILAR CONDITIONS THAT ARE DIAGNOSED WITH CANCER. Paid leave, unemployment and workers' compensation	In committee	22 January 2025
CT	SB 1030	AN ACT CONCERNING BREASTFEEDING IN THE WORKPLACE.	■ Passed committee	27 March 2025
CT	SB 1031†	AN ACT ESTABLISHING A FULL EMPLOYMENT TRUST FUND.	In committee	14 February 2025
CT	SB 1032†	AN ACT EXPANDING PAID FAMILY AND MEDICAL LEAVE TO ALL EMPLOYEES. Paid leave, unemployment and workers' compensation	In committee	22 January 2025
CT	SB 1035†	AN ACT CONCERNING LIMITATIONS ON THE USE OF NONDISCLOSURE AGREEMENTS.	■ Passed committee	13 May 2025

State	Bill	Title	Current status	Last action
		Noncompetes and restrictive covenants		
CT	SB 1036†	AN ACT ESTABLISHING DISCLOSURES FOR JOB POSTINGS AND EMPLOYEES. Wages, hours and worker classification	In committee	22 January 2025
CT	SB 1220	AN ACT CONCERNING HEALTH BENEFITS FOR STATE MARSHALS.	■ Passed committee	7 May 2025
CT	SB 1221	AN ACT MAKING CHANGES TO THE CONNECTICUT RETIREMENT SECURITY PROGRAM.	■ Enacted	9 June 2025
CT	SB 1222	AN ACT CONCERNING PORTAL TO PORTAL WORKERS' COMPENSATION COVERAGE FOR PUBLIC WORKS DEPARTMENT EMPLOYEES. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Passed chamber	16 May 2025
CT	SB 1254	AN ACT ESTABLISHING ADDITIONAL PROTECTIONS FOR WAREHOUSE WORKERS.	■ Passed committee	24 March 2025
CT	SB 1312	AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE LABOR DEPARTMENT.	■ Enacted	1 July 2025
CT	SB 135	AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE TECHNICAL EDUCATION AND CAREER SYSTEM.	■ Passed committee	17 March 2026
CT	SB 1370	AN ACT REQUIRING WORKERS PERFORMING OFF-SITE	■ Passed committee	13 May 2025

State	Bill	Title	Current status	Last action
		CUSTOM FABRICATION FOR A PUBLIC WORKS PROJECT TO BE PAID PREVAILING WAGE RATES. Wages, hours and worker classification		
CT	SB 1415	AN ACT CONCERNING MINIMUM WAGES FOR NURSING HOME WORKERS PROVIDING DIRECT CARE AND CERTAIN GROUP HOME WORKERS. Wages, hours and worker classification	■ Passed committee	7 May 2025
CT	SB 1417	AN ACT CONCERNING THE ESTABLISHMENT OF A NURSING HOME WORKFORCE STANDARDS BOARD. Workplace safety and health	■ Passed committee	13 May 2025
CT	SB 1419	AN ACT PROHIBITING MEDICAID REIMBURSEMENT FOR HEALTH CARE PROVIDERS WHO INCLUDE TRAINING REPAYMENT AGREEMENT PROVISIONS IN CONTRACTS WITH EMPLOYEES. Noncompetes and restrictive covenants	In committee	28 February 2025
CT	SB 1427	AN ACT EXPANDING PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM BENEFITS TO CERTAIN SCHOOL EMPLOYEES. Paid leave, unemployment and workers' compensation	■ Passed chamber	3 June 2025
CT	SB 1428†	AN ACT APPROPRIATING FUNDS FOR THE DOMESTIC WORKERS EDUCATION AND TRAINING GRANTS PROGRAM.	■ Passed committee	7 May 2025

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
CT	SB 1442	AN ACT CONCERNING LEGAL PROCEEDINGS CONDUCTED BY THE COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES. Discrimination, harassment and pay equity	Passed committee	24 April 2025
CT	SB 1455	AN ACT CONCERNING CERTAIN BUSINESS REPORTING REQUIREMENTS.	Enacted	10 June 2025
CT	SB 1465	AN ACT AUTHORIZING THE COMMISSIONER OF CONSUMER PROTECTION TO ALLOW CERTAIN SKILLED TRADE LICENSEES TO DEVIATE FROM CERTAIN SKILLED TRADE HIRING RATIOS.	Enacted	10 June 2025
CT	SB 1484	AN ACT IMPLEMENTING ARTIFICIAL INTELLIGENCE PROTECTIONS FOR EMPLOYEES. AI in hiring and workplace monitoring	Passed committee	7 May 2025
CT	SB 1485	AN ACT ESTABLISHING A WORKING GROUP TO STUDY THE APPRENTICESHIP RATIO RELIEF APPLICATION PROCESS. Wages, hours and worker classification	In committee	7 March 2025
CT	SB 1486	AN ACT CONCERNING TEMPORARY STATE EMPLOYEES AND COLLECTIVE BARGAINING. Unions and collective bargaining	Passed committee	31 March 2025
CT	SB 1487	AN ACT CONCERNING TRANSPORTATION NETWORK	Passed committee	19 May 2025

State	Bill	Title	Current status	Last action
		COMPANIES AND THIRD-PARTY DELIVERY COMPANIES.		
CT	SB 1488	AN ACT AUTHORIZING THE COMPTROLLER TO WITHHOLD PAYMENT FOR VIOLATIONS OF THE PREVAILING WAGE STATUTES. Wages, hours and worker classification	■ Passed chamber	16 May 2025
CT	SB 1524	AN ACT CONCERNING THE INCLUSION OF EMPLOYEES OF THE CONNECTICUT ASSOCIATION OF SCHOOLS IN THE TEACHERS' RETIREMENT SYSTEM. Paid leave, unemployment and workers' compensation	In committee	19 March 2025
CT	SB 1525	AN ACT CONCERNING THE TEACHERS' RETIREMENT BOARD'S RECOMMENDATIONS FOR CHANGES TO THE TEACHERS' RETIREMENT SYSTEM STATUTES. Paid leave, unemployment and workers' compensation	■ Enacted	1 July 2025
CT	SB 189†	AN ACT PERMITTING CERTAIN SPONSORING ASSOCIATIONS TO CREATE MULTIPLE EMPLOYER WELFARE ARRANGEMENTS.	In committee	8 January 2025
CT	SB 2	AN ACT CONCERNING ARTIFICIAL INTELLIGENCE. AI in hiring and workplace monitoring	■ Passed chamber	16 May 2025
CT	SB 214	AN ACT CREATING A STATE CAUSE OF ACTION FOR INJURIES RECEIVED OR ILLNESS CAUSED BY VACCINATIONS OR	In committee	8 January 2025

State	Bill	Title	Current status	Last action
		MEDICINAL TREATMENT REQUIRED AS A CONDITION OF EMPLOYMENT.		
CT	SB 221†	AN ACT REQUIRING A CLEAR AND CONSPICUOUS STATEMENT CONCERNING AN EMPLOYEE'S RIGHT TO NOT PARTICIPATE IN A UNION. Unions and collective bargaining	In committee	8 January 2025
CT	SB 224†	AN ACT CONCERNING APPLICATIONS FOR APPRENTICESHIP RATIO RELIEF. Wages, hours and worker classification	In committee	8 January 2025
CT	SB 226†	AN ACT CONCERNING APPRENTICE HIRING RATIOS. Wages, hours and worker classification	In committee	8 January 2025
CT	SB 24†	AN ACT PREVENTING OVERTIME PAYMENTS FROM BEING USED TO CALCULATE THE RETIREMENT INCOME OF STATE EMPLOYEES. Wages, hours and worker classification Companion: CT SB 25	In committee	19 March 2025
CT	SB 247	AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE AUDITORS OF PUBLIC ACCOUNTS.	■ Enacted	4 June 2026
CT	SB 26†	AN ACT PROHIBITING COLLECTIVE BARGAINING AND ARBITRATION AGREEMENTS FROM CONFLICTING WITH STATE LAW. Unions and collective bargaining	In committee	8 January 2025

State	Bill	Title	Current status	Last action
CT	SB 268	AN ACT AUTHORIZING THE COMPTROLLER TO WITHHOLD PAYMENT FOR VIOLATIONS OF THE PREVAILING WAGE STATUTES. Wages, hours and worker classification	Enacted	14 May 2026
CT	SB 271	AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE LABOR DEPARTMENT.	Passed chamber	1 May 2026
CT	SB 298	AN ACT CONCERNING THE REALLOCATION OF CERTAIN STATE FUNDS AND VARIOUS PROVISIONS RELATING TO EDUCATION, PUBLIC SAFETY, GENERAL GOVERNMENT, ELECTIONS, INTERMEDIATE CARE FACILITIES AND WAREHOUSE DISTRIBUTION CENTERS.	Enacted	15 May 2026
CT	SB 345	AN ACT CONCERNING BREASTFEEDING IN THE WORKPLACE, PRE AND POST-SHIFT HOURS AND ESTABLISHING A TASK FORCE TO STUDY WORKPLACE HEAT SAFETY STANDARDS. Workplace safety and health	Passed committee	2 April 2026
CT	SB 346	AN ACT CONCERNING THE MODIFICATIONS TO THE GOVERNOR'S WORKFORCE COUNCIL.	Enacted	4 June 2026
CT	SB 348	AN ACT CONCERNING PORTAL-TO-PORTAL WORKERS' COMPENSATION COVERAGE FOR PUBLIC WORKS DEPARTMENT EMPLOYEES. Wages, hours and worker	Passed committee	2 April 2026

State	Bill	Title	Current status	Last action
		classification, Paid leave, unemployment and workers' compensation		
CT	SB 352	AN ACT CONCERNING THE MINIMUM FAIR WAGE AND PERSONS EMPLOYED AT CANNABIS ESTABLISHMENTS. Wages, hours and worker classification	■ Passed committee	2 April 2026
CT	SB 353	AN ACT CONCERNING REASONABLE ACCOMMODATIONS IN THE WORKPLACE FOR CONDITIONS RELATED TO MENOPAUSE. Discrimination, harassment and pay equity Companion: CT SB 355	■ Passed committee	2 April 2026
CT	SB 354†	AN ACT CONCERNING STAFFING IN THE UNEMPLOYMENT INSURANCE BENEFITS DIVISION IN THE LABOR DEPARTMENT. Paid leave, unemployment and workers' compensation	■ Passed committee	20 April 2026
CT	SB 354†	AN ACT ELIMINATING PROHIBITIONS ON NONCOMPETE AGREEMENTS. Noncompetes and restrictive covenants	In committee	9 January 2025
CT	SB 356	AN ACT CONCERNING ELECTRONIC FILING OF CERTIFIED PAYROLL AND DAILY LOGS FOR CERTAIN PUBLIC WORKS PROJECTS. Wages, hours and worker classification	■ Passed committee	20 April 2026

State	Bill	Title	Current status	Last action
CT	SB 357	AN ACT CONCERNING UNEMPLOYMENT DEPENDENCY ALLOWANCE. Paid leave, unemployment and workers' compensation	Passed committee	20 April 2026
CT	SB 358	AN ACT CONCERNING THE RETENTION OF SERVICE CONTRACT WORKERS.	Passed committee	2 April 2026
CT	SB 383	AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE OFFICE OF WORKFORCE STRATEGY RELATED TO HIGHER EDUCATION.	Enacted	2 June 2026
CT	SB 389	AN ACT CONCERNING YOUTH EMPLOYMENT AND TRAINING FUNDS. Workplace safety and health	Passed committee	15 April 2026
CT	SB 410	AN ACT CONCERNING FIREFIGHTER CANCER.	Passed committee	14 April 2026
CT	SB 435	AN ACT CONCERNING AUTOMATED DECISION SYSTEMS PROTECTIONS FOR EMPLOYEES. AI in hiring and workplace monitoring	Passed committee	20 April 2026
CT	SB 436	AN ACT CONCERNING ADVANCED NOTICE OF AN EMPLOYEE'S WORK SCHEDULE BY AN EMPLOYER.	Passed committee	26 March 2026
CT	SB 437	AN ACT CONCERNING A STUDY OF MINORS AT LEAST SIXTEEN YEARS OF AGE IN THE WORKPLACE.	In committee	6 March 2026
CT	SB 439	AN ACT CONCERNING ELECTRONIC SURVEILLANCE DEVICES AND SYSTEMS AND	Enacted	2 June 2026

State	Bill	Title	Current status	Last action
		SELF-SERVICE KIOSKS IN EMPLOYEE LOUNGES. AI in hiring and workplace monitoring		
CT	SB 440	AN ACT CONCERNING UNEMPLOYMENT FOR STRIKING WORKERS. Paid leave, unemployment and workers' compensation	■ Passed committee	2 April 2026
CT	SB 441	AN ACT ESTABLISHING A TASK FORCE TO STUDY LABOR LAW VIOLATIONS BY LIMITED LIABILITY COMPANIES AND OTHER BUSINESS ENTITIES. Wages, hours and worker classification	■ Passed committee	7 April 2026
CT	SB 448†	AN ACT CONCERNING HEALTH INSURANCE COVERAGE FOR MUNICIPAL EMPLOYEES UNDER THE STATE EMPLOYEE HEALTH PLAN.	In committee	10 January 2025
CT	SB 462†	AN ACT RECOGNIZING SUBSTANCE USE DISORDER AS AN OCCUPATIONAL DISEASE. Paid leave, unemployment and workers' compensation	In committee	10 January 2025
CT	SB 471	AN ACT CONCERNING THE USE OF APPRENTICES ON PREVAILING WAGE PUBLIC WORKS PROJECTS. Wages, hours and worker classification	■ Passed committee	9 April 2026
CT	SB 472	AN ACT CONCERNING THE ELECTRONIC SURVEILLANCE OF EMPLOYEES. AI in hiring and workplace monitoring	■ Enacted	4 June 2026

State	Bill	Title	Current status	Last action
CT	SB 515	AN ACT CONCERNING THE CONNECTICUT WORKFORCE AND A PRODUCTIVITY GAP SURCHARGE.	■ Passed committee	20 April 2026
CT	SB 524†	AN ACT PROHIBITING PAYMENT OF UNEMPLOYMENT COMPENSATION TO STRIKING WORKERS. Paid leave, unemployment and workers' compensation	In committee	13 January 2025
CT	SB 538	AN ACT CONCERNING CAREER PATHWAYS AND WORKFORCE TRAINING.	In committee	14 January 2025
CT	SB 563	AN ACT CONCERNING EMPLOYMENT PROTECTIONS FOR PHYSICIANS AND PROCESSES FOR HEALTH CARE EMPLOYMENT TRANSITIONS.	In committee	14 January 2025
CT	SB 622†	AN ACT ELIMINATING THE EXEMPTION OF PUBLIC EMPLOYEES FROM PARTICIPATION IN THE PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM. Paid leave, unemployment and workers' compensation	In committee	15 January 2025
CT	SB 623†	AN ACT ELIMINATING THE REQUIREMENT THAT EMPLOYERS PROVIDE PAID SICK LEAVE IN THE EVENT OF CLOSURE BY ORDER OF A PUBLIC OFFICIAL. Paid leave, unemployment and workers' compensation	In committee	15 January 2025
CT	SB 624†	AN ACT LIMITING COLLECTIVE BARGAINING AGREEMENTS AND BINDING ARBITRATION TO	In committee	15 January 2025

State	Bill	Title	Current status	Last action
		AVAILABLE FUNDS IN THE STATE OR MUNICIPALITY'S BUDGET. Unions and collective bargaining		
CT	SB 625†	AN ACT DEFINING "DAY" FOR PURPOSES OF THE PAID SICK LEAVE STATUTES. Paid leave, unemployment and workers' compensation	In committee	15 January 2025
CT	SB 694†	AN ACT CONCERNING PARTICIPATION IN THE PAID FAMILY AND MEDICAL LEAVE PROGRAM. Paid leave, unemployment and workers' compensation	In committee	16 January 2025
CT	SB 695†	AN ACT CLARIFYING THE PREVAILING WAGE STATUTE. Wages, hours and worker classification	In committee	16 January 2025
CT	SB 8	AN ACT CONCERNING PROTECTIONS FOR WORKERS AND ENHANCEMENTS TO WORKERS' RIGHTS. Companion: CT HB 6907	■ Vetoed	23 June 2025
CT	SB 828	AN ACT ESTABLISHING A WORKING GROUP TO EXAMINE THE WORKERS' COMPENSATION PROGRAM. Paid leave, unemployment and workers' compensation	■ Passed committee	7 April 2025
CT	SB 829†	AN ACT CONCERNING PRE AND POST-SHIFT HOURS.	■ Passed committee	27 March 2025
CT	SB 830†	AN ACT ESTABLISHING SAFETY STANDARDS TO PREVENT HEAT-RELATED ILLNESS IN	■ Passed committee	7 April 2025

State	Bill	Title	Current status	Last action
		WORKPLACES. Workplace safety and health		
CT	SB 832†	AN ACT CONCERNING PROTECTIONS FOR WAREHOUSE WORKERS IN THE STATE.	In committee	21 January 2025
CT	SB 92	AN ACT ESTABLISHING ADDITIONAL PROTECTIONS FOR WAREHOUSE WORKERS.	In committee	5 February 2026
CT	SR 12	RESOLUTION PROPOSING APPROVAL OF AN AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE STATE EMPLOYEES BARGAINING AGENT COALITION (SEBAC). Unions and collective bargaining	Passed chamber	29 April 2026
DC	B 26-0639	Convention Center Dedicated Employee Amendment Act of 2026	In committee	16 October 2026
DE	HB 105	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO EMPLOYMENT PRACTICES. Wages, hours and worker classification, Discrimination, harassment and pay equity	Enacted	26 September 2025
DE	HB 128	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO THE FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	30 July 2025

State	Bill	Title	Current status	Last action
DE	HB 130	AN ACT TO AMEND TITLES 14 AND 19 OF THE DELAWARE CODE RELATING TO BARGAINING UNITS. Unions and collective bargaining	Enacted	21 August 2025
DE	HB 179	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM. Paid leave, unemployment and workers' compensation	In committee	10 June 2025
DE	HB 234†	AN ACT PROPOSING AN AMENDMENT TO ARTICLE I OF THE DELAWARE CONSTITUTION RELATING TO WORKERS' RIGHTS. Wages, hours and worker classification	Passed committee	9 June 2026
DE	HB 263	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO TRAINING AND APPRENTICESHIP PROGRAMS. Wages, hours and worker classification	Enacted	23 July 2026
DE	HB 273	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO EMPLOYMENT PRACTICES. Discrimination, harassment and pay equity	Passed committee	4 June 2026

State	Bill	Title	Current status	Last action
DE	HB 383	AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE RELATING TO PAY FOR DEPARTMENT OF TRANSPORTATION EMPLOYEES. Wages, hours and worker classification	Enacted	17 August 2026
DE	HB 432	AN ACT TO AMEND TITLE 14 OF THE DELAWARE CODE RELATING TO DELAWARE APPRENTICESHIP PROGRAMS.	In committee	17 June 2026
DE	HB 84	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO EMPLOYER-SPONSORED MEETINGS OR COMMUNICATIONS. Discrimination, harassment and pay equity, Workplace safety and health	Enacted	30 September 2026
DE	HJR 13†	DIRECTING THE DEPARTMENT OF LABOR TO STUDY THE CREATION OF A DELAWARE HEALTHCARE APPRENTICESHIP DEGREE PROGRAM AND TO REPORT FINDINGS AND RECOMMENDATIONS TO THE GOVERNOR AND THE GENERAL ASSEMBLY. Wages, hours and worker classification	Enacted	4 August 2026
DE	SB 103	AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE RELATING TO STATE PROCUREMENT. Wages, hours and worker classification	In committee	14 April 2025
DE	SB 137	AN ACT TO AMEND TITLE 5 OF THE DELAWARE CODE RELATING TO EARNED WAGE	Passed committee	18 June 2025

State	Bill	Title	Current status	Last action
		ACCESS SERVICES PROVIDERS. Wages, hours and worker classification		
DE	SB 145	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO WORKERS' COMPENSATION PAYMENTS. Paid leave, unemployment and workers' compensation	■ Enacted	30 June 2025
DE	SB 164	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	■ Enacted	30 June 2025
DE	SB 193	AN ACT TO AMEND TITLES 19 AND TITLE 29 OF THE DELAWARE CODE RELATING TO CRAFT TRAINING REQUIREMENTS IN PUBLIC WORKS CONTRACTS. Wages, hours and worker classification, Workplace safety and health	In committee	24 June 2025
DE	SB 194†	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO WAREHOUSE WORKER PROTECTIONS. Wages, hours and worker classification, Workplace safety and health	■ Passed committee	16 April 2026
DE	SB 197†	AN ACT TO AMEND TITLE 14 AND TITLE 29 OF THE DELAWARE CODE RELATING TO PROJECT LABOR AGREEMENTS FOR SCHOOL PUBLIC WORKS CONTRACTS. Wages, hours and worker	In committee	26 February 2026

State	Bill	Title	Current status	Last action
		classification, Unions and collective bargaining		
DE	SB 20	AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE RELATING TO EMPLOYER CONTRIBUTIONS TO DEFERRED COMPENSATION.	Passed committee	19 March 2025
DE	SB 24	AN ACT TO AMEND TITLES 14 AND 19 OF THE DELAWARE CODE RELATING TO THE PUBLIC SCHOOL EMPLOYMENT RELATIONS ACT AND THE PUBLIC EMPLOYMENT RELATIONS ACT. Unions and collective bargaining Companion: DE SB 25	Enacted	2 September 2025
DE	SB 241	AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE RELATING TO PROJECT LABOR AGREEMENTS. Wages, hours and worker classification, Unions and collective bargaining	Passed committee	12 March 2026
DE	SB 248	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO WORKPLACE SAFETY PROGRAM. Paid leave, unemployment and workers' compensation, Workplace safety and health	Enacted	10 June 2026
DE	SB 26	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO UNEMPLOYMENT COMPENSATION. Paid leave, unemployment and workers' compensation	Enacted	30 September 2026

State	Bill	Title	Current status	Last action
DE	SB 263	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO LABOR. Wages, hours and worker classification, Unions and collective bargaining	Enacted	24 June 2026
DE	SB 272	AN ACT TO AMEND TITLE 14 AND TITLE 29 OF THE DELAWARE CODE RELATING TO PROJECT LABOR AGREEMENTS FOR SCHOOL DISTRICT PUBLIC WORKS CONTRACTS. Wages, hours and worker classification, Unions and collective bargaining	Passed chamber	29 June 2026
DE	SB 63†	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO LABOR. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	28 January 2026
DE	SJR 14	DIRECTING THE DEPARTMENT OF EDUCATION TO CONDUCT A STUDY AND REPORT ON WORKFORCE DATA RELATING TO PUBLIC EDUCATION SUPPORT PROFESSIONALS. Wages, hours and worker classification, Workplace safety and health	Enacted	23 July 2026
DE	SJR 7	DIRECTING THE STATE EMPLOYEE BENEFITS COMMITTEE AND THE SECRETARY OF HUMAN RESOURCES TO ENGAGE WITH INDEPENDENT CONSULTANTS AND OTHER SUPPLY CHAIN TACTICS FOR COST	Enacted	25 August 2025

State	Bill	Title	Current status	Last action
		CONTAINMENT OF PRESCRIPTION DRUGS FOR STATE EMPLOYEES AND RETIREES' INSURANCE PROGRAMS. Paid leave, unemployment and workers' compensation		

State	Bill	Title	Current status	Last action
FL	HB 1065	Public Employee Housing Benefits Paid leave, unemployment and workers' compensation	Dead	13 March 2026
FL	HB 1067	Portable Benefits Accounts for Independent Contractors and Sole Proprietors Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: FL SB 1130	Dead	16 June 2025
FL	HB 1069	Occupational Injury Benefit Plans Paid leave, unemployment and workers' compensation	Dead	16 June 2025
FL	HB 1157	Verification of Reemployment Assistance Benefit Eligibility Paid leave, unemployment and workers' compensation	Dead	16 June 2025
FL	HB 1177	Labor Regulations Wages, hours and worker classification, Unions and collective bargaining	Dead	16 June 2025
FL	HB 1185	Department of Management Services Discrimination, harassment and pay equity	Dead	16 June 2025
FL	HB 1189	Diversity, Equity, and Inclusion and Affirmative Action	Dead	13 March 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
FL	HB 1217	Public Employee Collective Bargaining Unions and collective bargaining	Dead	16 June 2025
FL	HB 1219	Employment Agreements Paid leave, unemployment and workers' compensation, Noncompetes and restrictive covenants	Dead	8 July 2025
FL	HB 1225	Employment Wages, hours and worker classification	Dead	16 June 2025
FL	HB 1243	Workers' Compensation Insurance Paid leave, unemployment and workers' compensation	Dead	13 March 2026
FL	HB 1341	Department of Business and Professional Regulation	Dead	13 March 2026
FL	HB 1387	State Economic Development Contracts	Dead	13 March 2026
FL	HB 1387	Public Employees Relations Commisson Unions and collective bargaining	Dead	16 June 2025
FL	HB 1391	Earned Wage Access Services Wages, hours and worker classification	Dead	16 June 2025
FL	HB 1403	Deferred Compensation Plans for Public Employees	Dead	13 March 2026
FL	HB 1431	Portable Benefits Accounts for Independent Contractors and Sole Proprietors Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: FL SB 604	Dead	13 March 2026

State	Bill	Title	Current status	Last action
FL	HB 1435	Immigration and State-issued Identification Discrimination, harassment and pay equity	Dead	16 June 2025
FL	HB 1495	Gender Identity Employment Practices Wages, hours and worker classification, Discrimination, harassment and pay equity	Dead	16 June 2025
FL	HB 1497	Division of Labor Standards Wages, hours and worker classification	Dead	16 June 2025
FL	HB 1601	Labor Regulations Discrimination, harassment and pay equity	Dead	16 June 2025
FL	HB 1619	Employee Wages and Salary Wages, hours and worker classification, Discrimination, harassment and pay equity	Dead	16 June 2025
FL	HB 191	Verification of Reemployment Assistance Benefit Eligibility Paid leave, unemployment and workers' compensation	Dead	13 March 2026
FL	HB 197	Employment Eligibility	Dead	13 March 2026
FL	HB 221	Minimum Wage Requirements Wages, hours and worker classification, Workplace safety and health	Dead	13 March 2026
FL	HB 325	Education and Workforce Development for Inmates	Vetoed	26 June 2026
FL	HB 349	Delivery of Patient Protection Workplace safety and health	Dead	16 June 2025
FL	HB 35	Heat Illness Prevention Workplace safety and health	Dead	16 June 2025

State	Bill	Title	Current status	Last action
FL	HB 483	Manufacturing	Dead	13 March 2026
FL	HB 5005†	Collective Bargaining Unions and collective bargaining	In committee	9 April 2025
FL	HB 5201†	Collective Bargaining Unions and collective bargaining	Dead	13 March 2026
FL	HB 5201E†	Collective Bargaining Unions and collective bargaining	Dead	28 May 2026
FL	HB 541	Minimum Wage Requirements Wages, hours and worker classification, Workplace safety and health	Dead	16 June 2025
FL	HB 571	Career Planning Opportunities for Students Wages, hours and worker classification	Dead	16 June 2025
FL	HB 641	Gender Identity Employment Practices Wages, hours and worker classification, Discrimination, harassment and pay equity	Dead	13 March 2026
FL	HB 681	Apprenticeship and Preapprenticeship Program Funding Wages, hours and worker classification Companion: FL SB 1458	■ Enacted	16 June 2025
FL	HB 689	Employer Immunity from Civil Liability	Dead	13 March 2026
FL	HB 83	Protections for Public Employees who use Medical Marijuana as Qualified Patients Discrimination, harassment and pay equity	Dead	16 June 2025

State	Bill	Title	Current status	Last action
FL	HB 955	Employment Eligibility Discrimination, harassment and pay equity	Dead	16 June 2025
FL	HB 987	Department of Labor	Dead	13 March 2026
FL	HB 995	Public Employees Relations Commission Wages, hours and worker classification, Unions and collective bargaining	Passed committee	11 March 2026
FL	SB 1112	Labor Pool Act	Dead	13 March 2026
FL	SB 1236	Employers Receiving Economic Development Incentives from State Agencies	Dead	13 March 2026
FL	SB 1238	Verification of Reemployment Assistance Benefit Eligibility Paid leave, unemployment and workers' compensation	Dead	16 June 2025
FL	SB 1296	Public Employees Relations Commission Unions and collective bargaining	Enacted	5 May 2026
FL	SB 1298	Public Records/Public Employees Relations Commission Unions and collective bargaining	In committee	3 March 2026
FL	SB 1300	Education and Workforce Development for Current and Former Inmates Paid leave, unemployment and workers' compensation	Vetoed	9 March 2026
FL	SB 1328	Public Employee Collective Bargaining Unions and collective bargaining	Dead	7 April 2025
FL	SB 136	Protections for Public Employees who use Medical Marijuana as Qualified Patients	Dead	13 March 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
FL	SB 140	Whistleblower Protections for Employees and Independent Contractors of Property Insurers Wages, hours and worker classification, Discrimination, harassment and pay equity	Dead	13 March 2026
FL	SB 1412	Minimum Wage Requirements Wages, hours and worker classification	Dead	13 March 2026
FL	SB 142	Protections for Public Employees Who Use Medical Marijuana as Qualified Patients Discrimination, harassment and pay equity	Dead	16 June 2025
FL	SB 1426	Occupational Injury Benefit Plans Paid leave, unemployment and workers' compensation	Dead	16 June 2025
FL	SB 1552	Division of Labor Standards Wages, hours and worker classification	Dead	16 June 2025
FL	SB 1642	Gender Identity Employment Practices Wages, hours and worker classification, Discrimination, harassment and pay equity	Dead	13 March 2026
FL	SB 1698	Notice Requirements for Certain Employers to their Employees Unions and collective bargaining	Dead	13 March 2026
FL	SB 1702†	Employer Immunity from Civil Liability	Dead	13 March 2026
FL	SB 1776	Employment Rights Wages, hours and worker classification, Discrimination, harassment and pay equity	Dead	16 June 2025

State	Bill	Title	Current status	Last action
FL	SB 216	Verification of Reemployment Assistance Benefit Eligibility Paid leave, unemployment and workers' compensation	Dead	13 March 2026
FL	SB 2504†	Collective Bargaining Unions and collective bargaining	Enacted	3 July 2025
FL	SB 2504E†	State Employees Unions and collective bargaining	Dead	12 May 2026
FL	SB 332	Patient Protection Discrimination, harassment and pay equity, Workplace safety and health	Dead	16 June 2025
FL	SB 358	Division of Labor Standards Wages, hours and worker classification	Dead	13 March 2026
FL	SB 422	Earned Wage Access Services Wages, hours and worker classification	Dead	16 June 2025
FL	SB 440	Gender Identity Employment Practices Wages, hours and worker classification, Discrimination, harassment and pay equity	Dead	16 June 2025
FL	SB 510	Heat Illness Prevention Workplace safety and health	Dead	16 June 2025
FL	SB 676	Minimum Wage Requirements Wages, hours and worker classification	Dead	16 June 2025
FL	SB 774	911 Public Safety Telecommunicator Employment-related Mental or Nervous Injuries	Dead	13 March 2026
FL	SB 782	Immigration Discrimination, harassment and pay equity	Dead	16 June 2025

State	Bill	Title	Current status	Last action
FL	SB 922	Employment Agreements Paid leave, unemployment and workers' compensation, Noncompetes and restrictive covenants	In committee	24 April 2025
FL	SPB 2504†	State Employees Unions and collective bargaining	■ Passed both	3 April 2025
FL	SPB 2504†	State Employees Unions and collective bargaining Companion: FL SB 2504	■ Passed both	17 February 2026
GA	HB 1071†	Georgia Workplace Safety and Heat Protection Act; enact Workplace safety and health	In committee	2 February 2026
GA	HB 1119	Labor and industrial relations; pharmacy care guidelines and pharmacy management networks under workers' compensation; provide Paid leave, unemployment and workers' compensation	In committee	5 February 2026
GA	HB 1122	Insurance; group or individual accident and sickness plans; provisions	■ Passed chamber	9 March 2026
GA	HB 1157	Labor and industrial relations; preemption of wage and employment benefit mandates adopted by a local government entity; repeal certain provisions Wages, hours and worker classification	In committee	4 February 2026
GA	HB 1302†	Education and Workforce Strategy Act; enact Wages, hours and worker classification	■ Enacted	1 July 2026
GA	HB 1318	Labor and industrial relations; actuarial study on state based paid family and medical leave insurance program; provide	■ Passed committee	3 March 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
GA	HB 135	Housing; discrimination based on hairstyles associated with race, color, or national origin; prohibit Discrimination, harassment and pay equity	In committee	29 January 2025
GA	HB 1355	Workers' compensation; update law on experience modification factors, refusal of suitable employment procedures, and certain benefits Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	20 February 2026
GA	HB 1455	Labor, Department of; review and validate employment status of 1099 tax returns filed by employers on behalf of employees; establish a commission	In committee	3 March 2026
GA	HB 1464	Labor, Department of; review and validate employment status of 1099 tax returns filed by employers on behalf of employees; establish a commission Wages, hours and worker classification	In committee	3 March 2026
GA	HB 1493	Georgia Worker Empowerment Act; enact Wages, hours and worker classification, Unions and collective bargaining	In committee	6 March 2026
GA	HB 16	Labor and industrial relations; protections for warehouse distribution center workers;	In committee	15 January 2025

State	Bill	Title	Current status	Last action
		provide AI in hiring and workplace monitoring		
GA	HB 250	Better Small Business Employee Benefits Act; enact Wages, hours and worker classification	■ Passed chamber	10 March 2025
GA	HB 292	Income tax; certification of certain employers as living wage employers; provide Wages, hours and worker classification	In committee	10 February 2025
GA	HB 306	Labor and industrial relations; cause of action for workplace harassment and retaliation; provide Discrimination, harassment and pay equity	In committee	11 February 2025
GA	HB 311	Advancing Fair Employment for All Ages Act; enact Discrimination, harassment and pay equity Companion: GA HB 1204	■ Passed committee	4 April 2025
GA	HB 312	Employee Empowerment and Transparency Act; enact Paid leave, unemployment and workers' compensation	In committee	11 February 2025
GA	HB 343	Georgia Living Wage Act; enact Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	12 February 2025
GA	HB 394	Labor and industrial relations; minimum wage for certain state employees; increase Wages, hours and worker classification	In committee	13 February 2025
GA	HB 395	Labor and industrial relations; minimum wage; provide for an	In committee	13 February 2025

State	Bill	Title	Current status	Last action
		increase Wages, hours and worker classification		
GA	HB 569	Labor and industrial relations; employment security; benefits and appeals; revise certain notice provisions Paid leave, unemployment and workers' compensation	Passed chamber	6 March 2025
GA	HB 574	Labor and industrial relations; applicability of workers' compensation to employers and employees; provisions Paid leave, unemployment and workers' compensation Companion: GA SB 321	Passed committee	3 March 2026
GA	HB 600	Minimum Wage and Second Chance Act of 2025; enact Wages, hours and worker classification	In committee	27 February 2025
GA	HB 613	Administrative Services, Department of; preferences in certain public works construction contracts to a contractor participating in a registered apprenticeship program; provide Wages, hours and worker classification	Passed committee	6 March 2026
GA	HB 631	Education; require minimum base salary for certified professional personnel with bachelor's degrees be based upon national average living wage Wages, hours and worker classification	In committee	28 February 2025
GA	HB 670	Georgia Civil Rights Act of 2025; enact Discrimination, harassment and pay equity Companion: GA SB 320	In committee	3 March 2025

State	Bill	Title	Current status	Last action
GA	HB 680	Labor and industrial relations; prohibit certain employers that do not provide affordable health insurance benefits from requiring certain employees to provide a doctor's note when absent from work	In committee	3 March 2025
GA	HB 82	Georgia Guest Worker Act; enact	In committee	27 January 2025
GA	HB 914	Commissioner of Labor; ensure certain employees receive comparable pay for comparable work in jobs which require comparable skill, effort, and responsibility; authorize Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	12 January 2026
GA	HB 925	The Georgia Maternal Health Momnibus Act; enact Discrimination, harassment and pay equity	In committee	12 January 2026
GA	HB 987	Voluntary Portable Benefit Plan Act; enact Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	11 May 2026
GA	HB 991	Labor and industrial relations; definition of employment for certain services performed by certain healthcare technology platform contractors; provisions Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed committee	29 January 2026

State	Bill	Title	Current status	Last action
GA	SB 164	Trade Practices; surveillance based price discrimination and surveillance based wage discrimination; prohibit Wages, hours and worker classification, Discrimination, harassment and pay equity, AI in hiring and workplace monitoring	In committee	13 February 2025
GA	SB 180	High Demand Apprenticeship Program; opportunities for apprenticeship sponsors to enter into apprenticeship program contracts with State Board of the Technical College System of Georgia; provide Wages, hours and worker classification	Enacted	28 April 2025
GA	SB 227	Labor and Industrial Relations; protections for freelance workers; provide	In committee	21 February 2025
GA	SB 267	State's Employee Benefit Plan Council; establish health savings accounts and to continually provide for education or salary reductions for such accounts; require Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	27 February 2025
GA	SB 273	Minimum Wage; certain provisions regarding the minimum wage law; revise Wages, hours and worker classification	In committee	27 February 2025
GA	SB 282	"Fair Business Practices Act of 1975,"; requirements for earned wage access services; provide Wages, hours and worker classification	In committee	12 February 2026

State	Bill	Title	Current status	Last action
GA	SB 39	Employees' Insurance and Benefits Plans; expenses for gender-affirming care under the state health benefit plan or with any state funds; prohibit coverage Paid leave, unemployment and workers' compensation	Passed chamber	2 April 2026
GA	SB 396	Labor and Industrial Relations; retaliatory actions by certain employers against certain employees for disclosing potentially unlawful activities; prohibit Discrimination, harassment and pay equity	In committee	14 January 2026
GA	SB 417	Public Officers and Employees; public employees to self-organize or to be represented by a labor organization and bargain collectively with the state; authorize Wages, hours and worker classification, Unions and collective bargaining	In committee	27 January 2026
GA	SB 55	"Dignity and Pay Act"; enact Wages, hours and worker classification, Discrimination, harassment and pay equity	Enacted	1 July 2025
GU	B 193-38†	AN ACT TO APPROPRIATE FOUR MILLION SIX HUNDRED FIFTY-SIX THOUSAND FIVE HUNDRED SIXTY-EIGHT DOLLARS ($4,656,568) FROM THE GENERAL FUND UNAPPROPRIATED BALANCE AS OF SEPTEMBER 30, 2025 TO THE WORKER'S COMPENSATION FUND FOR THE WORKERS COMPENSATION COMMISSION TO PAY UNPAID CLAIMS...	Introduced	-

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
GU	B 210-38†	AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE “PREGNANT WORKERS... Discrimination, harassment and pay equity	Introduced	-
HI	HB 1027	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Wages, hours and worker classification, Unions and collective bargaining Companion: HI HB 1030, HI HB 1035	Enacted	12 May 2025
HI	HB 1031	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Unions and collective bargaining Companion: HI HB 1032, HI HB 1034	Enacted	12 May 2025
HI	HB 1033	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Unions and collective bargaining	Enacted	13 May 2025
HI	HB 1036	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Wages, hours and worker classification, Unions and collective bargaining	Passed chamber	2 April 2026
HI	HB 1039	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Wages, hours and worker classification, Unions and collective bargaining Companion: HI SB 1353	Passed chamber	2 April 2026

State	Bill	Title	Current status	Last action
HI	HB 1135	RELATING TO THE WAGE AND HOUR LAW. Wages, hours and worker classification	In committee	8 December 2025
HI	HB 1136	RELATING TO HAWAII RETIREMENT SAVINGS ACT. Companion: HI SB 1455	In committee	8 December 2025
HI	HB 1221	RELATING TO PROCUREMENT. Wages, hours and worker classification	■ Passed committee	8 December 2025
HI	HB 1227	RELATING TO FAMILY LEAVE. Paid leave, unemployment and workers' compensation	In committee	8 December 2025
HI	HB 1236	RELATING TO LEGISLATIVE EMPLOYEES. Unions and collective bargaining Companion: HI SB 105	In committee	8 December 2025
HI	HB 1244	RELATING TO LABOR STANDARDS AT HEALTH CARE FACILITIES. Wages, hours and worker classification	In committee	8 December 2025
HI	HB 1268	RELATING TO FAMILY LEAVE. Paid leave, unemployment and workers' compensation	In committee	8 December 2025
HI	HB 1290	RELATING TO LABOR. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	8 December 2025
HI	HB 13	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation Companion: HI SB 402	In committee	8 December 2025
HI	HB 1469	RELATING TO LABOR. Wages, hours and worker classification Companion: HI SB 357	In committee	8 December 2025

State	Bill	Title	Current status	Last action
HI	HB 1514	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	Enacted	27 May 2026
HI	HB 1515	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation Companion: HI HB 480	Enacted	24 June 2026
HI	HB 1533	RELATING TO THE MINIMUM WAGE. Wages, hours and worker classification	In committee	26 January 2026
HI	HB 158	RELATING TO UNEMPLOYMENT BENEFITS. Paid leave, unemployment and workers' compensation Companion: HI HB 722	Passed committee	8 December 2025
HI	HB 1599	RELATING TO TRANSFER OF EMPLOYEE BENEFITS. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	In committee	26 January 2026
HI	HB 161	RELATING TO COLLECTIVE BARGAINING. Unions and collective bargaining Companion: HI HB 1659, HI SB 2114, HI SB 717	Passed committee	8 December 2025
HI	HB 164	RELATING TO INDEBTEDNESS TO THE STATE. Wages, hours and worker classification Companion: HI SB 185	Passed chamber	8 December 2025
HI	HB 1649	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	In committee	26 January 2026

State	Bill	Title	Current status	Last action
HI	HB 165	RELATING TO THE HAWAII LABOR RELATIONS BOARD. Unions and collective bargaining Companion: HI SB 340	Passed committee	8 December 2025
HI	HB 1655	RELATING TO PUBLIC EMPLOYMENT. Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: HI SB 2388	Passed chamber	16 March 2026
HI	HB 1656	RELATING TO INDEBTEDNESS TO THE STATE. Wages, hours and worker classification	Passed chamber	1 May 2026
HI	HB 1658	RELATING TO COLLECTIVE BARGAINING. Unions and collective bargaining Companion: HI SB 2115	Passed chamber	1 May 2026
HI	HB 1664	RELATING TO THE HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND. Unions and collective bargaining Companion: HI HB 160, HI SB 183, HI SB 2117	Passed chamber	1 May 2026
HI	HB 168	RELATING TO PUBLIC EMPLOYMENT. Paid leave, unemployment and workers' compensation Companion: HI HB 425, HI SB 859	In committee	8 December 2025
HI	HB 1791	RELATING TO WAREHOUSE WORKERS. Wages, hours and worker classification, Workplace safety and health Companion: HI SB 2389	In committee	10 February 2026

State	Bill	Title	Current status	Last action
HI	HB 1859	RELATING TO WORKFORCE DEVELOPMENT. Companion: HI SB 2588	Passed chamber	10 March 2026
HI	HB 1872	RELATING TO AN EARLY LEARNING APPRENTICESHIP GRANT PROGRAM. Wages, hours and worker classification Companion: HI HB 549, HI SB 2666, HI SB 426	Passed chamber	30 March 2026
HI	HB 1888	RELATING TO THE SAFETY OF EDUCATIONAL WORKERS. Discrimination, harassment and pay equity, Workplace safety and health	Enacted	14 July 2026
HI	HB 202	RELATING TO THE ADEQUATE RESERVE FUND.	Passed chamber	21 April 2026
HI	HB 2024	RELATING TO THE CONSTRUCTION WORKER COVID-19 HAZARD PAY PROGRAM. Wages, hours and worker classification, Workplace safety and health Companion: HI SB 2664	In committee	28 January 2026
HI	HB 2042	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	In committee	28 January 2026
HI	HB 205	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	Passed committee	8 December 2025

State	Bill	Title	Current status	Last action
HI	HB 2091	RELATING TO PETITIONS TO TEMPORARILY RESTRAIN AND ENJOIN HARASSMENT OF AN EMPLOYEE. Discrimination, harassment and pay equity	■ Passed chamber	8 April 2026
HI	HB 2164	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	■ Passed chamber	17 March 2026
HI	HB 2165	RELATING TO THE HAWAII EMPLOYMENT SECURITY LAW. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Passed chamber	16 April 2026
HI	HB 219	RELATING TO PAID FAMILY LEAVE. Paid leave, unemployment and workers' compensation	In committee	8 December 2025
HI	HB 2212	RELATING TO A WORKFORCE BUILDER TAX CREDIT. Wages, hours and worker classification	In committee	30 January 2026
HI	HB 222	RELATING TO THE WAGE AND HOUR LAW. Wages, hours and worker classification	■ Passed chamber	8 December 2025
HI	HB 2273	MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS. Wages, hours and worker classification, Unions and collective bargaining Companion: HI SB 3091, HI SB 3092	■ Passed chamber	23 April 2026
HI	HB 2295	RELATING TO GOVERNMENT CONTRACTING. Wages, hours and worker classification Companion: HI SB 3114	In committee	19 February 2026

State	Bill	Title	Current status	Last action
HI	HB 2323	RELATING TO THE WORKERS' COMPENSATION LAW. Paid leave, unemployment and workers' compensation	■ Passed chamber	17 March 2026
HI	HB 2324	RELATING TO THE HAWAII OCCUPATIONAL SAFETY AND HEALTH LAW. Discrimination, harassment and pay equity, Workplace safety and health	■ Passed chamber	7 April 2026
HI	HB 2360	RELATING TO PAID FAMILY LEAVE. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: HI HB 755	■ Passed chamber	12 March 2026
HI	HB 2367†	RELATING TO EMPLOYMENT EARNINGS. Wages, hours and worker classification Companion: HI SB 2150	■ Passed chamber	16 March 2026
HI	HB 2370	PROPOSING AN AMENDMENT TO ARTICLE IX OF THE HAWAII STATE CONSTITUTION RELATING TO WAGE EQUITY. Wages, hours and worker classification	In committee	2 February 2026
HI	HB 2387	RELATING TO WORKERS' COMPENSATION MEDICAL BENEFITS. Paid leave, unemployment and workers' compensation Companion: HI HB 827, HI SB 828	■ Passed chamber	30 March 2026
HI	HB 2416	RELATING TO A MARITIME YOUTH APPRENTICESHIP PATHWAY PROGRAM. Wages, hours and worker classification	■ Passed chamber	27 May 2026

State	Bill	Title	Current status	Last action
HI	HB 2446	RELATING TO THE WAGE AND HOUR LAW. Wages, hours and worker classification	Passed committee	19 February 2026
HI	HB 2455	RELATING TO EMPLOYMENT PRACTICES. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity, Workplace safety and health Companion: HI SB 3186	Passed chamber	23 April 2026
HI	HB 2468	RELATING TO INTERNSHIP PROGRAMS. Wages, hours and worker classification	Passed chamber	1 May 2026
HI	HB 2506	RELATING TO THE MINIMUM WAGE. Wages, hours and worker classification Companion: HI SB 3235	In committee	2 February 2026
HI	HB 2562	RELATING TO WORKPLACE VIOLENCE IN HEALTH CARE SETTINGS. Workplace safety and health	In committee	6 February 2026
HI	HB 2587	RELATING TO LABOR. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: HI SB 3292	Passed committee	17 February 2026
HI	HB 325	RELATING TO MEDICAL CANNABIS. Discrimination, harassment and pay equity	Passed committee	8 December 2025
HI	HB 423	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	Passed chamber	2 April 2026

State	Bill	Title	Current status	Last action
HI	HB 430	RELATING TO INTERNSHIPS. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	1 July 2025
HI	HB 477	RELATING TO THE HAWAII EMPLOYMENT SECURITY LAW. Paid leave, unemployment and workers' compensation	Enacted	25 June 2025
HI	HB 478	RELATING TO EMPLOYMENT. Wages, hours and worker classification Companion: HI SB 458	In committee	8 December 2025
HI	HB 479	RELATING TO THE TIP CREDIT. Wages, hours and worker classification Companion: HI SB 604	In committee	8 December 2025
HI	HB 524	RELATING TO WAGES. Wages, hours and worker classification	In committee	8 December 2025
HI	HB 555	RELATING TO EMPLOYMENT PRACTICES. Discrimination, harassment and pay equity	Passed committee	8 December 2025
HI	HB 616	RELATING TO THE SAFETY OF EDUCATIONAL WORKERS. Discrimination, harassment and pay equity, Workplace safety and health	Passed chamber	8 December 2025
HI	HB 618	RELATING TO HAZARD PAY BONUS. Wages, hours and worker classification, Unions and collective bargaining, Workplace safety and health Companion: HI SB 181	In committee	8 December 2025
HI	HB 684	RELATING TO INCOME. Wages, hours and worker classification Companion: HI SB 214	In committee	8 December 2025

State	Bill	Title	Current status	Last action
HI	HB 695	RELATING TO PAID FAMILY LEAVE. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: HI SB 1054, HI SB 852	In committee	8 December 2025
HI	HB 822	RELATING TO EMPLOYMENT. Paid leave, unemployment and workers' compensation	In committee	8 December 2025
HI	HB 84	RELATING TO THE MINIMUM WAGE. Wages, hours and worker classification	In committee	8 December 2025
HI	HB 847	RELATING TO HAWAII RETIREMENT SAVINGS ACT.	■ Passed committee	8 December 2025
HI	HB 848	RELATING TO EMPLOYER-UNION HEALTH BENEFITS TRUST FUND CONTRIBUTIONS. Unions and collective bargaining	In committee	8 December 2025
HI	HB 864	RELATING TO EDUCATION. Paid leave, unemployment and workers' compensation	■ Passed chamber	8 December 2025
HI	HB 887	RELATING TO PREVAILING WAGES. Wages, hours and worker classification	In committee	8 December 2025
HI	HB 938	RELATING TO THE MOTOR VEHICLE INDUSTRY LICENSING ACT.	In committee	8 December 2025
HI	HB 956	RELATING TO IRONWORKERS. Wages, hours and worker classification Companion: HI SB 136	In committee	8 December 2025
HI	HCR 112	REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO COLLABORATE WITH STATE DEPARTMENTS, AGENCIES, AND LABOR ORGANIZATIONS IN	■ Passed chamber	24 April 2026

State	Bill	Title	Current status	Last action
		COMPLETING THE COMPREHENSIVE REVIEW OF THE CLASSIFICATION AND COMPENSATION SYSTEMS FOR ALL CIVIL SERVICE POSITIONS UNDER ITS JURISDICTION. Unions and collective bargaining Companion: HI HR 104, HI SCR 85, HI SR 75		
HI	HCR 172	REQUESTING THE AUDITOR TO CONDUCT A PERFORMANCE AND PROCUREMENT AUDIT OF THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO REVIEW ITS COMPLIANCE WITH THE HAWAII PUBLIC PROCUREMENT CODE.	■ Passed chamber	2 April 2026
HI	HCR 179	REQUESTING THE SENATE STANDING COMMITTEE ON LABOR AND TECHNOLOGY AND HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON LABOR TO CONVENE A LEGISLATIVE WORKING GROUP TO DEVELOP RECOMMENDATIONS FOR ESTABLISHING AND IMPLEMENTING A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR THE STATE. Paid leave, unemployment and workers' compensation Companion: HI HR 175, HI SCR 145, HI SR 117	■ Passed committee	28 March 2025
HI	SB 1057	RELATING TO PROCUREMENT. Wages, hours and worker classification	■ Passed chamber	8 December 2025
HI	SB 1161	RELATING TO NON-COMPETE CLAUSES. Noncompetes and restrictive covenants	In committee	8 December 2025

State	Bill	Title	Current status	Last action
HI	SB 1287	RELATING TO TRANSPARENCY. Wages, hours and worker classification	Passed chamber	8 December 2025
HI	SB 1352	RELATING TO PUBLIC EMPLOYMENT COST ITEMS. Wages, hours and worker classification, Unions and collective bargaining	Passed chamber	8 December 2025
HI	SB 1454	RELATING TO THE WAGE AND HOUR LAW. Wages, hours and worker classification	Enacted	29 May 2025
HI	SB 1503	RELATING TO WORKFORCE DEVELOPMENT.	Passed chamber	8 December 2025
HI	SB 1523	RELATING TO PRIVATE SECTOR COLLECTIVE BARGAINING RIGHTS. Wages, hours and worker classification, Unions and collective bargaining Companion: HI HB 931	Passed chamber	8 December 2025
HI	SB 1568	RELATING TO PREVAILING WAGES. Wages, hours and worker classification	In committee	8 December 2025
HI	SB 162	RELATING TO WORKFORCE DEVELOPMENT.	In committee	8 December 2025
HI	SB 1660	RELATING TO EMPLOYMENT. Discrimination, harassment and pay equity, Workplace safety and health	Passed chamber	8 December 2025
HI	SB 2017	RELATING TO HEALTHY WORKPLACES. Discrimination, harassment and pay equity	In committee	28 January 2026

State	Bill	Title	Current status	Last action
HI	SB 2088	RELATING TO HEALTH CARE PLANS FOR WORKERS. Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: HI HB 1545	Passed chamber	20 March 2026
HI	SB 2120	RELATING TO TRANSFER OF EMPLOYEE BENEFITS. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Passed chamber	12 February 2026
HI	SB 2129	RELATING TO THE DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT, AND TOURISM. Wages, hours and worker classification Companion: HI SB 981	Passed chamber	11 February 2026
HI	SB 2140	RELATING TO COUNTY LABOR STANDARDS. Wages, hours and worker classification Companion: HI HB 1660, HI HB 1866	Enacted	26 May 2026
HI	SB 2273	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	In committee	4 February 2026
HI	SB 2292	RELATING TO WORKERS' COMPENSATION MEDICAL TREATMENT. Paid leave, unemployment and workers' compensation	In committee	4 February 2026
HI	SB 2386†	RELATING TO EMPLOYMENT EARNINGS. Wages, hours and worker classification	Passed chamber	21 April 2026
HI	SB 2460	RELATING TO PRIVATE SECTOR COLLECTIVE BARGAINING RIGHTS.	In committee	4 February 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, Unions and collective bargaining		
HI	SB 2663	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	Passed chamber	11 February 2026
HI	SB 2751	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	Passed chamber	3 March 2026
HI	SB 2931	RELATING TO LONG-TERM CARE. Wages, hours and worker classification	In committee	30 January 2026
HI	SB 2968	RELATING TO EMPLOYMENT. Workplace safety and health Companion: HI HB 2405	Passed chamber	18 February 2026
HI	SB 2998	RELATING TO MEDICAL CANNABIS. Discrimination, harassment and pay equity	In committee	30 January 2026
HI	SB 3038	RELATING TO INCARCERATED PERSONS. Wages, hours and worker classification	In committee	30 January 2026
HI	SB 3075	RELATING TO THE DEPARTMENT OF THE ATTORNEY GENERAL. Unions and collective bargaining	In committee	30 January 2026
HI	SB 3090	MAKING EMERGENCY APPROPRIATIONS FOR PUBLIC EMPLOYMENT COST ITEMS. Wages, hours and worker classification, Unions and collective bargaining, Workplace safety and health	Passed chamber	16 April 2026
HI	SB 3135	RELATING TO STATE EMPLOYEE BENEFITS. Wages, hours and worker classification,	In committee	2 February 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
HI	SB 3143	RELATING TO THE WORKERS' COMPENSATION LAW. Paid leave, unemployment and workers' compensation	In committee	2 February 2026
HI	SB 3144	RELATING TO THE HAWAII OCCUPATIONAL SAFETY AND HEALTH LAW. Discrimination, harassment and pay equity, Workplace safety and health	Enacted	26 May 2026
HI	SB 3170	RELATING TO WORKFORCE DEVELOPMENT.	In committee	2 February 2026
HI	SB 3179	RELATING TO THE SAFETY OF EDUCATIONAL WORKERS. Discrimination, harassment and pay equity, Workplace safety and health	Passed chamber	20 March 2026
HI	SB 3180	RELATING TO STATE EMPLOYMENT. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Passed chamber	30 March 2026
HI	SB 3196	RELATING TO LABOR DAY. Wages, hours and worker classification	In committee	2 February 2026
HI	SB 327	RELATING TO INTERNSHIPS. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed chamber	8 December 2025
HI	SB 342	RELATING TO PAID FAMILY LEAVE. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed chamber	8 December 2025
HI	SB 358	RELATING TO FAIR SCHEDULING. Wages, hours and worker classification	In committee	8 December 2025

State	Bill	Title	Current status	Last action
HI	SB 397†	RELATING TO CHILD LABOR LAW. Wages, hours and worker classification, Workplace safety and health	In committee	8 December 2025
HI	SB 407	RELATING TO EMPLOYEE BENEFITS. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	8 December 2025
HI	SB 410	RELATING TO STATE AND COUNTY EMPLOYMENT.	In committee	8 December 2025
HI	SB 420	RELATING TO EDUCATION. Paid leave, unemployment and workers' compensation Companion: HI HB 1068, HI SB 1387	■ Passed chamber	8 December 2025
HI	SB 424	RELATING TO LABOR STANDARDS AT HEALTH CARE FACILITIES. Wages, hours and worker classification	In committee	8 December 2025
HI	SB 452	RELATING TO MEAL BREAKS. Unions and collective bargaining	In committee	8 December 2025
HI	SB 455	RELATING TO MINIMUM WAGE. Wages, hours and worker classification	In committee	8 December 2025
HI	SB 461	RELATING TO WAGES. Wages, hours and worker classification	In committee	8 December 2025
HI	SB 505	RELATING TO THE MINIMUM WAGE. Wages, hours and worker classification	In committee	8 December 2025
HI	SB 554	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	In committee	8 December 2025
HI	SB 555	RELATING TO WORKERS' COMPENSATION.	In committee	8 December 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
HI	SB 638	RELATING TO EMPLOYMENT PRACTICES. Wages, hours and worker classification	In committee	8 December 2025
HI	SB 7	RELATING TO HEALTHY WORKPLACES. Discrimination, harassment and pay equity	In committee	8 December 2025
HI	SB 716	RELATING TO HAWAII EMPLOYMENT SECURITY LAW. Paid leave, unemployment and workers' compensation	■ Passed chamber	8 December 2025
HI	SB 720	RELATING TO WORKERS' COMPENSATION. Paid leave, unemployment and workers' compensation	In committee	8 December 2025
HI	SB 997†	RELATING TO ENERGY. Wages, hours and worker classification	■ Passed chamber	8 December 2025

State	Bill	Title	Current status	Last action
IA	HF 1044†	A bill for an act relating to and making appropriations for state government administration and regulation, including the department of administrative services, auditor of state, ethics and campaign disclosure board, offices of governor and lieutenant governor, department of...	■ Enacted	27 June 2025
IA	HF 170	A bill for an act providing for employment leave for employees of railroad corporations to attend a school-sponsored activity and making penalties applicable.	■ Passed committee	19 February 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
IA	HF 18	A bill for an act establishing a diminished salary offset for unemployment benefits. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	14 January 2025
IA	HF 184†	A bill for an act relating to civil liability for employers of minors.	In committee	30 January 2025
IA	HF 185	A bill for an act requiring the consideration of project labor agreements for certain state construction projects.	In committee	30 January 2025
IA	HF 2006	A bill for an act relating to health care coverage of certain nonstate public employees and officials under the state health insurance plan, providing fees, making appropriations, and including effective date provisions. Companion: IA HF 716	In committee	13 January 2026
IA	HF 2029	A bill for an act relating to health care coverage of public school district personnel under the state health insurance plan, providing fees, making appropriations, and including effective date provisions.	Passed committee	10 February 2026
IA	HF 2072	A bill for an act relating to the prohibition of noncompete clauses in certain employment contracts entered into by the university of Iowa hospitals and clinics, and including effective date provisions. Noncompetes and restrictive covenants	Dead	2 March 2026

State	Bill	Title	Current status	Last action
IA	HF 2088†	A bill for an act relating to fraudulent practices including providing a false social security number to an employer or prospective employer, and making penalties applicable.	Passed committee	19 February 2026
IA	HF 2129	A bill for an act establishing a water and wastewater operator apprenticeship and work release pilot program for inmates, and making appropriations. Wages, hours and worker classification Companion: IA HF 2588	Passed committee	18 February 2026
IA	HF 2146	A bill for an act relating to leaves of absence from civil public employment for members of the military.	In committee	21 January 2026
IA	HF 2156	A bill for an act relating to the eligibility of certain individuals employed by educational institutions for unemployment insurance benefits between two successive academic years or terms. Paid leave, unemployment and workers' compensation	In committee	26 January 2026
IA	HF 2177	A bill for an act providing paid leave to state employees for volunteer activities. Paid leave, unemployment and workers' compensation Companion: IA HF 674	Passed committee	5 February 2026
IA	HF 2212	A bill for an act establishing a state minimum hourly wage for direct care professionals. Wages, hours and worker classification Companion: IA HF 375	In committee	29 January 2026

State	Bill	Title	Current status	Last action
IA	HF 2240	A bill for an act creating an endowment tax on the endowment value of certain Iowa colleges and universities, limiting charges relating to certain endowment funds, making appropriations to workforce grant and incentive programs, and making appropriations to supplement tuition... Wages, hours and worker classification	In committee	30 January 2026
IA	HF 2254†	A bill for an act relating to the prohibition of noncompete clauses in certain employment contracts entered into by the university of Iowa hospitals and clinics, and including effective date provisions. Noncompetes and restrictive covenants	■ Enacted	2 June 2026
IA	HF 2264	A bill for an act relating to the minimum per hour wage provided to home health aides under the Medicaid program, and making an appropriation. Wages, hours and worker classification	In committee	3 February 2026
IA	HF 2266	A bill for an act providing for family medical leave for grandparents and providing penalties and remedies. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
IA	HF 2267	A bill for an act relating to the maximum amount of unemployment benefits payable during a benefit year. Paid leave, unemployment and workers' compensation Companion: IA HF 2384, IA HF 455, IA SF 157, IA SF 358	In committee	3 February 2026

State	Bill	Title	Current status	Last action
IA	HF 2318	A bill for an act relating to eligibility for unemployment benefits for participants in strikes or other labor disputes. Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: IA HF 282	In committee	6 February 2026
IA	HF 2319	A bill for an act exempting service performed for certain employers from eligibility for unemployment insurance, and including applicability provisions. Paid leave, unemployment and workers' compensation	Passed committee	19 February 2026
IA	HF 232	A bill for an act relating to credit for accrued sick leave of public safety employees. Paid leave, unemployment and workers' compensation	In committee	6 February 2025
IA	HF 2378	A bill for an act increasing the state minimum hourly wage and providing for subsequent increases by the same percentage as the increase in federal social security benefits. Wages, hours and worker classification	In committee	31 March 2026
IA	HF 2380	A bill for an act providing for a community-based wage enforcement program for purposes of the state wage payment collection and minimum wage laws. Wages, hours and worker classification	In committee	31 March 2026
IA	HF 2385	A bill for an act prohibiting the misclassification of employees as independent contractors, providing penalties, and including applicability provisions.	In committee	31 March 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification Companion: IA HF 348		
IA	HF 2456	A bill for an act relating to employment of persons with disabilities. Discrimination, harassment and pay equity	In committee	16 February 2026
IA	HF 2502	A bill for an act relating to paid parental leave for state employees, and including effective date provisions. Paid leave, unemployment and workers' compensation	Enacted	1 May 2026
IA	HF 2513	A bill for an act prohibiting institutions of higher education from entering into employment contracts with citizens of federally designated foreign adversaries and state sponsors of terrorism holding certain visas. Noncompetes and restrictive covenants	Passed chamber	26 March 2026
IA	HF 26	A bill for an act relating to the treatment of adoptive parent employees and making penalties applicable.	Dead	14 March 2025
IA	HF 2607	A bill for an act exempting service performed for certain employers from eligibility for unemployment insurance, and including applicability provisions. Paid leave, unemployment and workers' compensation	In committee	10 March 2026
IA	HF 2611	A bill for an act relating to unlawful practices involving providing a false social security number to an employer or prospective employer,	In committee	6 March 2026

State	Bill	Title	Current status	Last action
		or to a potential employee, and making penalties applicable.		
IA	HF 2630	A bill for an act relating to salaries of peace officers of the department of public safety. Wages, hours and worker classification	In committee	19 February 2026
IA	HF 2631	A bill for an act relating to a family leave and medical leave insurance program that provides for paid, job-protected leave for certain family leave and medical leave reasons for eligible employees of specified employers. Paid leave, unemployment and workers' compensation Companion: IA SF 109, IA SF 2239	In committee	31 March 2026
IA	HF 281†	A bill for an act repealing provisions of law concerning rights relating to labor organization membership. Unions and collective bargaining	In committee	10 February 2025
IA	HF 283	A bill for an act increasing the state minimum hourly wage and providing for subsequent increases by the same percentage as the increase in federal social security benefits. Wages, hours and worker classification Companion: IA SF 101, IA SF 2045	In committee	10 February 2025
IA	HF 349†	A bill for an act relating to the state minimum hourly wage. Wages, hours and worker classification	In committee	12 February 2025
IA	HF 421	A bill for an act relating to injuries subject to workers' compensation and including retroactive applicability provisions.	In committee	17 February 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
IA	HF 432	A bill for an act relating to eligibility for financial assistance from the department of workforce development for certain apprenticeship programs. Wages, hours and worker classification	In committee	17 February 2025
IA	HF 441	A bill for an act concerning the functions of the employment appeal board; the workers' compensation commissioner; and the department of inspections, appeals, and licensing relating to contested cases, judicial review, and liability. Paid leave, unemployment and workers' compensation	■ Enacted	19 May 2025
IA	HF 450	A bill for an act relating to standards for determination of loss or permanent impairment for purposes of permanent partial disability under workers' compensation and including applicability provisions. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: IA SF 454	In committee	26 February 2025
IA	HF 478	A bill for an act requiring the payment of local prevailing wage rates to persons working on public improvements for public bodies, providing remedies and penalties, and including effective date provisions. Wages, hours and worker classification	In committee	19 February 2025

State	Bill	Title	Current status	Last action
IA	HF 538	A bill for an act relating to employment of persons with disabilities. Discrimination, harassment and pay equity	In committee	26 February 2025
IA	HF 585	A bill for an act relating to severance payments provided for in school administrator employment contracts and including applicability provisions. Noncompetes and restrictive covenants	In committee	25 February 2025
IA	HF 611†	A bill for an act providing for increased wage rates for required work on certain holidays and making penalties and remedies applicable. Wages, hours and worker classification	In committee	26 February 2025
IA	HF 672	A bill for an act relating to mandatory subjects of negotiation for public employee collective bargaining and including applicability provisions. Unions and collective bargaining	In committee	28 February 2025
IA	HF 673	A bill for an act requiring certain weekly workers' compensation benefits to be calculated by including an employee's overtime and premium pay, and to include an annual cost-of-living adjustment. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	28 February 2025
IA	HF 675	A bill for an act requiring employers to provide employees with meal periods and rest periods and providing penalties.	In committee	28 February 2025

State	Bill	Title	Current status	Last action
IA	HF 676	A bill for an act requiring employers to provide reasonable accommodations to employees based on pregnancy or childbirth and making penalties applicable. Discrimination, harassment and pay equity	In committee	28 February 2025
IA	HF 677	A bill for an act designating correctional officers as public safety employees for purposes of the public employment relations Act and including applicability provisions.	In committee	28 February 2025
IA	HF 681	A bill for an act establishing a wage and hour division in the department of inspections, appeals, and licensing. Wages, hours and worker classification	In committee	28 February 2025
IA	HF 686	A bill for an act providing for paid medical leave and providing penalties and remedies. Paid leave, unemployment and workers' compensation	In committee	28 February 2025
IA	HF 690	A bill for an act relating to employment benefits for public safety employees and volunteers of cities and counties and making appropriations.	In committee	28 February 2025
IA	HF 732	A bill for an act relating to inmates, including requiring inmates to be paid the minimum wage for labor performed in or while under the custody of an institution under the control of the department of corrections, and the automatic restoration of the right to vote. Wages, hours and worker classification	In committee	4 March 2025

State	Bill	Title	Current status	Last action
IA	HF 738	A bill for an act establishing a centralized accommodation grant program and making appropriations. Discrimination, harassment and pay equity	In committee	5 March 2025
IA	HF 742	A bill for an act establishing requirements relating to heat response in work areas and providing penalties.	In committee	5 March 2025
IA	HF 750	A bill for an act relating to leave of absence from civil employment provided to members of the military. Paid leave, unemployment and workers' compensation	In committee	5 March 2025
IA	HF 767	A bill for an act concerning private sector employee drug testing. Companion: IA HSB 26, IA SSB 1014	Enacted	6 June 2025
IA	HF 80	A bill for an act prohibiting school districts and charter schools from taking disciplinary action against employees, contractors, or students for the use of legal names, the use of student names as listed in school registration forms or records, or for the failure to use... Wages, hours and worker classification Companion: IA SF 8	Passed committee	28 January 2025
IA	HF 823	A bill for an act relating to unpaid leave for appointments with a county commission of veteran affairs. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	6 March 2025

State	Bill	Title	Current status	Last action
IA	HF 889†	A bill for an act relating to government employee paid leave. Paid leave, unemployment and workers' compensation	Enacted	6 June 2025
IA	HF 967	A bill for an act relating to benefits and contributions for members of the Iowa public employees' retirement system who are employed in a protection occupation. Paid leave, unemployment and workers' compensation	Dead	28 April 2025
IA	HJR 2008	A joint resolution proposing an amendment to the Constitution of the State of Iowa relating to worker rights.	In committee	31 March 2026
IA	HSB 112	A bill for an act providing for the continuation of health insurance in certain circumstances for the surviving spouse and each surviving child of employees of the state of Iowa. Paid leave, unemployment and workers' compensation	Passed committee	11 March 2025
IA	HSB 18	A bill for an act concerning the functions of the employment appeal board; the workers' compensation commissioner; and the department of inspections, appeals, and licensing relating to contested cases, judicial review, and liability. Paid leave, unemployment and workers' compensation	Passed committee	17 February 2025
IA	HSB 212	A bill for an act relating to affirmative action and equal opportunity requirements for state and certain educational entities.	Passed committee	26 February 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity Companion: IA HSB 668		
IA	HSB 217	A bill for an act requiring school districts, charter schools, and innovation zone schools to adopt policies related to carrying out a reduction in force. Companion: IA HF 859	Passed committee	7 March 2025
IA	HSB 265	A bill for an act relating to benefits for members of the Iowa public employees' retirement system who are employed in a protection occupation. Paid leave, unemployment and workers' compensation	Passed committee	18 March 2025
IA	HSB 315	A bill for an act relating to unemployment insurance taxes on employers. Paid leave, unemployment and workers' compensation Companion: IA HF 980, IA HSB 114	Passed committee	27 March 2025
IA	HSB 579†	A bill for an act relating to paid parental leave for state employees. Paid leave, unemployment and workers' compensation Companion: IA 5502XD, IA SSB 3032	Passed committee	16 February 2026
IA	HSB 663	A bill for an act relating to qualifications for certain rights and privileges prescribed by the state, including state employment, professional licensure, voter registration, and bail, and making penalties applicable. Companion: IA HF 2608	Passed committee	19 February 2026
IA	HSB 674	A bill for an act relating to apprenticeships and other career	Passed committee	16 February 2026

State	Bill	Title	Current status	Last action
		training and making appropriations. Wages, hours and worker classification		
IA	HSB 68	A bill for an act relating to workforce training, unemployment insurance, adult education, and other functions and programs of the department of workforce development, the workforce development board, and local workforce development boards, and making appropriations. Paid leave, unemployment and workers' compensation Companion: IA HF 722, IA SF 222	Passed committee	4 March 2025
IA	HSB 78	A bill for an act relating to government employee paid leave. Paid leave, unemployment and workers' compensation	Passed committee	7 March 2025
IA	SF 110	A bill for an act concerning private sector employee drug testing.	Dead	14 May 2025
IA	SF 134	A bill for an act requiring employers to provide reasonable accommodations to employees based on pregnancy or childbirth and providing civil penalties. Discrimination, harassment and pay equity	In committee	30 January 2025
IA	SF 147	A bill for an act relating to wage payment collection issues arising between employers and employees, providing penalties and remedies, and including effective date provisions. Wages, hours and worker classification Companion: IA SF 2046	In committee	30 January 2025

State	Bill	Title	Current status	Last action
IA	SF 155	A bill for an act prohibiting employers and employment agencies from seeking the criminal record or criminal history from applicants for employment under certain circumstances, establishing a criminal history employment application task force, providing penalties, and including... Discrimination, harassment and pay equity	In committee	30 January 2025
IA	SF 187	A bill for an act relating to wage discrimination under the Iowa civil rights Act of 1965 and making penalties applicable. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	4 February 2025
IA	SF 190	A bill for an act establishing certain privileges for communications made regarding incidents of sexual assault, harassment, or discrimination and creating a special motion for expedited relief in such actions. Discrimination, harassment and pay equity	In committee	4 February 2025
IA	SF 194	A bill for an act relating to the amount of compensation paid to school district employees, including by establishing an educator supplement for all fund to be administered by the department of education, and modifying the amount of compensation paid to teachers, certain...	In committee	10 February 2025
IA	SF 196	A bill for an act relating to employment matters involving public employees including	In committee	5 February 2025

State	Bill	Title	Current status	Last action
		collective bargaining, educator employment matters, personnel records and settlement agreements, city civil service requirements, and health insurance matters, and including effective date... Unions and collective bargaining Companion: IA SF 263, IA SF 452		
IA	SF 20	A bill for an act relating to disclosure to the general assembly of information concerning nongovernmental employers and providing remedies. Companion: IA HF 465, IA SF 308	Passed committee	13 February 2025
IA	SF 2009	A bill for an act relating to certain employees of the department of corrections, including collective bargaining, health insurance for a surviving spouse and children of certain employees of the department, and certain operational and employment matters involving the... Unions and collective bargaining	In committee	14 January 2026
IA	SF 2031	A bill for an act relating to arbitrator awards concerning base wages in public employee collective bargaining and including effective date and applicability provisions. Wages, hours and worker classification, Unions and collective bargaining	In committee	14 January 2026
IA	SF 2041	A bill for an act providing for payroll deduction for membership dues to an employee organization under public employee collective bargaining, and including applicability provisions.	In committee	14 January 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, Unions and collective bargaining		
IA	SF 2087	A bill for an act relating to work search requirements for unemployment benefits for certain individuals with disabilities. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Passed committee	22 January 2026
IA	SF 2089	A bill for an act relating to information provided to the department of workforce development during the fact-finding process for claims for unemployment benefits. Paid leave, unemployment and workers' compensation	Passed chamber	26 March 2026
IA	SF 2168	A bill for an act relating to workforce matters including apprenticeships and other career training, unemployment insurance, and membership of the state workforce development board, making appropriations, and including effective date provisions. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	2 June 2026
IA	SF 2169	A bill for an act relating to apprenticeships. Wages, hours and worker classification Companion: IA HF 2466	Passed committee	19 March 2026
IA	SF 2211	A bill for an act relating to the Iowa medical freedom Act, including limitations on requiring medical interventions by businesses, governmental entities, and educational institutions, modifying	In committee	12 February 2026

State	Bill	Title	Current status	Last action
		state authority during public health disasters, and including effective date...		
IA	SF 2248	A bill for an act providing for paid family and medical leave to certain employees who have a child receiving inpatient care in a neonatal intensive care unit. Paid leave, unemployment and workers' compensation	In committee	12 February 2026
IA	SF 2277	A bill for an act relating to rights of employees and requirements of employers with respect to labor union membership. Unions and collective bargaining	In committee	12 February 2026
IA	SF 2346	A bill for an act allowing certain cities to opt out of the municipal fire and police retirement system. Paid leave, unemployment and workers' compensation	Passed committee	18 February 2026
IA	SF 2414	A bill for an act relating to automated decision systems used by employers. AI in hiring and workplace monitoring	In committee	23 February 2026
IA	SF 2437	A bill for an act relating to health insurance coverage for surviving spouses and children of deceased fire fighters and peace officers, and health insurance coverage for disabled or injured fire fighters and peace officers. Companion: IA SF 2348	Passed committee	23 February 2026
IA	SF 272	A bill for an act concerning retirement and employment benefits associated with cancer, and making appropriations.	In committee	3 March 2025

State	Bill	Title	Current status	Last action
IA	SF 30	A bill for an act relating to employees of the department of corrections and including applicability provisions.	In committee	16 January 2025
IA	SF 311	A bill for an act relating to city civil service employees and related procedures and including effective date provisions.	Enacted	19 May 2025
IA	SF 33	A bill for an act providing credit for accrued sick leave for certain law enforcement officers. Paid leave, unemployment and workers' compensation	Passed committee	22 January 2025
IA	SF 346	A bill for an act relating to procedures for grievances under the merit system for state employees.	In committee	19 February 2025
IA	SF 355	A bill for an act relating to overtime pay earned by state employees. Wages, hours and worker classification	In committee	19 February 2025
IA	SF 372	A bill for an act concerning eligibility for unemployment benefits. Paid leave, unemployment and workers' compensation	In committee	24 February 2025
IA	SF 377†	A bill for an act prohibiting the consideration of the deployment, implementation, or use of a motor carrier safety improvement when determining a person's employment status.	Enacted	28 March 2025

State	Bill	Title	Current status	Last action
IA	SF 380	A bill for an act relating to prohibitions on noncompete covenants involving nurses and including applicability provisions. Noncompetes and restrictive covenants	In committee	24 February 2025
IA	SF 381	A bill for an act relating to youth employment and providing penalties. Workplace safety and health	In committee	24 February 2025
IA	SF 442	A bill for an act relating to education, including by modifying provisions related to the calculation of the teacher salary supplement district cost per pupil, teacher preparation requirements, out-of-state placement of certain specified students requiring special education, the... Wages, hours and worker classification	Dead	9 April 2025
IA	SF 455	A bill for an act requiring certain weekly workers' compensation benefits to be calculated by including an employee's overtime and premium pay, and to include an annual cost-of-living adjustment. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	27 February 2025
IA	SF 456	A bill for an act relating to the choice of doctor to treat injured employees under workers' compensation laws and including effective date and applicability provisions. Paid leave, unemployment and workers' compensation	In committee	27 February 2025

State	Bill	Title	Current status	Last action
IA	SF 466	A bill for an act providing for disqualification for unemployment benefits due to separation from short-term employment with a fixed end date and including applicability provisions. Paid leave, unemployment and workers' compensation	Passed committee	16 June 2025
IA	SF 472†	A bill for an act relating to retention and recertification elections for public employee collective bargaining units and including effective date and applicability provisions. Unions and collective bargaining	Enacted	19 May 2026
IA	SF 487	A bill for an act relating to employer recordkeeping and auditing requirements for purposes of unemployment insurance and including applicability provisions. Paid leave, unemployment and workers' compensation	Passed chamber	17 March 2026
IA	SF 502	A bill for an act requiring certain employers to include pay scale information in communications offering employment, and providing penalties. Wages, hours and worker classification	In committee	10 March 2025
IA	SF 504	A bill for an act relating to unemployment insurance taxes on employers. Paid leave, unemployment and workers' compensation Companion: IA SSB 1173, IA SSB 1189	Passed committee	12 March 2025
IA	SF 509	A bill for an act relating to employment status and employment benefits and including applicability provisions.	In committee	10 March 2025

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, Paid leave, unemployment and workers' compensation		
IA	SF 527	A bill for an act relating to nursing facility staffing requirements.	In committee	10 March 2025
IA	SF 530	A bill for an act relating to support of direct care services and the direct care workforce, establishing a state minimum hourly wage for direct care workers under the Medicaid program, and including a contingent effective date. Wages, hours and worker classification	In committee	11 March 2025
IA	SF 565†	A bill for an act providing for the continuation of health insurance in certain circumstances for the surviving spouse and each surviving child of employees of the state of Iowa and including retroactive applicability provisions. Paid leave, unemployment and workers' compensation	■ Enacted	19 May 2025
IA	SF 603†	A bill for an act relating to workforce compensation and training, unemployment insurance, and other functions and programs of the department of workforce development, the workforce development board, and local government entities, and including effective date provisions. Paid leave, unemployment and workers' compensation	■ Enacted	6 June 2025
IA	SF 607†	A bill for an act relating to unemployment insurance taxes on employers. Paid leave, unemployment and workers' compensation	■ Enacted	27 June 2025

State	Bill	Title	Current status	Last action
IA	SF 78	A bill for an act relating to certain specified skilled trades, including modifying provisions related to department of workforce development internship programs, the Iowa summer youth corps program, college student aid commission programs, the senior year plus program, the...	In committee	28 January 2025
IA	SSB 1040	A bill for an act relating to government employee paid leave. Paid leave, unemployment and workers' compensation	Passed committee	28 January 2025
IA	SSB 1068	A bill for an act relating to workforce training, unemployment insurance, adult education, and other functions and programs of the department of workforce development, the workforce development board, and local workforce development boards, and making appropriations. Paid leave, unemployment and workers' compensation	Passed committee	5 February 2025
IA	SSB 1100	A bill for an act relating to education, including by modifying provisions related to the calculation of the teacher salary supplement district cost per pupil, teacher preparation requirements, out-of-state placement of certain specified students requiring special education, the... Wages, hours and worker classification	Passed committee	25 February 2025
IA	SSB 1107	A bill for an act prohibiting the consideration of the deployment, implementation, or use of a motor carrier safety improvement when	Passed committee	19 February 2025

State	Bill	Title	Current status	Last action
		determining a person's employment status.		
IA	SSB 1110	A bill for an act relating to disqualification for unemployment benefits for other compensation received and including applicability provisions. Paid leave, unemployment and workers' compensation	In committee	18 February 2025
IA	SSB 1111	A bill for an act providing for disqualification for unemployment benefits due to separation from short-term employment with a fixed end date and including applicability provisions. Paid leave, unemployment and workers' compensation	■ Passed committee	25 February 2025
IA	SSB 1165	A bill for an act relating to employer recordkeeping and auditing requirements for purposes of unemployment insurance and including applicability provisions. Paid leave, unemployment and workers' compensation	■ Passed committee	3 March 2025
IA	SSB 1172	A bill for an act relating to retention and recertification elections for public employee collective bargaining units and including effective date and applicability provisions. Unions and collective bargaining	■ Passed committee	25 February 2025
IA	SSB 3003	A bill for an act relating to information provided to the department of workforce development during the fact-finding process for claims for unemployment benefits.	■ Passed committee	21 January 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
IA	SSB 3005	A bill for an act relating to work search requirements for unemployment benefits for certain individuals with disabilities. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Passed committee	21 January 2026
IA	SSB 3014	A bill for an act relating to the use of artificial intelligence systems and related software by state agencies for employment and other purposes. AI in hiring and workplace monitoring	Passed committee	27 January 2026
IA	SSB 3044	A bill for an act relating to programs and procedures of the department of workforce development and including effective date provisions. Companion: IA 5501XD, IA HF 2327	Passed committee	29 January 2026
IA	SSB 3072	A bill for an act relating to apprenticeships. Wages, hours and worker classification	Passed committee	29 January 2026
ID	H 115	WORKER'S COMPENSATION – Amends existing law to revise provisions regarding medical examinations of an injured employee. Paid leave, unemployment and workers' compensation	Introduced	5 February 2025
ID	H 160	WORKER'S COMPENSATION – Amends existing law to define a public employer and a public corporation with respect to certain requirements regarding security for compensation.	Enacted	20 March 2025

State	Bill	Title	Current status	Last action
ID	H 252	UNAUTHORIZED WORKERS – Adds to existing law to establish certain requirements for employers to verify the lawful status of workers. Discrimination, harassment and pay equity	Introduced	17 February 2025
ID	H 268	STATE EMPLOYEES – Amends existing law to provide that executive employees of the state of Idaho shall not be classified employees.	Enacted	31 March 2025
ID	H 297	LABOR – Adds to existing law to establish the Idaho Guest Worker Program.	Introduced	24 February 2025
ID	H 340†	LABOR – Amends existing law to limit the topics subject to collective bargaining by firefighters. Unions and collective bargaining	Introduced	28 February 2025
ID	H 459	APPROPRIATIONS – DEPARTMENT OF LABOR – Relates to the appropriation to the Department of Labor for fiscal year 2026.	Enacted	4 April 2025
ID	H 485	MINIMUM WAGES – Amends existing law to revise provisions regarding the Idaho minimum wage. Wages, hours and worker classification	Introduced	3 April 2025
ID	H 486	COVENANTS NOT TO COMPETE – Repeals and adds to existing law to provide that covenants not to compete shall be void and unenforceable except in certain situations.	Introduced	3 April 2025
ID	H 516	EDUCATION – Amends and adds to existing law to establish provisions regarding the prohibition of	Enacted	2 April 2026

State	Bill	Title	Current status	Last action
		taxpayer funding of teachers unions. Unions and collective bargaining		
ID	H 53	EMPLOYMENT SECURITY – Amends and adds to existing law to provide for the prevention and deterrence of unemployment insurance fraud. Paid leave, unemployment and workers' compensation	■ Enacted	13 March 2025
ID	H 54	LABOR – Amends and adds to existing law to revise provisions regarding employment security laws and to provide for certain administrative rules to be null, void, and of no force and effect. Paid leave, unemployment and workers' compensation	■ Enacted	13 March 2025
ID	H 601	COLLECTIVE BARGAINING – Amends and adds to existing law to establish provisions regarding the prohibition of taxpayer funding of government unions. Unions and collective bargaining	Introduced	9 February 2026
ID	H 632	GOVERNMENT TRANSPARENCY AND ETHICS – Amends and adds to existing law to establish provisions to protect public employees from certain adverse actions, to provide certain remedies for violations, and to provide special procedures for public record requests by the Legislature and... Companion: ID H 510	■ Passed chamber	17 February 2026
ID	H 64	WORKER'S COMPENSATION – Amends existing law to provide that members of limited liability	■ Enacted	14 March 2025

State	Bill	Title	Current status	Last action
		companies may be liable for a failure to secure compensation.		
ID	H 641	EMPLOYMENT CONTRACTS – Adds to existing law to specify certain requirements regarding the use of earned sick leave. Paid leave, unemployment and workers' compensation, Noncompetes and restrictive covenants	Dead	25 February 2026
ID	H 645	PORTABLE BENEFIT PLAN ACT – Adds to existing law to establish the Portable Benefit Plan Act. Paid leave, unemployment and workers' compensation	■ Enacted	24 March 2026
ID	H 65	WORKER'S COMPENSATION – Amends existing law to move the definition of "member of an employer's family."	■ Enacted	14 March 2025
ID	H 68	MINIMUM WAGE – Amends existing law to remove language prohibiting a political subdivision from enacting a minimum wage that is higher than the state minimum wage. Wages, hours and worker classification	Introduced	29 January 2025
ID	H 700	UNAUTHORIZED ALIENS – Adds to existing law to establish provisions prohibiting the unlawful employment of unauthorized aliens. Discrimination, harassment and pay equity	■ Passed chamber	2 March 2026
ID	H 704	UNAUTHORIZED WORKERS – Adds to existing law to establish certain requirements for employers to verify the lawful status of workers. Discrimination, harassment and pay	■ Passed chamber	2 March 2026

State	Bill	Title	Current status	Last action
		equity Companion: ID H 584		
ID	H 745	COLLECTIVE BARGAINING – Amends and adds to existing law to establish provisions regarding the prohibition of taxpayer funding of government unions. Unions and collective bargaining	Passed chamber	4 March 2026
ID	H 761	WORKFORCE DEVELOPMENT COUNCIL – Amends and repeals existing law to provide for the consolidation of the Idaho STEM Action Center into the Workforce Development Council.	Enacted	30 March 2026
ID	H 813	MINIMUM WAGE – Amends existing law to remove language prohibiting a political subdivision from enacting a minimum wage that is higher than the state minimum wage. Wages, hours and worker classification	Introduced	4 March 2026
ID	H 878	WILDLAND FIREFIGHTERS – Amends existing law to provide an exception to wildland firefighter differential pay. Wages, hours and worker classification	Introduced	25 March 2026
ID	H 98	TEACHERS UNIONS – Amends and adds to existing law to provide for restrictions regarding the use of taxpayer funds for teachers unions. Unions and collective bargaining	Passed chamber	13 February 2025
ID	S 1004	CIVIL RIGHTS – Amends existing law to provide that freedom from discrimination because of sexual orientation or gender identity is a civil right.	Introduced	17 January 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
ID	S 1095	EDUCATION – Amends existing law to revise provisions regarding the career ladder.	Passed chamber	27 February 2025
ID	S 1119	BANKING – Adds to existing law to establish the Idaho Earned Wage Access Services Act. Wages, hours and worker classification	Introduced	20 February 2025
ID	S 1221	PERSI – Amends existing law to revise a definition regarding who is not considered an employee.	Enacted	4 March 2026
ID	S 1228	CIVIL RIGHTS – Amends existing law to provide that freedom from discrimination because of sexual orientation or gender identity is a civil right. Discrimination, harassment and pay equity	Introduced	26 January 2026
ID	S 1247	MEMORANDUM OF AGREEMENT – Adds to existing law to establish provisions regarding law enforcement entering into a memorandum of agreement.	Passed chamber	2 April 2026
ID	S 1274	HUMAN RESOURCES – Amending existing law to remove obsolete language relating to since passed dates and transfer of benefits to the new public defender system.	Enacted	18 March 2026
ID	SCR 109†	RULE REJECTION – WORKER'S COMPENSATION LAW – States findings of the Legislature and rejects certain rules of the Industrial Commission relating to worker's compensation.	Passed both	11 March 2025

State	Bill	Title	Current status	Last action
IL	HB 1054†	PREVAILING WAGE-PENALTIES Wages, hours and worker classification	In committee	11 April 2025
IL	HB 1056	PREVAILING WAGE-PUBLIC WORKS Wages, hours and worker classification	■ Passed chamber	2 June 2025
IL	HB 1058	PREVAILING WAGE-PENALTIES Wages, hours and worker classification	In committee	11 April 2025
IL	HB 1090	PREVAILING WAGE-PUBLIC WORKS Wages, hours and worker classification	In committee	21 March 2025
IL	HB 1145	INC TX-EMPLOYMENT DISABILITIES Discrimination, harassment and pay equity	In committee	7 April 2026
IL	HB 1186†	PUBLIC EMPLOYEE BENEFITS-TECH Paid leave, unemployment and workers' compensation	Introduced	9 January 2025
IL	HB 1188	INC TX-EMPLOYEE RAISES Companion: IL SB 3050, IL SB 3853	In committee	21 March 2025
IL	HB 1189	PREVAILING WAGE-FED PROJECT Wages, hours and worker classification Companion: IL HB 1247, IL HB 3753, IL SB 164, IL SB 2775	■ Enacted	14 August 2025
IL	HB 1253	WORKERS COMP-CAUSATION Paid leave, unemployment and workers' compensation	Introduced	28 January 2025
IL	HB 1254	WORKERS COMP-BENEFIT RATES Paid leave, unemployment and workers' compensation Companion: IL HB 1255, IL HB 1258, IL HB 1259	Introduced	28 January 2025

State	Bill	Title	Current status	Last action
IL	HB 1256	WORKERS COMP-COMPOUND DRUGS Paid leave, unemployment and workers' compensation	Introduced	28 January 2025
IL	HB 1257	WORKERS COMP EMPLOYEE TRAVEL Paid leave, unemployment and workers' compensation	Introduced	28 January 2025
IL	HB 1292	WORKERS COMP-PTSD PRESUMPTION Paid leave, unemployment and workers' compensation Companion: IL HB 1309, IL SB 1702	In committee	21 March 2025
IL	HB 1311†	EMPLOYEE CLASS-IRS GUIDELINES	In committee	21 March 2025
IL	HB 1421	VETERANS PAID LEAVE ACT Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Introduced	12 March 2025
IL	HB 1465	SEXUAL HARASSMENT PREVENTION Discrimination, harassment and pay equity	Introduced	21 March 2025
IL	HB 1471	CHILD LABOR-JOB DUTIES Workplace safety and health	Introduced	28 January 2025
IL	HB 1532	EDUCATION-TECH	Introduced	28 January 2025
IL	HB 1542	PAID LEAVE FOR ALL-EMPLOYEE Paid leave, unemployment and workers' compensation Companion: IL HB 1543, IL HB 1741, IL HB 2808, IL HB 3016, IL HB 4076, IL HB 4607, IL HB 5128, IL SB 2889, IL SB 2904, IL SB 3622, IL SB 56	Introduced	28 January 2025

State	Bill	Title	Current status	Last action
IL	HB 1562	DHS-OCCUPATIONAL THERAPY PILOT	In committee	27 March 2026
IL	HB 1594	EMPLOYMENT&ACCOMODATION-WEIGHT	Introduced	28 January 2025
IL	HB 1622†	EMPLOYMENT-TECH Companion: IL HB 1623, IL HB 1624	Introduced	28 January 2025
IL	HB 1654	UNEMPLOYMENT INS-SCHOOLS Paid leave, unemployment and workers' compensation Companion: IL SB 2213	Introduced	5 September 2025
IL	HB 1745	CHILD LABOR-WORK HOURS Workplace safety and health	Introduced	28 January 2025
IL	HB 1778	CMS-UPDATE PREVAILING WAGES Wages, hours and worker classification	■ Passed committee	11 April 2025
IL	HB 1870	ETHICS-FACULTY TIME SHEETS	In committee	21 March 2025
IL	HB 2377	PAID LEAVE-ACCRUAL OF LEAVE Paid leave, unemployment and workers' compensation	Introduced	13 March 2025
IL	HB 2379†	PUBLIC EMPLOYEE BENEFITS-TECH Paid leave, unemployment and workers' compensation Companion: IL SB 1071, IL SB 684	Introduced	4 February 2025
IL	HB 2441	WORKERS COMP-REVIEW-COLLATERAL Paid leave, unemployment and workers' compensation Companion: IL HB 5508	In committee	21 March 2025
IL	HB 2471	REQUIRED ETHICS TRAINING	Introduced	10 February 2025

State	Bill	Title	Current status	Last action
IL	HB 2480	LABOR-PEACE OFFICER-RESIDENCY	Introduced	4 February 2025
IL	HB 2488	OCCUPATIONAL SAFETY-PENALTY Workplace safety and health	Enacted	30 June 2025
IL	HB 2490	FIREFIGHTER PAID FAMILY LEAVE Paid leave, unemployment and workers' compensation	Passed chamber	21 May 2026
IL	HB 2565	UNEMPLOYMENT INS-LABOR DISPUTE Paid leave, unemployment and workers' compensation	Passed committee	17 April 2026
IL	HB 2581	CD CORR-WORKPLACE SAFETY Workplace safety and health Companion: IL SB 223	In committee	21 March 2025
IL	HB 2632	PREVAILING WAGE-TAX CREDITS Wages, hours and worker classification	In committee	17 April 2026
IL	HB 2650	UNEMPLOYMENT INS-LABOR DISPUTE Paid leave, unemployment and workers' compensation Companion: IL SB 2304	In committee	27 March 2026
IL	HB 2659	EMPLOYMENT-ACADEMIC PERSONNEL Companion: IL HB 3330, IL HB 4416, IL SB 3286	In committee	21 March 2025
IL	HB 2703†	PUBLIC EMPLOYEE BENEFITS-TECH Paid leave, unemployment and workers' compensation	Introduced	6 February 2025

State	Bill	Title	Current status	Last action
IL	HB 2762	SCH CD-MINIMUM EMPLOYEE SALARY Wages, hours and worker classification Companion: IL HB 4688	In committee	21 March 2025
IL	HB 2788	DHS-DSP WAGE INCREASES Wages, hours and worker classification Companion: IL HB 4969, IL SB 1690, IL SB 3427	In committee	22 April 2025
IL	HB 2794	EMPLOYEE CLASSIFY-DEVELOPER Companion: IL SB 1623	In committee	27 March 2026
IL	HB 2834	MHDD FACILTY-EMPLOYEE OVERTIME Wages, hours and worker classification	In committee	27 March 2026
IL	HB 2840	WORKERS COMP-FEE SCHEDULE Paid leave, unemployment and workers' compensation	Introduced	6 February 2025
IL	HB 2925	WHISTLEBLOWER ACT Discrimination, harassment and pay equity	In committee	5 March 2026
IL	HB 2946	FAMILY MEDICAL LEAVE PROGRAM Paid leave, unemployment and workers' compensation	In committee	21 March 2025
IL	HB 2961	BEST INTEREST OF THE STATE ACT	Passed chamber	28 May 2026
IL	HB 2973	IPLRA-PUB DEF	Passed chamber	14 April 2025
IL	HB 2978	NEONATAL INTENSIVE CARE LEAVE Paid leave, unemployment and workers' compensation	Enacted	15 August 2025

State	Bill	Title	Current status	Last action
IL	HB 2982	MINIMUM WAGE-GRATUITIES Wages, hours and worker classification	In committee	11 April 2025
IL	HB 2985	IL WORKS-APPRENTICE Wages, hours and worker classification Companion: IL SB 1691	In committee	25 March 2025
IL	HB 3046†	UNI CIVIL SERVICE-EMPLOYEE RTS Companion: IL SB 1952	Enacted	15 August 2025
IL	HB 3057	DEI-EMPLOYMENT-HIGHER ED	In committee	21 March 2025
IL	HB 3089	DHFS-DHS-DIRECT SUPPORT WAGE Wages, hours and worker classification Companion: IL SB 1617	In committee	19 May 2025
IL	HB 3126	SELF-EMPLOYMENT ASSISTANCE Companion: IL SB 1979	In committee	21 March 2025
IL	HB 3158	HIGHER ED-MIN EMPLOYEE SALARY Wages, hours and worker classification Companion: IL SB 2349	Introduced	18 February 2025
IL	HB 3200	UNEMPLOYMENT INS-RECOVERY Paid leave, unemployment and workers' compensation	Enacted	15 August 2025
IL	HB 3213	EMPLOYMENT-PROHIBIT COVENANTS	Passed committee	17 April 2026
IL	HB 3266	PREVAILING WAGE-TIF DISTRICT Wages, hours and worker classification	Passed chamber	15 May 2026
IL	HB 3309	EDU LABOR RELATIONS-NOTICE Unions and collective bargaining Companion: IL SB 2262	Enacted	15 August 2025

State	Bill	Title	Current status	Last action
IL	HB 3317†	COLLECTIVE BARGAINING-CANNABIS Unions and collective bargaining	In committee	11 April 2025
IL	HB 3459	EMPLOYMENT-32 HOUR WORK WEEK Companion: IL HB 4263	Introduced	18 February 2025
IL	HB 3460	COSMETOLOGY/BARBER-APPRENTICES Wages, hours and worker classification	Enacted	26 June 2026
IL	HB 3470	CANNABIS-UNION REP Unions and collective bargaining	Passed chamber	23 April 2025
IL	HB 3483	FAMILY & MEDICAL LEAVE PROGRAM Paid leave, unemployment and workers' compensation Companion: IL SB 2413	In committee	7 April 2026
IL	HB 3491	REENTRY INTO THE WORKFORCE Companion: IL SB 1771	In committee	20 May 2025
IL	HB 3512	HOSPITAL WORKER STAFF & SAFETY	In committee	13 May 2026
IL	HB 3523	SCHOOL EMPLOYEE MINIMUM SALARY Wages, hours and worker classification	Introduced	18 February 2025
IL	HB 3531	PAID LEAVE-LIMITATIONS Paid leave, unemployment and workers' compensation	Introduced	18 February 2025
IL	HB 3533	LICENSURE APPRENTICESHIP ACT Wages, hours and worker classification	Introduced	3 March 2025
IL	HB 3635	WAGE PAYMENT-SEVERANCE PAY Wages, hours and worker classification	In committee	21 March 2025

State	Bill	Title	Current status	Last action
IL	HB 3762	EXTREME WORKPLACE TEMPS	Passed committee	17 April 2026
IL	HB 3820	WARN ACT-SEVERANCE	In committee	21 March 2025
IL	HB 3948	$DES Companion: IL SB 2535	Introduced	25 February 2025
IL	HB 4051	CHILD LABOR-TRAPSHOOTING Workplace safety and health	Introduced	9 May 2025
IL	HB 4113	EDGE-APPRENTICE Wages, hours and worker classification	In committee	27 March 2026
IL	HB 4197	AIRPORT CONSTRUCTION-LABOR Wages, hours and worker classification	In committee	27 March 2026
IL	HB 4296	WORKFORCE PIPELINE ACT	In committee	27 March 2026
IL	HB 4354	SCH CD-CAREER PATHWAY PROGRAM	In committee	20 April 2026
IL	HB 4433	IL WORKS-APPLICABILITY	In committee	27 March 2026
IL	HB 4449	DHFS-DHS-DIRECT SUPPORT WAGE Wages, hours and worker classification Companion: IL SB 2894	In committee	21 May 2026
IL	HB 4491	PUBLIC EMPLOYEE DISABILITY Discrimination, harassment and pay equity	Enacted	24 July 2026
IL	HB 4715	POLICE MENTAL HEALTH LEAVE ACT Paid leave, unemployment and workers' compensation	Introduced	27 May 2026

State	Bill	Title	Current status	Last action
IL	HB 4725	WORKER PROTECTION UNIT Workplace safety and health	Enacted	31 July 2026
IL	HB 4743	TRANSPORT NETWORK LABOR	In committee	28 May 2026
IL	HB 4751	WAGES & BENEFITS - SKILLED LABOR Wages, hours and worker classification	Introduced	13 April 2026
IL	HB 4758	JOB APPLICATION - DRIVER LICENSE	Enacted	7 August 2026
IL	HB 4805	UNEMPLOYMENT INS - PREFILE CLAIM Paid leave, unemployment and workers' compensation	In committee	17 April 2026
IL	HB 4823	TRANSMISSION OWNERSHIP ACT	In committee	27 March 2026
IL	HB 4856	NEW CHILD BONDING LEAVE ACT Paid leave, unemployment and workers' compensation	In committee	27 March 2026
IL	HB 4858	EQUAL PAY-VARIABLE PAY SCALE Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	27 March 2026
IL	HB 4909	PEN CD - IMRF - EMPLOYEE	Enacted	7 August 2026
IL	HB 4910	CLEAN ENERGY-WORKFORCE HUBS Companion: IL SB 3927	In committee	27 March 2026
IL	HB 4938	PREVAILING WAGE-VARIOUS Wages, hours and worker classification	In committee	27 March 2026
IL	HB 4939	ILLINOIS WORKS - STATE PROJECTS	In committee	27 March 2026

State	Bill	Title	Current status	Last action
IL	HB 4957	HOSPITAL EMPLOYEE PREMIUMS Companion: IL SB 3407	In committee	20 May 2026
IL	HB 4980	HUMAN CONTROL OF AI ACT	In committee	17 April 2026
IL	HB 4987	SURVEILLANCE-BASED WAGES Wages, hours and worker classification, AI in hiring and workplace monitoring	In committee	27 March 2026
IL	HB 5067	EMPLOYMENT INS-BOARD OF REVIEW	■ Passed committee	17 April 2026
IL	HB 5147	EQUAL PAY-WORKFORCE MANAGEMENT Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: IL SB 3975	In committee	17 April 2026
IL	HB 5168	HEALTH CARE VIOLENCE PREVENT	In committee	17 April 2026
IL	HB 5170	SENIOR HOME PRESERVATION PROG	In committee	27 March 2026
IL	HB 5208	BEREAVEMENT LEAVE ACT Paid leave, unemployment and workers' compensation	■ Passed chamber	21 April 2026
IL	HB 5211	HUM RTS-EMPLOYMENT	Introduced	10 February 2026
IL	HB 5265	MUNI PREAPPRENTICESHIP PROGRAM	In committee	17 April 2026
IL	HB 5315	MENTAL HLTH WORKFORCE-ACT RATE Companion: IL SB 3751	In committee	27 March 2026
IL	HB 5367	MINIMUM WAGE-VARIOUS Wages, hours and worker classification Companion: IL SB 3821	In committee	8 April 2026

State	Bill	Title	Current status	Last action
IL	HB 5399	CD CORR - PRISONER MINIMUM WAGE Wages, hours and worker classification	Introduced	10 February 2026
IL	HB 5422	CREATIVE WORKFORCE DEVELOPMENT	Introduced	13 February 2026
IL	HB 5461	WAGES - TERMINATION PAYMENTS Wages, hours and worker classification	In committee	17 April 2026
IL	HB 5516	HEALTH CARE WORKER PLATFORM	In committee	27 March 2026
IL	HB 5567	WAREHOUSE WORKER PROTECT ACT	In committee	27 March 2026
IL	HB 5637	$FY27 DES OCE Companion: IL SB 4098	Introduced	17 April 2026
IL	HB 5760	AI WORK TRANSITION COMMISSION	Introduced	5 May 2026
IL	HB 5780	HEALTH CARE LABOR DISCLOSURE	Introduced	29 May 2026
IL	HB 5795	PUBLIC LABOR - OPEN SESSION	Introduced	28 May 2026
IL	HB 699†	PUBLIC EMPLOYEE BENEFITS - TECH Paid leave, unemployment and workers' compensation	In committee	31 May 2025
IL	HB 734†	PUBLIC EMPLOYEE BENEFITS - TECH Paid leave, unemployment and workers' compensation Companion: IL HB 737	In committee	31 May 2025

State	Bill	Title	Current status	Last action
IL	SB 1069†	PUBLIC EMPLOYEE BENEFITS - TECH Paid leave, unemployment and workers' compensation Companion: IL SB 680	In committee	11 April 2025
IL	SB 1402	IDNR - SAHARA WOODS ACT Companion: IL SB 3007	Introduced	1 June 2026
IL	SB 141	AIRPORT CONSTRUCTION–LABOR	In committee	3 November 2025
IL	SB 1440	OCCUPATIONAL SAFETY - PENALTY Workplace safety and health	Introduced	31 January 2025
IL	SB 1635	CHILD LABOR - PARK EMPLOYMENT Workplace safety and health	Introduced	4 February 2025
IL	SB 1648	ENTERPRISE ZONE - SOLAR & WIND Companion: IL SB 3282	Introduced	30 May 2025
IL	SB 170	VOLUNTEER EMERGENCY WORKER Companion: IL SB 2890	Introduced	20 March 2025
IL	SB 1701	PUBLIC LABOR - POLICE SUPERVISOR	■ Enacted	1 August 2025
IL	SB 1811	PUBLIC LABOR - REMEDIES	Introduced	20 February 2025
IL	SB 1812	PUBLIC LABOR RELATIONS - RELIEF Unions and collective bargaining	Introduced	20 February 2025
IL	SB 190	PUBLIC LABOR - SUPERVISOR	In committee	21 March 2025

State	Bill	Title	Current status	Last action
IL	SB 193	FIRE DEPARTMENT APPRENTICESHIP Wages, hours and worker classification	Introduced	26 February 2025
IL	SB 197	ENERGY-WORKFORCE DEVELOPMENT	In committee	11 April 2025
IL	SB 1976	WORKERS RIGHTS AND SAFETY	■ Enacted	14 August 2025
IL	SB 1997	DHS-AGING-HOMEMAKER WAGES Wages, hours and worker classification	In committee	2 June 2025
IL	SB 2025	PREVAILING WAGE-TAX CREDITS Wages, hours and worker classification	Introduced	6 February 2025
IL	SB 2042	PAID LEAVE FOR ALL-STUDENTS Paid leave, unemployment and workers' compensation Companion: IL SB 2888	Introduced	6 February 2025
IL	SB 2045	UNEMPLOYMENT-BENEFIT FORMULA Paid leave, unemployment and workers' compensation Companion: IL SB 2887	Introduced	6 February 2025
IL	SB 2069	PAID LEAVE-FIRST RESPONDERS Paid leave, unemployment and workers' compensation	Introduced	6 February 2025
IL	SB 2078	HUMAN RIGHTS-GENDER IDEOLOGY Discrimination, harassment and pay equity	Introduced	6 February 2025
IL	SB 2162	ARBITRATION-VARIOUS	Introduced	7 February 2025
IL	SB 2164	WAGE PAYMENT-COLLECTION Wages, hours and worker classification Companion: IL HB 3774, IL HB 4214	■ Enacted	1 August 2025

State	Bill	Title	Current status	Last action
IL	SB 220	MILITARY FUNERAL HONORS LEAVE Paid leave, unemployment and workers' compensation	Enacted	1 August 2025
IL	SB 2258	THERMAL ENERGY JOBS ACT	In committee	9 May 2025
IL	SB 2294	HEALTH CARE VIOLENCE PREVENT	Introduced	7 February 2025
IL	SB 2339	PRIVACY IN THE WORKPLACE Companion: IL HB 3364	Enacted	12 December 2025
IL	SB 2419	HUMAN RIGHTS - EMPLOYMENT Discrimination, harassment and pay equity	Introduced	7 February 2025
IL	SB 2460	WAGE PAYMENT - AGE ACCOMODATION Wages, hours and worker classification	Introduced	7 February 2025
IL	SB 2501	EXTREME WORKPLACE TEMPS	Introduced	30 April 2026
IL	SB 2967	MENSTRUAL HEALTH - PAID LEAVE Paid leave, unemployment and workers' compensation	In committee	22 May 2026
IL	SB 2971	DHS - DEMENTIA TRAINING	In committee	7 May 2026
IL	SB 3032	INC TX - PUBLIC WORKS PROJECTS Wages, hours and worker classification	Introduced	29 January 2026
IL	SB 3052	SECURE JOBS ACT	Introduced	29 January 2026
IL	SB 3079	WORKPLACE ACCOUNTABILITY ACT	In committee	27 March 2026
IL	SB 3292†	ISP - COLLECTIVE BARGAINING Unions and collective bargaining	In committee	22 May 2026

State	Bill	Title	Current status	Last action
IL	SB 3364	HUMAN RIGHTS - AI - VIOLATIONS Discrimination, harassment and pay equity	In committee	22 May 2026
IL	SB 3396	WAGES - GRATUITIES REPORTING Wages, hours and worker classification	In committee	13 March 2026
IL	SB 3535	INC TX - PAID TIME OFF Paid leave, unemployment and workers' compensation Companion: IL SB 3542	In committee	22 May 2026
IL	SB 3680	TRANSPORT NETWORK LABOR	Introduced	5 February 2026
IL	SB 37	DAY&TEMPORARY LABOR SERVICES	Introduced	1 June 2026
IL	SB 3744	DAY&TEMPORARY LABOR SERVICES	Introduced	1 June 2026
IL	SB 453	EMPLOYMENT-TECH	■ Enacted	15 August 2025
IL	SB 454	EMPLOYMENT-TECH	■ Enacted	26 June 2026
IL	SB 687†	PUBLIC EMPLOYEE BENEFITS - TECH Paid leave, unemployment and workers' compensation	In committee	11 April 2025
IL	SB 968	EMPLOYMENT-TECH	In committee	2 July 2025
IN	HB 1044	Insurance coverage for public safety employees. Wages, hours and worker classification	■ Enacted	26 February 2026
IN	HB 1069	Choice of physician for worker injury or disease. Paid leave, unemployment and workers' compensation	In committee	5 December 2025
IN	HB 1098	Work based learning liability. Paid leave, unemployment and workers'	■ Enacted	3 March 2026

State	Bill	Title	Current status	Last action
		compensation		
IN	HB 1125	Earned wage access services. Wages, hours and worker classification	Enacted	6 May 2025
IN	HB 1181	Worker classification on public projects. Wages, hours and worker classification	In committee	8 January 2025
IN	HB 1182	Choice of physician for worker injury or disease. Paid leave, unemployment and workers' compensation	In committee	8 January 2025
IN	HB 1189	Labor requirements for data center incentives. Unions and collective bargaining	In committee	5 January 2026
IN	HB 1196	Employment and vaccinations.	In committee	14 January 2026
IN	HB 1214	Worker's compensation.	Enacted	16 April 2025
IN	HB 1289	State and local administration. Unions and collective bargaining	In committee	6 January 2026
IN	HB 1290	Wage matters. Wages, hours and worker classification	In committee	6 January 2026
IN	HB 1300	Wage history and wage range. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	13 January 2025
IN	HB 1302	Various labor and safety matters. Workplace safety and health	Enacted	4 March 2026
IN	HB 1338	Employment and vaccinations.	In committee	13 January 2025
IN	HB 1363	Public works projects. Wages, hours and worker classification	In committee	13 January 2025

State	Bill	Title	Current status	Last action
IN	HB 1364	Minimum wage. Wages, hours and worker classification	In committee	13 January 2025
IN	HB 1366	Workforce development incentives. Wages, hours and worker classification	In committee	8 January 2026
IN	HB 1374	Repeal of right to work law. Unions and collective bargaining	In committee	13 January 2025
IN	HB 1374	Requirements for incentive recipient employers.	In committee	8 January 2026
IN	HB 1416	Preemption of local regulation.	In committee	8 January 2026
IN	HB 1421	Ban on employer use of automated decision systems. Discrimination, harassment and pay equity, AI in hiring and workplace monitoring	In committee	8 January 2026
IN	HB 1422	Immigration matters. Discrimination, harassment and pay equity	In committee	15 January 2026
IN	HB 1522	Disqualification of unemployment insurance benefits. Paid leave, unemployment and workers' compensation	In committee	21 January 2025
IN	HB 1551	Collective bargaining for construction trades. Unions and collective bargaining	In committee	21 January 2025
IN	HB 1558	Employment of minor league baseball players. Wages, hours and worker classification, Unions and collective bargaining	■ Enacted	10 April 2025
IN	HB 1647	Paid leave for mental health. Wages, hours and worker classification, Paid leave, unemployment and workers'	In committee	21 January 2025

State	Bill	Title	Current status	Last action
		compensation, Discrimination, harassment and pay equity		
IN	SB 115	Paid family and medical leave program. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	21 January 2025
IN	SB 122	Nonprofit loan center loans for state employees. Wages, hours and worker classification	In committee	16 January 2025
IN	SB 123	Unemployment compensation. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	21 January 2025
IN	SB 132	Restriction on noncompete agreements. Noncompetes and restrictive covenants	In committee	20 January 2026
IN	SB 146	Teacher compensation. Wages, hours and worker classification	Enacted	6 May 2025
IN	SB 156	Protective orders and employment. Discrimination, harassment and pay equity	In committee	8 January 2025
IN	SB 162	Department of workforce development. Paid leave, unemployment and workers' compensation	Enacted	5 March 2026
IN	SB 169	Call center worker and consumer protection.	In committee	8 January 2025
IN	SB 186	Hoosier family leave insurance program. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	5 January 2026

State	Bill	Title	Current status	Last action
IN	SB 198	Pregnancy and childbirth matters. Discrimination, harassment and pay equity	In committee	6 January 2026
IN	SB 20	Voluntary family leave insurance program. Paid leave, unemployment and workers' compensation	In committee	8 December 2025
IN	SB 208	Firefighter cancer insurance. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	20 January 2026
IN	SB 214	Department of workforce development. Paid leave, unemployment and workers' compensation	Enacted	5 March 2026
IN	SB 229	School safety and working conditions discussions. Unions and collective bargaining Companion: IN SB 230	In committee	8 January 2025
IN	SB 24	State administered retirement program. Paid leave, unemployment and workers' compensation	In committee	11 December 2025
IN	SB 245	Tip pooling. Wages, hours and worker classification	Enacted	24 February 2026
IN	SB 265	Various employment matters. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	8 January 2026
IN	SB 288	Organ donation. Paid leave, unemployment and workers' compensation	In committee	12 January 2026

State	Bill	Title	Current status	Last action
IN	SB 289	Unlawful discrimination. Discrimination, harassment and pay equity	Enacted	6 May 2025
IN	SB 309	Substitute system of worker's compensation. Paid leave, unemployment and workers' compensation	Passed chamber	3 March 2025
IN	SB 365	Education matters.	Enacted	1 May 2025
IN	SB 371	Workforce matters. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	6 May 2025
IN	SB 405	Labor organization membership. Unions and collective bargaining	Enacted	1 May 2025
IN	SB 408	Worker's compensation. Paid leave, unemployment and workers' compensation	In committee	13 January 2025
IN	SB 506	Pharmacy employment regulations.	In committee	16 January 2025
IN	SB 513	State administered retirement program. Paid leave, unemployment and workers' compensation	In committee	17 February 2025
IN	SB 521	Pregnancy and childbirth matters. Discrimination, harassment and pay equity	In committee	16 January 2025
IN	SB 76	Immigration matters. Discrimination, harassment and pay equity	Enacted	5 March 2026
IN	SB 87	E-Verify requirements for public works projects. Wages, hours and worker classification,	Passed chamber	2 February 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
IN	SB 93	Common construction wage. Wages, hours and worker classification	In committee	30 January 2025
KS	HB 2066†	Requiring business entities and public employers to register and use the e-verify program for employment purposes and prohibiting income tax deductions for wages and remuneration paid to unauthorized aliens. Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: KS SB 196	Dead	10 April 2026
KS	HB 2092	Setting the time for professional employer organization registration expiration, renewal and the filing of audits with the secretary of state, limiting the method of providing surety for professional employer organizations with insufficient working capital to bonds and... Wages, hours and worker classification	■ Enacted	10 April 2025
KS	HB 2123	Increasing the minimum wage for employees that receive tips and gratuities. Wages, hours and worker classification	Dead	10 April 2026
KS	HB 2151†	Increasing the Kansas minimum wage to $15 an hour. Wages, hours and worker classification	Dead	10 April 2026
KS	HB 2239†	Requiring every employer to provide each employee with meal periods and rest periods.	Dead	10 April 2026

State	Bill	Title	Current status	Last action
KS	HB 2264†	Restoring local government control over wages, compensation and benefits for construction projects. Wages, hours and worker classification	Dead	10 April 2026
KS	HB 2310†	Enacting the career advancement, resources, employment and supports for the disability workforce act, providing for career education programs for students and career enhancement programs for professionals, requiring performance-based contracting for disability services... Discrimination, harassment and pay equity	Dead	10 April 2026
KS	HB 2432	Providing an excise tax on large employers for certain federal benefits paid to employees.	Dead	10 April 2026
KS	HB 2597	Establishing a right to paid sick leave for Kansas employees and setting forth minimum requirements and rules for the provision of such sick leave. Paid leave, unemployment and workers' compensation	Dead	10 April 2026
KS	HB 2598	Enacting the Kansas paid family leave act. Paid leave, unemployment and workers' compensation	Dead	10 April 2026
KS	HB 2602	Establishing requirements for a portable benefit plan for independent contractors, determining types of contributions to such plans and providing a subtraction modification for Kansas income tax purposes.	■ Enacted	9 April 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, Paid leave, unemployment and workers' compensation		
KS	HB 2626	Directing the capitol preservation committee to develop and approve plans for a registry kiosk of Kansas military forces killed in action or who died of wounds incurred during active duty to be placed within the state capitol, enacting the safeguarding American veteran... Discrimination, harassment and pay equity	■ Vetoed	9 April 2026
KS	HB 2627	Expanding permissive preference in private employment to include current servicemembers and eligible spouses.	Dead	10 April 2026
KS	HB 2649	Establishing the Kansas empowerment savings program, authorizing certain employees to contribute to individual retirement accounts through an automatic payroll deduction and providing powers, duties, functions and responsibilities of the Kansas empowerment savings program board... Wages, hours and worker classification	Dead	10 April 2026
KS	HB 2650†	Requiring that noncompete agreements be reasonable and providing that such agreements are null and void upon the sale or change in ownership or control of an employer. Noncompetes and restrictive covenants	Dead	10 April 2026
KS	HB 2689	Enacting the Kansas tri-share child care act for the sharing of	Dead	10 April 2026

State	Bill	Title	Current status	Last action
		child care costs among employers, employees and the state, establishing the Kansas tri-share child care matching program to be administered by the director of the Kansas office of early childhood and creating the... Paid leave, unemployment and workers' compensation		
KS	HB 2764	Prohibiting amendments, suspensions or repeals of employment security law provisions through budget provisos, appropriations bills or temporary fiscal measures without following specified review procedures, authorizing the secretary of labor to recognize and approve... Paid leave, unemployment and workers' compensation	Dead	10 April 2026
KS	SB 153†	Establishing the Kansas paid prenatal personal leave act requiring employers to provide 20 hours of paid prenatal personal leave. Paid leave, unemployment and workers' compensation	Dead	10 April 2026
KS	SB 189†	Providing injured employees the freedom of choice to designate their healthcare provider and requiring the employer to pay for the services of such healthcare provider with regard to workers compensation. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Dead	10 April 2026

State	Bill	Title	Current status	Last action
KS	SB 216	Establishing the Kansas paid sick time act, setting accrual, usage and employer obligations regarding earned paid sick time and making it unlawful for employers to retaliate against employees exercising rights under the act. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Dead	10 April 2026
KS	SB 218	Increasing the Kansas minimum wage of employees. Wages, hours and worker classification	Dead	10 April 2026
KS	SB 228	Providing for the regulation of supplemental nursing services agencies and healthcare workers platforms by the secretary for aging and disability services. Discrimination, harassment and pay equity	Dead	10 April 2026
KS	SB 229	House Substitute for SB 229 by Committee on Commerce, Labor and Economic Development - Providing amendments, suspensions or repeals of employment security law provisions should follow specified review procedures by the legislature, authorizing the secretary of labor to recognize... Paid leave, unemployment and workers' compensation	Dead	10 April 2026

State	Bill	Title	Current status	Last action
KS	SB 241	Providing that restrictive covenants in certain contracts are enforceable and not considered a restraint of trade in certain circumstances. Noncompetes and restrictive covenants	■ Enacted	10 April 2025
KS	SB 297†	Providing for local government control over wages, compensation and benefits for construction projects. Wages, hours and worker classification	Dead	10 April 2026
KS	SB 323	Modifying the definition of earnings to include paid compensation for wage garnishment exemption purposes. Wages, hours and worker classification	Dead	10 April 2026
KS	SB 471†	Increasing the Kansas minimum wage to $16 an hour and making such minimum wage applicable to employers and employees covered under the provisions of the federal fair labor standards act. Wages, hours and worker classification	Dead	10 April 2026
KS	SB 512†	Removing the eight-week return to work expectation from the definition of temporary unemployment, excluding payments under compliant employer-sponsored supplemental unemployment benefit plans from the definition of wages and removing the negative debt write-off and forgiveness... Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Dead	10 April 2026

State	Bill	Title	Current status	Last action
KY	HB 107	AN ACT relating to unemployment insurance. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
KY	HB 123	AN ACT relating to criminal histories of job applicants. Discrimination, harassment and pay equity	In committee	14 January 2026
KY	HB 124†	AN ACT relating to a living wage. Wages, hours and worker classification	In committee	14 January 2026
KY	HB 128	AN ACT relating to criminal histories of job applicants. Discrimination, harassment and pay equity	In committee	4 February 2025
KY	HB 129†	AN ACT relating to a living wage. Wages, hours and worker classification	In committee	4 February 2025
KY	HB 131	AN ACT relating to firefighters' work schedules. Wages, hours and worker classification, Unions and collective bargaining	■ Enacted	17 March 2025
KY	HB 138	AN ACT relating to earned paid sick leave. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
KY	HB 138	AN ACT relating to the compensation of coroners. Wages, hours and worker classification	In committee	14 January 2026
KY	HB 148	AN ACT relating to the use of sick leave by school district personnel. Paid leave, unemployment and workers' compensation	In committee	14 January 2026
KY	HB 165	AN ACT relating to occupational disease claims. Paid leave, unemployment and workers'	In committee	4 February 2025

State	Bill	Title	Current status	Last action
		compensation, Workplace safety and health		
KY	HB 166	AN ACT relating to workers' compensation. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
KY	HB 182	AN ACT relating to duty-related disability benefits. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity, Workplace safety and health Companion: KY SB 207	In committee	14 January 2026
KY	HB 200	AN ACT relating to unemployment insurance. Paid leave, unemployment and workers' compensation	In committee	14 January 2026
KY	HB 208	AN ACT relating to workplace safety. Workplace safety and health	In committee	14 January 2026
KY	HB 209	AN ACT relating to certified living wage. Wages, hours and worker classification	In committee	14 January 2026
KY	HB 210	AN ACT relating to wage transparency. Wages, hours and worker classification	In committee	14 January 2026
KY	HB 215	AN ACT relating to local regulatory actions. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Unions and collective bargaining	In committee	7 February 2025
KY	HB 224	AN ACT relating to employment. Unions and collective bargaining Companion: KY SB 154	In committee	7 February 2025

State	Bill	Title	Current status	Last action
KY	HB 229	AN ACT relating to labor standards. Wages, hours and worker classification	In committee	7 February 2025
KY	HB 235	AN ACT relating to civil rights. Discrimination, harassment and pay equity	In committee	7 February 2025
KY	HB 238	AN ACT relating to an apprenticeship tax credit. Wages, hours and worker classification	In committee	15 January 2026
KY	HB 24	AN ACT relating to employment schedules. Wages, hours and worker classification	In committee	13 January 2026
KY	HB 259	AN ACT providing maternity leave for public school employees. Paid leave, unemployment and workers' compensation	In committee	7 February 2025
KY	HB 26	AN ACT relating to workers' compensation for first responders. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
KY	HB 270	AN ACT relating to wages. Wages, hours and worker classification	In committee	15 January 2026
KY	HB 271	AN ACT relating to school district employees and making an appropriation therefor. Wages, hours and worker classification	In committee	7 February 2025
KY	HB 287	AN ACT relating to leave from employment. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: KY HB 632	In committee	7 February 2025
KY	HB 289	AN ACT relating to wages for employment. Wages, hours and worker classification,	In committee	7 February 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
KY	HB 29	AN ACT relating to leave from employment. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: KY HB 623	In committee	13 January 2026
KY	HB 336	AN ACT relating to the establishment of minimum wages by local governments. Wages, hours and worker classification	In committee	21 January 2026
KY	HB 339	AN ACT relating to employment protections for members of the Civil Air Patrol.	In committee	22 January 2026
KY	HB 341	AN ACT relating to labor standards. Wages, hours and worker classification	In committee	21 January 2026
KY	HB 342	AN ACT relating to employment advertising. Wages, hours and worker classification	In committee	21 January 2026
KY	HB 344	AN ACT relating to local government. Wages, hours and worker classification	In committee	21 January 2026
KY	HB 345	AN ACT relating to prevailing wage. Wages, hours and worker classification	In committee	21 January 2026
KY	HB 346	AN ACT relating to employment. Unions and collective bargaining Companion: KY SB 161	In committee	21 January 2026
KY	HB 349	AN ACT relating to wages. Wages, hours and worker classification Companion: KY SB 16	In committee	21 January 2026
KY	HB 360	AN ACT relating to peace officers.	In committee	7 February 2025

State	Bill	Title	Current status	Last action
KY	HB 362	AN ACT relating to wage transparency. Wages, hours and worker classification	In committee	7 February 2025
KY	HB 369	AN ACT relating to police department members. Paid leave, unemployment and workers' compensation	■ Enacted	31 March 2025
KY	HB 398	AN ACT relating to occupational safety and health. Workplace safety and health	■ Enacted	27 March 2025
KY	HB 402	AN ACT relating to workers' compensation. Paid leave, unemployment and workers' compensation	In committee	23 January 2026
KY	HB 403	AN ACT relating to workers' compensation. Paid leave, unemployment and workers' compensation	In committee	23 January 2026
KY	HB 404	AN ACT relating to employment. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: KY SB 356	In committee	23 January 2026
KY	HB 420	AN ACT relating to workers' compensation for first responders. Paid leave, unemployment and workers' compensation	In committee	14 February 2025
KY	HB 437	AN ACT relating to unemployment benefits. Paid leave, unemployment and workers' compensation Companion: KY HB 450, KY HB 579, KY HB 738, KY SB 163	In committee	28 January 2026

State	Bill	Title	Current status	Last action
KY	HB 449	AN ACT relating to misclassification of employees. Wages, hours and worker classification	In committee	29 January 2026
KY	HB 466	AN ACT relating to occupational health and safety. Workplace safety and health Companion: KY HB 778	In committee	14 February 2025
KY	HB 467	AN ACT relating to workers' compensation for educators. Paid leave, unemployment and workers' compensation	In committee	14 February 2025
KY	HB 490	AN ACT relating to employment at public postsecondary education institutions and declaring an emergency.	■ Enacted	14 April 2026
KY	HB 5	AN ACT relating to prison educational programs.	■ Enacted	9 April 2026
KY	HB 500	AN ACT relating to appropriations measures providing funding and establishing conditions for the operations, maintenance, support, and functioning of the government of the Commonwealth of Kentucky and its various officers, cabinets, departments, boards, commissions... Wages, hours and worker classification Companion: KY HB 304	■ Enacted	14 April 2026
KY	HB 502	AN ACT relating to workers compensation. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	21 February 2025

State	Bill	Title	Current status	Last action
KY	HB 536	AN ACT relating to workplace safety. Workplace safety and health	In committee	21 February 2025
KY	HB 556	AN ACT relating to family care leave. Paid leave, unemployment and workers' compensation	In committee	11 February 2026
KY	HB 569	AN ACT relating to workers' compensation. Paid leave, unemployment and workers' compensation	In committee	25 February 2025
KY	HB 57	AN ACT relating to employment advertising. Wages, hours and worker classification	In committee	4 February 2025
KY	HB 570	AN ACT relating to workers' compensation. Paid leave, unemployment and workers' compensation	In committee	25 February 2025
KY	HB 575	AN ACT relating to a deduction for union dues. Unions and collective bargaining	In committee	21 February 2025
KY	HB 578	AN ACT relating to unemployment insurance. Paid leave, unemployment and workers' compensation	In committee	13 February 2026
KY	HB 585	AN ACT relating to employment.	In committee	13 February 2026
KY	HB 590	AN ACT relating to an apprenticeship tax credit. Wages, hours and worker classification	In committee	21 February 2025
KY	HB 593	AN ACT relating to minimum wage for essential workers. Wages, hours and worker classification	In committee	26 February 2025

State	Bill	Title	Current status	Last action
KY	HB 594	AN ACT relating to prohibited employment agreements. Discrimination, harassment and pay equity, Noncompetes and restrictive covenants	In committee	26 February 2025
KY	HB 597	AN ACT relating to retirement income savings plans for private sector employees. Wages, hours and worker classification	In committee	17 February 2026
KY	HB 598	AN ACT relating to employment provisions for employees on parental leave. Paid leave, unemployment and workers' compensation	In committee	26 February 2025
KY	HB 599	AN ACT relating to wages. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	26 February 2025
KY	HB 620	AN ACT relating to occupational safety and health penalties. Workplace safety and health	In committee	19 February 2026
KY	HB 631	AN ACT relating to employment schedules. Wages, hours and worker classification	In committee	26 February 2025
KY	HB 645	AN ACT relating to earned income access transactions.	In committee	26 February 2025
KY	HB 653	AN ACT relating to civil rights. Discrimination, harassment and pay equity	In committee	24 February 2026
KY	HB 656	AN ACT relating to employment discrimination. Discrimination, harassment and pay equity	In committee	26 February 2025

State	Bill	Title	Current status	Last action
KY	HB 67	AN ACT relating to wages. Wages, hours and worker classification	In committee	4 February 2025
KY	HB 690	AN ACT relating to contracts. Discrimination, harassment and pay equity	In committee	26 February 2025
KY	HB 692	AN ACT relating to employment.	In committee	26 February 2025
KY	HB 699	AN ACT relating to paid leave for state employees. Paid leave, unemployment and workers' compensation	In committee	2 March 2026
KY	HB 713	AN ACT relating to workplace violence against health care professionals. Workplace safety and health	■ Passed chamber	16 March 2026
KY	HB 732†	AN ACT relating to worker benefits. Paid leave, unemployment and workers' compensation	■ Passed chamber	31 March 2026
KY	HB 755	AN ACT relating to associations and individual representation rights. Unions and collective bargaining	■ Passed committee	15 April 2026
KY	HB 757	AN ACT relating to prevailing wage. Wages, hours and worker classification	In committee	27 February 2025
KY	HB 763	AN ACT relating to workforce development, making an appropriation therefor, and declaring an emergency.	In committee	5 March 2026
KY	HB 771	AN ACT relating to earned paid sick leave. Paid leave, unemployment and workers' compensation	In committee	5 March 2026

State	Bill	Title	Current status	Last action
KY	HB 771	AN ACT relating to paid family leave for state employees. Paid leave, unemployment and workers' compensation	In committee	27 February 2025
KY	HB 772	AN ACT relating to employment discrimination. Discrimination, harassment and pay equity	In committee	5 March 2026
KY	HB 779	AN ACT relating to school personnel. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	27 February 2025
KY	HB 791	AN ACT relating to misclassification of employees. Wages, hours and worker classification	In committee	27 February 2025
KY	HB 801	AN ACT relating to employment. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	27 February 2025
KY	HB 803†	AN ACT relating to occupational safety and health. Workplace safety and health	In committee	27 February 2025
KY	HB 813	AN ACT relating to contracts. Discrimination, harassment and pay equity	In committee	9 March 2026
KY	HB 814	AN ACT relating to employment.	In committee	9 March 2026
KY	HB 888	AN ACT relating to collective bargaining agreements and declaring an emergency. Unions and collective bargaining	In committee	25 March 2026
KY	HB 898	AN ACT relating to collective bargaining agreements.	In committee	11 March 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, Unions and collective bargaining		
KY	HB 903	AN ACT relating to barber apprenticeships. Wages, hours and worker classification	In committee	11 March 2026
KY	HB 935	AN ACT relating to workers' compensation. Paid leave, unemployment and workers' compensation	In committee	13 March 2026
KY	HB 938	AN ACT relating to occupational health and safety. Workplace safety and health	In committee	11 March 2026
KY	SB 102	AN ACT relating to civil rights. Discrimination, harassment and pay equity	In committee	6 February 2025
KY	SB 103	AN ACT relating to the Office of Vocational Rehabilitation.	■ Enacted	19 March 2025
KY	SB 108	AN ACT relating to conditions of employment. Paid leave, unemployment and workers' compensation	In committee	20 January 2026
KY	SB 115	AN ACT relating to civil rights. Discrimination, harassment and pay equity	In committee	22 January 2026
KY	SB 117	AN ACT relating to worker fairness in the construction industry. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	22 January 2026
KY	SB 124	AN ACT relating to sick leave for school district personnel. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Passed chamber	15 April 2026

State	Bill	Title	Current status	Last action
KY	SB 136	AN ACT relating to unemployment insurance and declaring an emergency. Paid leave, unemployment and workers' compensation	Enacted	13 April 2026
KY	SB 14	AN ACT relating to paid maternity leave for state employees. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	6 January 2026
KY	SB 15	AN ACT relating to minimum wage exceptions and declaring an emergency. Wages, hours and worker classification, Unions and collective bargaining Companion: KY HB 564, KY HB 780, KY SB 11	Enacted	17 March 2025
KY	SB 161	AN ACT relating to earned wage access services. Wages, hours and worker classification	In committee	19 February 2025
KY	SB 162	AN ACT relating to unemployment insurance. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	24 March 2025
KY	SB 164	AN ACT relating to government personnel policies and declaring an emergency. Discrimination, harassment and pay equity	In committee	18 February 2025
KY	SB 191	AN ACT relating to workers' compensation. Paid leave, unemployment and workers' compensation	In committee	20 February 2025
KY	SB 201	AN ACT relating to workers' compensation.	Enacted	27 March 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
KY	SB 234	AN ACT relating to non-compete clauses. Noncompetes and restrictive covenants	In committee	20 February 2025
KY	SB 246	AN ACT relating to conditions of employment. Paid leave, unemployment and workers' compensation	In committee	20 February 2025
KY	SB 263	AN ACT relating to unemployment insurance. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	20 February 2025
KY	SB 343	AN ACT relating to the Department of Workers' Claims and declaring an emergency. Paid leave, unemployment and workers' compensation, Workplace safety and health	■ Enacted	9 April 2026
KY	SB 347	AN ACT relating to maternity leave. Paid leave, unemployment and workers' compensation	In committee	2 March 2026
KY	SB 49	AN ACT relating to heat injury prevention. Workplace safety and health	In committee	9 January 2025
KY	SB 51	AN ACT relating to workplace harassment. Discrimination, harassment and pay equity	In committee	9 January 2025
KY	SB 79	AN ACT relating to state personnel. Paid leave, unemployment and workers' compensation	■ Passed chamber	25 February 2025

State	Bill	Title	Current status	Last action
KY	SB 9	AN ACT relating to teacher benefit provisions and declaring an emergency. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	31 March 2025
KY	SB 98	AN ACT relating to welding safety.	Enacted	27 April 2026
KY	SJR 130	A JOINT RESOLUTION directing the Department of Employee Insurance in the Personnel Cabinet to study and report to the Legislative Research Commission on employer and employee cost-sharing trends, health insurance expenditures and trends, health plan governance models, and... Paid leave, unemployment and workers' compensation	In committee	27 February 2026
LA	HB 1023	WORKERS COMPENSATION: Provides with respect to the selection of vocation rehabilitation counselors Paid leave, unemployment and workers' compensation	In committee	31 March 2026
LA	HB 1101†	WORKERS COMPENSATION: Provides relative to maximum medical improvement, income benefits, the misrepresentation of benefits or payments, and the rehabilitation of injured employees under workers' compensation (EG -$550,900 SG EX See Note) Paid leave, unemployment and workers' compensation	Passed chamber	7 May 2026
LA	HB 1111	CIVIL SERVICE/FIRE & POL: Provides relative to the reemployment of certain employees of the fire and police civil service	In committee	1 April 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
LA	HB 1119	WORKERS COMPENSATION: Provides relative to an employee's refusal to submit to a medical examination or cooperate with vocational rehabilitation and provides relative to expedited summary proceedings for certain disputes Paid leave, unemployment and workers' compensation	In committee	1 April 2026
LA	HB 1137†	EMPLOYMENT/DISCRIMINATN: Prohibits intentional discrimination based on compelled speech with respect to using certain pronouns, names, or honorifics Discrimination, harassment and pay equity	■ Enacted	29 May 2026
LA	HB 1238	LABOR: Enacts the Louisiana Behind the Counter Protection Act (EN SEE FISC NOTE GF EX See Note)	■ Enacted	22 May 2026
LA	HB 293	DISCRIMINATION: Provides relative to employment discrimination based on gender identity and sexual orientation Discrimination, harassment and pay equity	In committee	9 March 2026
LA	HB 301†	LABOR: Creates the Independent Contractor Voluntary Portable Benefits Act Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Enacted	22 May 2026
LA	HB 353	EMPLOYMENT/WAGES-MINIMUM: Provides relative to the state minimum wage (OR INCREASE GF	In committee	9 March 2026

State	Bill	Title	Current status	Last action
		EX See Note) Wages, hours and worker classification		
LA	HB 421	LABOR: Provides relative to the use of automated decision systems with respect to employment decisions (OR INCREASE GF EX See Note) AI in hiring and workplace monitoring	In committee	9 March 2026
LA	HB 422	LABOR: Enacts the Behind the Counter Safety Act (OR SEE FISC NOTE GF EX)	In committee	13 April 2026
LA	HB 429†	EMPLOYMENT/DISCRIMINATN: Provides relative to employment discrimination based on gender identity and sexual orientation Discrimination, harassment and pay equity	In committee	14 April 2025
LA	HB 585	LABOR: Enacts the Discount Retailer Workforce Safety and Retention Act	In committee	9 March 2026
LA	HB 780†	WORKERS COMPENSATION: Provides relative to penalties and attorney fees for nonpayment, discontinuance of payment, or failure to consent for a medical treatment for workers' compensation claims, controversion of benefits, and preliminary determination hearings Paid leave, unemployment and workers' compensation	■ Passed chamber	13 April 2026
LA	SB 119†	EMPLOYMENT: Prohibits certain services from being classified as employment. (1/1/26)	In committee	14 April 2025
LA	SB 133†	WORKFORCE COMMISSION: Provides relative to payment of employees after termination of employment. (8/1/25)	■ Enacted	8 June 2025

State	Bill	Title	Current status	Last action
LA	SB 205	EMPLOYMENT: Provides for employment practices related to wage history, wage disclosure, and retaliation. (8/1/25) Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	14 April 2025
LA	SB 223	EMPLOYMENT: Establishes the Retail Service Worker Health and Safety Act. (8/1/25) (OR INCREASE GF EX See Note) Workplace safety and health	In committee	14 April 2025
LA	SB 312†	EMPLOYMENT: Provides relative to union dues and fees for certain public employees. (8/1/26) Unions and collective bargaining	■ Enacted	2 June 2026
LA	SB 328	EMPLOYMENT: Provides protections for employees who become living organ donors. (8/1/26)	In committee	30 March 2026
LA	SB 358†	WORKERS' COMPENSATION: Provides for Occupational Accident Insurance for independent contractors. (gov sig) Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	9 March 2026
LA	SB 383†	FUNDS/FUNDING: Provides relative to the Incumbent Worker Training Program. (8/1/26) (EN INCREASE SD RV See Note) Wages, hours and worker classification	■ Enacted	30 April 2026

State	Bill	Title	Current status	Last action
LA	SB 409†	EMPLOYMENT: Provides protections for employees who become living organ donors. (8/1/26) (EN INCREASE GF EX See Note)	■ Enacted	29 May 2026
LA	SB 520	CURRICULA: Provides for the Louisiana Jump Start Modernization Act. (gov sig)	In committee	4 May 2026
LA	SCR 14	CONGRESS: Memorializes congress to modify the H-2A nonimmigrant program to assist with Louisiana's labor workforce shortage. Discrimination, harassment and pay equity	■ Passed both	1 June 2025
LA	SR 132	LEGISLATIVE AGENCIES: Requests the La. State Law Institute to study the feasibility of requiring employers to provide occupational accident insurance to independent contractors. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Passed both	25 May 2026

State	Bill	Title	Current status	Last action
MA	H 10	An Act relative to nondisclosure agreements Noncompetes and restrictive covenants Companion: MA H 2007, MA HD 1349, MA HD 2297	In committee	4 November 2025
MA	H 1108	An Act establishing portable benefit accounts for app-based-delivery drivers Wages, hours and worker classification, Paid leave, unemployment and workers'	In committee	12 March 2026

State	Bill	Title	Current status	Last action
		compensation Companion: MA HD 4210		
MA	H 1209	An Act creating a commission to study unemployment insurance reform Paid leave, unemployment and workers' compensation Companion: MA HD 3374	Passed committee	28 January 2026
MA	H 1339	An Act establishing protections and accountability for DNC workers, consumers, and communities Companion: MA HD 3356, MA S 1305, MA SD 722	Passed committee	2 February 2026
MA	H 159	An Act prohibiting employment discrimination based on legal use of cannabis Discrimination, harassment and pay equity Companion: MA HD 932, MA S 98, MA SD 1059	Passed committee	8 October 2025
MA	H 1622†	An Act removing barriers to justice in the workplace Discrimination, harassment and pay equity	In committee	26 March 2026
MA	H 1653	An Act protecting employee free speech Companion: MA HD 2275, MA SD 151	In committee	3 November 2025
MA	H 1810	An Act protecting honest employers by creating construction private attorney general actions Wages, hours and worker classification Companion: MA HD 330, MA S 1229, MA SD 1518	In committee	26 March 2026

State	Bill	Title	Current status	Last action
MA	H 2006	An Act strengthening sexual harassment and discrimination policies in the Commonwealth Discrimination, harassment and pay equity Companion: MA HD 2296	In committee	26 March 2026
MA	H 2068†	An Act to protect the collective bargaining rights of certain administrative employees Unions and collective bargaining	Passed committee	2 September 2025
MA	H 2069	An Act regarding trash and recycling collectors, moving contractors, and motor bus pupil transporters Wages, hours and worker classification Companion: MA S 1363, MA SD 2408	Passed committee	5 March 2026
MA	H 2072†	An Act relative to minimum wage for municipal employees Wages, hours and worker classification	Passed committee	19 February 2026
MA	H 2074	An Act protecting wages of employees who receive wages through an electronic wage card Wages, hours and worker classification Companion: MA HD 311, MA HD 671	Passed committee	19 March 2026
MA	H 2076†	An Act to provide collective bargaining rights to employees of the mosquito control projects and mosquito control districts Unions and collective bargaining	In committee	5 March 2026
MA	H 2078	An Act uplifting families and securing the right to strike for certain public employees Unions and collective bargaining	In committee	7 May 2026

State	Bill	Title	Current status	Last action
MA	H 2079	An Act to provide paid family and medical leave to educators and municipal employees Paid leave, unemployment and workers' compensation Companion: MA HD 2974	In committee	7 May 2026
MA	H 2080	An Act to promote economic mobility through ESOL	Passed committee	3 November 2025
MA	H 2084	An Act for a minimum hourly health improvement wage Wages, hours and worker classification Companion: MA HD 4054	In committee	5 March 2026
MA	H 2085	An Act providing opportunities for apprentices to complete their training and ensuring for a skilled workforce in the commonwealth of Massachusetts Wages, hours and worker classification Companion: MA H 2121, MA HD 2269, MA HD 2902, MA S 1303, MA SD 150	In committee	20 January 2026
MA	H 2087	An Act relating to privileged communication between individuals and their labor organizations Unions and collective bargaining Companion: MA HD 2370, MA S 1328, MA SD 2304	Passed committee	17 November 2025
MA	H 2088	An Act to restore collective bargaining for teachers and other school employees Unions and collective bargaining Companion: MA HD 3268	In committee	7 May 2026

State	Bill	Title	Current status	Last action
MA	H 2090	An Act securing the application of Massachusetts law to employees of employers incorporated or operating in Massachusetts who provide their labor and services remotely Companion: MA HD 4068, MA S 1308, MA SD 1179	Passed committee	29 October 2025
MA	H 2091	An Act protecting Massachusetts workers Discrimination, harassment and pay equity Companion: MA HD 1873, MA SD 956	In committee	12 March 2026
MA	H 2092†	An Act clarifying mandatory overtime protections Wages, hours and worker classification, Unions and collective bargaining	Passed committee	9 July 2026
MA	H 2093	An Act relative to collective bargaining rights for legislative employees Unions and collective bargaining Companion: MA HD 2970, MA S 1343, MA SD 919	In committee	7 May 2026
MA	H 2094	An Act to prevent wage theft, promote employer accountability, and enhance public enforcement Wages, hours and worker classification Companion: MA HD 1828, MA S 1300, MA SD 1802	Passed committee	26 March 2026
MA	H 2095	An Act relative to non-disclosure agreements relating to a claim of discrimination, non-payment of wages or benefits, retaliation, harassment or violation of public policy in employment	In committee	12 March 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, Discrimination, harassment and pay equity, Noncompetes and restrictive covenants Companion: MA HD 3739		
MA	H 2097†	An Act relative to collective bargaining rights of Massachusetts employees Unions and collective bargaining	Passed committee	29 October 2025
MA	H 2099	An Act relative to apprenticeship programs Wages, hours and worker classification	Passed committee	4 September 2025
MA	H 2101†	An Act to enforce laws protecting worksite safety	Passed committee	16 July 2026
MA	H 2104	An Act relative to meeting human service demand by modernizing incentives for the direct care workforce Wages, hours and worker classification Companion: MA S 1325	Passed committee	9 July 2026
MA	H 2105†	An Act creating fairness in workers' compensation disfigurement benefits Paid leave, unemployment and workers' compensation	Passed committee	22 December 2025
MA	H 2107	An Act relative to raising the minimum wage closer to a living wage in the commonwealth Wages, hours and worker classification Companion: MA HD 3850, MA S 1349, MA SD 382	In committee	15 April 2026

State	Bill	Title	Current status	Last action
MA	H 2111†	An Act amending the unemployment insurance law for workers with fluctuating work schedules Paid leave, unemployment and workers' compensation	Passed committee	26 February 2026
MA	H 2115	An Act clarifying the prevailing wage act to protect actions by the attorney general Wages, hours and worker classification Companion: MA HD 860	Passed committee	11 February 2026
MA	H 2116†	An Act relative to anti-retaliation protections for public employees Discrimination, harassment and pay equity	Passed committee	12 January 2026
MA	H 2117	An Act relative to protecting wages of deceased employees Wages, hours and worker classification Companion: MA HD 1853	Passed committee	4 September 2025
MA	H 2118†	An Act relative to noncompetition agreements in the Commonwealth Noncompetes and restrictive covenants	Passed committee	16 March 2026
MA	H 2120†	An Act clarifying the prevailing wage law Wages, hours and worker classification	Passed committee	11 February 2026
MA	H 2123†	An Act relative to workers' compensation disfigurement benefits concerning scarring Paid leave, unemployment and workers' compensation	Passed committee	22 December 2025

State	Bill	Title	Current status	Last action
MA	H 2124†	An Act to protect hospital workers from being deprived of their wages Wages, hours and worker classification	Passed committee	19 March 2026
MA	H 2125	An Act to provide paid family and medical leave to all educators Paid leave, unemployment and workers' compensation Companion: MA S 1339	In committee	7 May 2026
MA	H 2126	An Act relative to prevailing wages Wages, hours and worker classification	In committee	20 January 2026
MA	H 2127	An Act relative to the notification of large job layoffs Companion: MA HD 1059	Passed committee	29 January 2026
MA	H 2129†	An Act relative to the definition of an independent contractor Wages, hours and worker classification	In committee	5 March 2026
MA	H 2130†	An Act relative to independent contractors Wages, hours and worker classification	In committee	5 March 2026
MA	H 2131†	An Act relative to fairness in workers' compensation benefits Paid leave, unemployment and workers' compensation	In committee	15 April 2026
MA	H 2133†	An Act relative to workers' compensation Paid leave, unemployment and workers' compensation	In committee	15 April 2026

State	Bill	Title	Current status	Last action
MA	H 2134	An Act relative to municipal unemployment insurance reform Paid leave, unemployment and workers' compensation Companion: MA S 1359	In committee	15 April 2026
MA	H 2136†	An Act to preserve employer autonomy Paid leave, unemployment and workers' compensation	In committee	12 March 2026
MA	H 2137†	An Act providing for payment by the Commonwealth of wages for members of the United States Coast Guard during the shut-down, so-called, of the United States Government Wages, hours and worker classification	In committee	7 May 2026
MA	H 2141†	An Act relative to employee definition harmonization Paid leave, unemployment and workers' compensation	Passed committee	4 September 2025
MA	H 2142	An Act requiring human service employers to develop and implement programs that prevent workplace violence Workplace safety and health Companion: MA HD 1856	In committee	5 March 2026
MA	H 2143	An Act relative to employment protections for victims of abusive behavior Companion: MA HD 1894, MA S 1294, MA SD 1456	Passed committee	6 October 2025
MA	H 2144	An Act relative to transparency in employee benefits reporting in private construction Paid leave, unemployment and workers' compensation	Passed committee	22 December 2025

State	Bill	Title	Current status	Last action
		Companion: MA HD 1242, MA S 1344, MA SD 929		
MA	H 2145†	An Act establishing a minimum wage for employees of airline catering companies Wages, hours and worker classification Companion: MA S 1309, MA SD 2367	Passed committee	19 March 2026
MA	H 2146	An Act ensuring domestic violence victims' protections for all employees in the Commonwealth Companion: MA HD 288	In committee	7 May 2026
MA	H 2149	An Act relative to non-fault unemployment insurance overpayments Paid leave, unemployment and workers' compensation	Passed committee	29 January 2026
MA	H 2150	An Act to increase unemployment insurance benefits for low wage workers Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: MA HD 522, MA S 1320, MA SD 2040	Passed committee	19 February 2026
MA	H 2155†	An Act providing for the self-certification of benefits for small businesses Paid leave, unemployment and workers' compensation	Passed committee	22 December 2025
MA	H 2156	An Act providing hazard pay and protection for essential workers during a declared public health state of emergency Wages, hours and worker	In committee	12 March 2026

State	Bill	Title	Current status	Last action
		classification, Workplace safety and health Companion: MA HD 2600, MA S 1322, MA SD 2042		
MA	H 2158	An Act relative to employee leave of absence to appear in the Probate and Family Court Paid leave, unemployment and workers' compensation Companion: MA HD 360, MA S 1378, MA SD 773	Passed committee	4 September 2025
MA	H 2159	An Act relative to fair wages on government subsidized construction projects Wages, hours and worker classification Companion: MA HD 785	In committee	15 April 2026
MA	H 2160	An Act relative to the confidentiality of communications of information of labor organizations Unions and collective bargaining Companion: MA HD 3196	In committee	5 March 2026
MA	H 2163	An Act clarifying the process for paying the wages of dismissed employees Wages, hours and worker classification Companion: MA HD 514	Passed committee	11 February 2026
MA	H 2166	An Act relative to updating overtime salary thresholds and codify definitions to protect the middle class Wages, hours and worker classification Companion: MA HD 3935, MA S 1324, MA SD 2234	Passed committee	29 January 2026

State	Bill	Title	Current status	Last action
MA	H 2167	An Act relative to wrongful discharge from employment Companion: MA HD 537	In committee	5 March 2026
MA	H 2168	An Act relative to unemployment compensation and labor disputes Paid leave, unemployment and workers' compensation Companion: MA HD 1367, MA S 1319, MA SD 2039	Passed committee	19 February 2026
MA	H 2171	An Act to make data on workforce development outcomes public and accessible Companion: MA HD 2780, MA SD 1121	Passed committee	3 November 2025
MA	H 2172	An Act to prevent heat-related illness in public sector outdoor workers Companion: MA HD 2782, MA S 1367, MA SD 2120	Passed committee	22 December 2025
MA	H 2173	An Act relative to the structure of the Commonwealth Employment Relations Board Companion: MA HD 148, MA S 1372, MA SD 73	In committee	12 March 2026
MA	H 2175†	An Act relative to a youth training wage Wages, hours and worker classification	Passed committee	26 February 2026
MA	H 2176	An Act prohibiting employers from attempting to conceal violations of state wage, benefit, or tax laws Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: MA HD 4168	In committee	12 March 2026

State	Bill	Title	Current status	Last action
MA	H 2178†	An Act relative to establishing a prevailing wage for security officers Wages, hours and worker classification	Passed committee	19 February 2026
MA	H 2179	An Act prohibiting employment discrimination based on the legal use of cannabis Discrimination, harassment and pay equity Companion: MA HD 620	Passed committee	27 January 2026
MA	H 2182†	An Act relative to an eight hour work day	In committee	15 April 2026
MA	H 2183	An Act to ban captive audience meetings	In committee	17 February 2026
MA	H 2364	An Act providing safeguards for home healthcare workers Workplace safety and health Companion: MA HD 2124, MA S 1632, MA SD 1307	Passed committee	17 June 2026
MA	H 2655	An Act requiring health care employers to develop and implement programs to prevent workplace violence Workplace safety and health Companion: MA HD 3502, MA S 1718, MA SD 1422, MA SD 1639	Passed committee	19 November 2025
MA	H 2767	An Act establishing a commission to resolve issues arising from collective bargaining stalemates Unions and collective bargaining Companion: MA HD 4018	In committee	13 April 2026
MA	H 2820†	An Act streamlining state employee collective bargaining Unions and collective bargaining	In committee	13 April 2026

State	Bill	Title	Current status	Last action
MA	H 2858†	An Act relative to the employee rights of employees of the Massachusetts Water Resources Authority Unions and collective bargaining	In committee	30 March 2026
MA	H 2895†	An Act relative to the employee rights of employees of the Massachusetts Water Resources Authority Unions and collective bargaining	In committee	30 March 2026
MA	H 3360	An Act relating to fair pay and safe workplaces Wages, hours and worker classification Companion: MA HD 1068	Passed committee	18 December 2025
MA	H 3475	An Act promoting a just transition and clean energy workforce standards Companion: MA HD 2367, MA S 2276, MA SD 2305	In committee	13 November 2025
MA	H 3730	An Act relative to training tomorrow's trucking industry workforce Companion: MA HD 306, MA S 2361	Passed committee	2 October 2025
MA	H 3983	An Act relative to establishing a workforce training trust fund for emerging technologies	Passed committee	1 December 2025
MA	H 3993	An Act relative to promoting fair hiring practices by limiting the use of credit reports in employment decisions	Passed committee	29 January 2026
MA	H 3995	An Act to protect workers from extreme temperatures Workplace safety and health Companion: MA HD 2526	In committee	5 March 2026

State	Bill	Title	Current status	Last action
MA	H 4067	An Act relative to expanding and modernizing apprenticeships Wages, hours and worker classification	Passed committee	29 January 2026
MA	H 4068	An Act relative to protecting health insurance coverage	In committee	5 March 2026
MA	H 4079	An Act relative to public retirees and reforming post-retirement employment and earnings limits	In committee	30 March 2026
MA	H 4208†	An Act relative to damages for employees aggrieved by violations of the Massachusetts Wage Act Wages, hours and worker classification Companion: MA HD 4668	In committee	12 March 2026
MA	H 4291†	An Act relative to the prevailing wage in the town of Chatham Wages, hours and worker classification	In committee	7 May 2026
MA	H 4448	An Act requiring OSHA training Workplace safety and health Companion: MA H 2075, MA HD 160	Passed committee	4 September 2025
MA	H 4449	An Act relative to workplace safety and disclosure of violations Workplace safety and health Companion: MA HD 3801, MA SD 2051	Passed committee	4 September 2025
MA	H 460	An Act relative to updating construction safety standards Workplace safety and health Companion: MA HD 3905	In committee	6 November 2025

State	Bill	Title	Current status	Last action
MA	H 4620	An Act relative to the employment of persons with disabilities Discrimination, harassment and pay equity Companion: MA H 3293, MA HD 4057	Passed committee	20 October 2025
MA	H 4674	An Act protecting employee free speech	Passed committee	3 November 2025
MA	H 4681	An Act protecting labor and abolishing barriers to organizing rights Unions and collective bargaining Companion: MA H 2086, MA HD 2369, MA S 1327, MA SD 2280	Passed committee	3 November 2025
MA	H 4767	An Act requiring health care employers to develop and implement programs to prevent workplace violence Workplace safety and health	Passed chamber	23 July 2026
MA	H 4946	An Act mandating access to cancer screenings for firefighters through health care benefits plans or programs provided by the public employer	Passed committee	31 July 2026
MA	H 4974	An Act Preparing Apprentices through Training, Hiring, and Skills in Massachusetts Wages, hours and worker classification	Passed committee	28 January 2026
MA	H 4994	An Act relative to preparing apprentices in the commonwealth Wages, hours and worker classification Companion: MA H 5032	Floor vote	28 January 2026

State	Bill	Title	Current status	Last action
MA	H 5023	An Act relative to sexual harassment workplace training Discrimination, harassment and pay equity Companion: MA H 2190, MA HD 848, MA SD 1144	Passed committee	5 February 2026
MA	H 5180†	Study Order Wages, hours and worker classification, Unions and collective bargaining	Passed committee	5 March 2026
MA	H 5188	An Act establishing a special commission to study access to unemployment insurance in the Commonwealth Paid leave, unemployment and workers' compensation Companion: MA HD 5567	In committee	23 April 2026
MA	H 5302	An Act helping employees after a relative's tragedy	Passed committee	26 March 2026
MA	H 5506	An Act establishing flexibility for long term care facilities workers Companion: MA HD 6147	In committee	15 June 2026
MA	HD 1001†	An Act relative to access to Paid Family and Medical Leave and unemployment insurance for graduate student workers Paid leave, unemployment and workers' compensation	Introduced	-
MA	HD 1035	An Act to facilitate labor peace among the cannabis workforce Unions and collective bargaining	Introduced	-

State	Bill	Title	Current status	Last action
MA	HD 1131†	An Act relative to collective bargaining rights of Massachusetts employees Unions and collective bargaining Companion: MA SD 1065	Introduced	-
MA	HD 1247†	An Act relative to teacher pathways and educator diversity	Introduced	-
MA	HD 1407	An Act relative to commissioned employees	Introduced	-
MA	HD 1409†	An Act relative to independent contractors Wages, hours and worker classification	Introduced	-
MA	HD 1410†	An Act relative to fairness in workers' compensation benefits Paid leave, unemployment and workers' compensation	Introduced	-
MA	HD 1417	An Act relative to a green energy track in vocational schools	Introduced	-
MA	HD 1458	An Act fostering artificial intelligence responsibility AI in hiring and workplace monitoring	Introduced	-
MA	HD 1518	An Act relative to public school workplace security Workplace safety and health	Introduced	-
MA	HD 1580	An Act to provide retirement security to care workers	Introduced	-
MA	HD 1661	An Act enabling all students to thrive: protecting a high quality, diverse educator workforce	Introduced	-
MA	HD 1870†	An Act relative to a youth training wage Wages, hours and worker	Introduced	-

State	Bill	Title	Current status	Last action
		classification Companion: MA SD 904		
MA	HD 1933	An Act protecting warehouse workers Companion: MA SD 1011	Introduced	-
MA	HD 1936†	An Act to enforce laws protecting worksite safety Companion: MA SD 1739	Introduced	-
MA	HD 1988†	An Act relative to the employee rights of employees of the Massachusetts Water Resources Authority Companion: MA HD 2904	Introduced	-
MA	HD 2024	An Act to prohibit mandatory overtime Wages, hours and worker classification	Introduced	-
MA	HD 218†	An Act relative to fairness in worker's compensation disfigurement benefits	Introduced	-
MA	HD 2397	An Act creating a special legislative commission to study barriers to job retention for low-income workers	Introduced	-
MA	HD 2518	An Act establishing the fair calculation of labor rates paid by insurance companies to auto repairers in the Commonwealth	Introduced	-
MA	HD 2698†	An Act streamlining state employee collective bargaining Unions and collective bargaining	Introduced	-
MA	HD 2822†	An Act providing benefits for permanent functional loss and disfigurement under the	Introduced	-

State	Bill	Title	Current status	Last action
		Worker's Compensation Act Paid leave, unemployment and workers' compensation		
MA	HD 3052†	An Act to protect hospital workers from being deprived of their wages Wages, hours and worker classification Companion: MA SD 2041	Introduced	-
MA	HD 3100	An Act relative to contractor accountability Wages, hours and worker classification	Introduced	-
MA	HD 3154	An Act relative to financial technology services	Introduced	-
MA	HD 3214†	An Act ensuring fair and full employee compensation Wages, hours and worker classification	Introduced	-
MA	HD 3227†	An Act allowing for airline catering to be considered covered employees Companion: MA SD 1604	Introduced	-
MA	HD 345	An Act relative to expanding paid family and medical leave Paid leave, unemployment and workers' compensation	Introduced	-
MA	HD 3530	An Act modernizing workforce opportunities for older workers	Introduced	-
MA	HD 3578	An Act relative to a four-day work week pilot program Companion: MA SD 317	Introduced	-
MA	HD 3724†	An Act creating fairness in workers' compensation	Introduced	-

State	Bill	Title	Current status	Last action
		disfigurement benefits Paid leave, unemployment and workers' compensation Companion: MA SD 1794		
MA	HD 3757	An Act to improve contract provisions waiving certain rights	Introduced	-
MA	HD 3991	An Act relative to roadway excavation quality assurance	Introduced	-
MA	HD 3994	An Act requiring certain employers to establish and maintain a human resources department	Introduced	-
MA	HD 4051†	An Act to protect the collective bargaining rights of certain administrative employees Unions and collective bargaining Companion: MA SD 909	Introduced	-
MA	HD 426	An Act relative to taxes on overtime wages Wages, hours and worker classification	Introduced	-
MA	HD 445†	An Act relative to modernizing the unemployment benefits online portal Paid leave, unemployment and workers' compensation	Introduced	-
MA	HD 4515†	A quarterly report of the Executive Office of Labor and Workforce Development (under item 1790-3009 of Section 2 of Chapter 151 of the Acts of 2020) submitting its eleventh quarterly report relative to the comprehensive modernization and transformation for the deployment of an...	Introduced	7 April 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
MA	HD 477†	An Act relative to minimum wage for municipal employees Wages, hours and worker classification	Introduced	-
MA	HD 5173	An Act establishing free speech protections for private sector employees	In committee	29 September 2025
MA	HD 533	An Act to create and expand student pathways to success	Introduced	-
MA	HD 562†	An Act to provide collective bargaining rights to employees of the mosquito control projects and mosquito control districts Unions and collective bargaining	Introduced	-
MA	HD 658†	An Act amending the unemployment insurance law for workers with fluctuating work schedules Paid leave, unemployment and workers' compensation	Introduced	-
MA	HD 667†	An Act relative to collective bargaining Unions and collective bargaining	Introduced	-
MA	HD 703	An Act to further protect employees through a private right of action	Introduced	-
MA	HD 706	An Act to protect injured workers Companion: MA SD 466	Introduced	-
MA	HD 812†	An Act relative to damages for employees aggrieved by violations of the Massachusetts Wage Act	Introduced	-

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
MA	HD 832†	An Act relative to professional employer organizations Wages, hours and worker classification	Introduced	-
MA	HD 849	An Act to improve access, opportunity, and capacity in Massachusetts vocational-technical education	Introduced	-
MA	HD 863	An Act providing for natural gas workforce safety Companion: MA SD 2059	Introduced	-
MA	HD 872	An Act to strengthen the state home care program workforce	Introduced	-
MA	HD 895	An Act relative to secure choice retirement savings plan	Introduced	-
MA	HD 961	An Act to create and expand student pathways to success	Introduced	-
MA	HD 979	An Act relative to public benefit corporations	Introduced	-
MA	HD 981	An Act providing for a local option transportation excise tax on large employers	Introduced	-
MA	S 1172	An Act to protect unpaid interns, volunteers, and independent contractors from sexual harassment and other forms of discrimination Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: MA SD 2306	In committee	18 December 2025

State	Bill	Title	Current status	Last action
MA	S 1286	An Act regulating the use of credit reports by employers	Passed committee	23 October 2025
MA	S 1288†	An Act clarifying the prevailing wage law Wages, hours and worker classification	Passed committee	18 December 2025
MA	S 1289†	An Act clarifying mandatory overtime protections Wages, hours and worker classification	Passed committee	29 January 2026
MA	S 1290	An Act relative to collective bargaining rights Unions and collective bargaining Companion: MA SD 1971	Passed committee	18 December 2025
MA	S 1291	An Act relative to workplace psychological safety Discrimination, harassment and pay equity Companion: MA SD 2484	Passed committee	2 October 2025
MA	S 1293	Resolve establishing a special commission on paid family and medical leave for public employees Paid leave, unemployment and workers' compensation Companion: MA HD 3624, MA SD 2215	Passed committee	23 October 2025
MA	S 1297	An Act clarifying the prevailing wage act to protect actions by the attorney general Wages, hours and worker classification Companion: MA SD 1793	Passed committee	18 December 2025
MA	S 1298†	An Act creating fairness in workers' compensation disfigurement benefits	Passed committee	18 December 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
MA	S 1304	An Act promoting infant friendly workplaces Companion: MA SD 363	Passed committee	18 December 2025
MA	S 1306†	An Act to protect the collective bargaining rights of certain administrative employees Unions and collective bargaining	Passed committee	18 December 2025
MA	S 1311	An Act uplifting families and securing the right to strike for certain public employees Unions and collective bargaining	In committee	13 August 2026
MA	S 1312†	An Act ensuring domestic violence victims' protections for all employees in the commonwealth	Passed committee	7 August 2025
MA	S 1313†	An Act encouraging employer integrity in hiring Companion: MA SD 713	In committee	8 December 2025
MA	S 1314†	An Act relative to a youth training wage Wages, hours and worker classification	In committee	8 December 2025
MA	S 1316	An Act creating an employer's duty of care to safeguard its employees from workplace bullying Discrimination, harassment and pay equity Companion: MA SD 1853	Passed committee	2 October 2025
MA	S 1321†	An Act clarifying the wage act to protect hospital workers from being deprived of their wages	Passed committee	9 February 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
MA	S 1331†	An Act relative to collective bargaining rights of Massachusetts employees Unions and collective bargaining	Passed committee	18 December 2025
MA	S 1332	An Act clarifying the process for paying the wages of dismissed employees Wages, hours and worker classification Companion: MA SD 2256	Passed committee	18 December 2025
MA	S 1334†	An Act amending the unemployment insurance law for workers with fluctuating work schedules Paid leave, unemployment and workers' compensation	Passed committee	18 December 2025
MA	S 1336†	An Act relative to banning noncompetition agreements in the Commonwealth Noncompetes and restrictive covenants	Passed committee	22 December 2025
MA	S 1338†	An Act relative to employee definition harmonization	Passed committee	2 October 2025
MA	S 1347	An Act relative to workplace psychological safety Discrimination, harassment and pay equity Companion: MA SD 1725	Passed committee	2 October 2025
MA	S 1355	An Act to establish extreme temperature worker protections Workplace safety and health Companion: MA SD 1531	In committee	10 August 2026

State	Bill	Title	Current status	Last action
MA	S 1357	An Act establishing protections for workers in hot conditions Companion: MA SD 2596	In committee	10 August 2026
MA	S 1361	An Act establishing paid prenatal leave Paid leave, unemployment and workers' compensation Companion: MA SD 1975	Passed committee	23 October 2025
MA	S 1364†	An Act streamlining state employee collective bargaining Unions and collective bargaining Companion: MA SD 1487	Passed committee	22 December 2025
MA	S 1365	An Act to provide fair wages to employees of public institutions of higher education Wages, hours and worker classification Companion: MA H 2185, MA HD 4041, MA SD 1511	Passed committee	2 October 2025
MA	S 1368†	An Act relative to collective bargaining dues Unions and collective bargaining	Passed committee	2 October 2025
MA	S 1373	An Act providing a safe harbor for contractors of services Wages, hours and worker classification	In committee	11 December 2025
MA	S 1375†	An Act to preserve employer autonomy Paid leave, unemployment and workers' compensation	In committee	11 December 2025
MA	S 1376†	An Act relative to unemployment insurance Paid leave, unemployment and workers' compensation	In committee	13 August 2026

State	Bill	Title	Current status	Last action
MA	S 1377	An Act relative to wage theft and due process Wages, hours and worker classification Companion: MA SD 2423	In committee	11 December 2025
MA	S 2085	An Act to improve long-term care staffing and dignity for caregivers Companion: MA SD 212	Passed committee	27 July 2026
MA	S 2148	An Act utilizing apprenticeship programs for career paths in construction Workplace safety and health Companion: MA H 3375, MA HD 1986, MA SD 2331	Passed committee	6 October 2025
MA	S 2665	An Act to notify employees of an I-9 audit	Passed committee	30 April 2026
MA	S 3076	An Act providing opportunities for apprentices to complete their training and ensuring for a skilled workforce in the commonwealth of Massachusetts Wages, hours and worker classification	Passed committee	18 May 2026
MA	S 3171	Amendment S.3171 Workplace safety and health	In committee	16 July 2026
MA	S 3184	Amendment S.3184 Workplace safety and health	Introduced	16 July 2026
MA	S 3240	An Act establishing protections for workers in extreme temperatures Workplace safety and health	Passed committee	10 August 2026
MA	S 35	An Act fostering artificial intelligence responsibility	Passed committee	16 October 2025

State	Bill	Title	Current status	Last action
		AI in hiring and workplace monitoring Companion: MA SD 838		
MA	S 747†	An Act relative to access to paid family and medical leave and unemployment insurance for graduate student workers Paid leave, unemployment and workers' compensation Companion: MA SD 2297	Passed committee	8 January 2026
MA	S 940	An Act promoting an adjunct bill of rights Companion: MA SD 2009	In committee	24 December 2025
MA	SD 1347	An Act protecting the right to time off for voting	Introduced	-
MA	SD 1883†	An Act to ensure safety and transparency in pipeline repair	Introduced	-
MA	SD 1902†	An Act relative to unemployment insurance Paid leave, unemployment and workers' compensation	Introduced	-
MA	SD 384	An Act relative to the fair treatment of employees	Introduced	-
MA	SD 3878†	An Act relative to labor rights of chief probation officers	In committee	1 October 2026
MA	SD 445†	An Act clarifying the prevailing wage law Wages, hours and worker classification	Introduced	-
MA	SD 452	An Act relative to fair hiring practices	Introduced	-
MA	SD 453†	An Act amending the unemployment insurance law for workers with fluctuating work	Introduced	-

State	Bill	Title	Current status	Last action
		schedules Paid leave, unemployment and workers' compensation		
MA	SD 574†	An Act ensuring domestic violence victims' protections for all employees in the commonwealth	Introduced	-
MA	SD 932	An Act for a Bridge Employment Training Program (BET)	Introduced	-

State	Bill	Title	Current status	Last action
MD	HB 1016	Noncompete and Conflict of Interest Clauses - Licensed Architects - Employer Workforce Relocation and Out-of-State Employers Noncompetes and restrictive covenants	■ Enacted	28 April 2026
MD	HB 1017	Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act) Wages, hours and worker classification Companion: MD SB 688	In committee	4 February 2025
MD	HB 102	Family and Medical Leave Insurance Program - Revisions Paid leave, unemployment and workers' compensation Companion: MD SB 225	■ Enacted	6 May 2025
MD	HB 1047	Income Tax - Credit for Employers of Eligible Apprentices - Alterations Wages, hours and worker classification	In committee	5 February 2025
MD	HB 1071	Baltimore County Public Library - Collective Bargaining - Supervisory Employees	In committee	21 February 2025

State	Bill	Title	Current status	Last action
		Unions and collective bargaining Companion: MD SB 914		
MD	HB 1091	Baltimore City Sheriff's Office - Collective Bargaining - Compensation Unions and collective bargaining	Passed chamber	18 March 2025
MD	HB 1096	Fraud Prevention and Worker Protections - Prohibitions, Penalties, and Enforcement Workplace safety and health Companion: MD SB 938	In committee	10 February 2025
MD	HB 1108	Labor and Employment - Greenhouse Workers - Collective Bargaining and Heat Protection Unions and collective bargaining Companion: MD SB 887	Passed chamber	19 March 2026
MD	HB 1122	Employees' Pension System – Sheriff of Anne Arundel County – Vesting	In committee	18 March 2026
MD	HB 1129	Maryland Medical Assistance Program - Provider Agencies - Wages and Leave for Personal Care Aides Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	13 February 2026
MD	HB 1165	State Procurement - Apprenticeship Program Accountability and Completion Wages, hours and worker classification	Enacted	12 May 2026
MD	HB 1205	Education - Minimum Wage for Education Support Professionals Wages, hours and worker classification	In committee	11 March 2026
MD	HB 1229	Consumer Protection and Labor and Employment - Food Service	In committee	16 February 2026

State	Bill	Title	Current status	Last action
		Facilities and Minimum Wage Wages, hours and worker classification Companion: MD SB 886		
MD	HB 1241	Labor and Employment - Bereavement Leave and Leave for Family Illness - Qualifying Relationships and Type of Leave Paid leave, unemployment and workers' compensation	Passed chamber	25 March 2026
MD	HB 1248	Workgroup for an Inclusive State Workplace - Established	Enacted	12 May 2026
MD	HB 1261	Employment Discrimination - Intent Discrimination, harassment and pay equity	In committee	7 February 2025
MD	HB 1288	Labor and Employment - Noncompete and Conflict of Interest Provisions Noncompetes and restrictive covenants Companion: MD SB 658	In committee	26 February 2025
MD	HB 1294	Commercial Law - Credit Regulation - Earned Wage Access and Credit Modernization Wages, hours and worker classification	Enacted	25 May 2025
MD	HB 1307	State Finance and Procurement - Employers Receiving State Public Funds - Unfair Labor Practices Wages, hours and worker classification	Dead	9 March 2026
MD	HB 1339	Employees' Pension System - Town of Forest Heights Employees - Membership Companion: MD SB 864	Dead	10 March 2025
MD	HB 1352	State Procurement - Worker Residency Requirements	Passed chamber	25 March 2026

State	Bill	Title	Current status	Last action
MD	HB 1356	Labor and Employment - Civic and Related Activities - Protection (Maryland Employee Civic Activity and Lawful Expression Protection Act) Companion: MD SB 857	In committee	20 February 2026
MD	HB 1358	Labor and Employment - Workforce Development and Local Workforce Development Boards (Local Workforce Solutions Investment Act	In committee	16 February 2026
MD	HB 1369	Education - Minimum Wage for Education Support Professionals Wages, hours and worker classification Companion: MD SB 892	In committee	5 March 2025
MD	HB 1408	Employment Discrimination - Fire and Rescue Public Safety Employees - Use of Medical Cannabis Discrimination, harassment and pay equity	In committee	7 February 2025
MD	HB 141	State Personnel - Collective Bargaining - Graduate Assistants Unions and collective bargaining Companion: MD SB 84	Enacted	26 May 2026
MD	HB 1413	Labor and Employment - Employer Communications During Nonworking Hours - Right to Disconnect	In committee	25 February 2025
MD	HB 1424	Support and Protections for Individuals Affected by Federal Actions (Protect Our Federal Workers Act)	Enacted	22 April 2025
MD	HB 1433	Community Colleges - Collective Bargaining - Definition of Supervisory Employee	Passed chamber	13 April 2026

State	Bill	Title	Current status	Last action
		Unions and collective bargaining Companion: MD SB 978		
MD	HB 1438	Labor and Employment - Exemptions From Overtime Pay - Administrative, Executive, or Professional Capacity Wages, hours and worker classification	In committee	20 February 2025
MD	HB 1439	Better Small Business Employee Benefit Act of 2025 Paid leave, unemployment and workers' compensation	In committee	11 March 2025
MD	HB 1455	Workers' Compensation - Average Weekly Wage - Multiple Employers Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	5 March 2025
MD	HB 1458	Declaration of Rights - Right to Minimum Wage for Tipped Workers Wages, hours and worker classification	In committee	24 February 2025
MD	HB 1472	Better Small Business Employee Benefit Act of 2026 Paid leave, unemployment and workers' compensation Companion: MD SB 779	In committee	19 March 2026
MD	HB 1476	Labor and Employment - Disclosure of Employee's Immigration Status - Prohibition Discrimination, harassment and pay equity	In committee	7 February 2025
MD	HB 1479	Labor and Employment - Minimum Wage - Increase (Maryland Raise the Wage Act) Wages, hours and worker classification	Dead	2 April 2026
MD	HB 148	Consumer Protection and Labor and Employment - Surveillance-	In committee	19 January 2026

State	Bill	Title	Current status	Last action
		Based Price and Wage Setting - Prohibition Wages, hours and worker classification, AI in hiring and workplace monitoring		
MD	HB 1480	Labor Law - Child Labor Penalties, Private Sector Employee Labor Relations, and State Employee Labor Standards Wages, hours and worker classification, Unions and collective bargaining, Workplace safety and health	Passed chamber	23 March 2026
MD	HB 1486	Workers' Compensation - Average Weekly Wage - Multiple Employers Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	17 February 2026
MD	HB 1491	Employment - Wages - Deductions for Public Employees Wages, hours and worker classification Companion: MD SB 895	In committee	12 February 2025
MD	HB 1492	Collective Bargaining - Public Employees - Revocation of Certification and School and Library Employees' Right to Strike Unions and collective bargaining	In committee	11 March 2026
MD	HB 15	Corporations and Associations - Limited Worker Cooperative Associations - Authorization (Maryland Limited Worker Cooperative Association Act)	Enacted	22 April 2025
MD	HB 1503	State Personnel - Paid Family and Medical Leave Paid leave, unemployment and workers' compensation	Enacted	20 May 2025
MD	HB 1509	Collective Bargaining - Local Government Employees and Public	In committee	26 March 2025

State	Bill	Title	Current status	Last action
		Employee Relations Act Unions and collective bargaining Companion: MD SB 976		
MD	HB 1510	Unemployment Insurance - Fraud Prevention, Detection, and Enforcement Paid leave, unemployment and workers' compensation	In committee	17 February 2026
MD	HB 1515	Labor and Employment - Noncompete and Conflict of Interest Clauses - Employer Relocation Noncompetes and restrictive covenants	Dead	9 March 2026
MD	HB 1524	Labor and Employment - Paid Leave - Attendance at School Functions Paid leave, unemployment and workers' compensation	Dead	9 March 2026
MD	HB 1539	Maryland Labor Relations Act Unions and collective bargaining	In committee	20 February 2026
MD	HB 1543	Labor and Employment - Temporary Workers	In committee	20 February 2026
MD	HB 1548	Employment - Harassment and Intimidation - Reporting Discrimination, harassment and pay equity	In committee	25 February 2025
MD	HB 1579	State Personnel - Family and Medical Leave - Limits and Use Paid leave, unemployment and workers' compensation	Dead	16 March 2026
MD	HB 159	Arbitration Reform for State Employees Act of 2025 Companion: MD SB 288	■ Passed chamber	25 March 2025

State	Bill	Title	Current status	Last action
MD	HB 1634	Cannabis Licensure - Labor Peace Agreements and Collective Bargaining Unions and collective bargaining Companion: MD SB 995	In committee	26 March 2026
MD	HB 1643	Employment Discrimination - School Employees - Use of Cannabis Discrimination, harassment and pay equity	In committee	10 March 2026
MD	HB 176	Davis Martinez Public Employee Safety and Health Act Workplace safety and health	Enacted	20 May 2025
MD	HB 188	Unemployment Insurance Modernization Act of 2026 Paid leave, unemployment and workers' compensation Companion: MD SB 3	In committee	6 February 2026
MD	HB 193	Uninsured Employers' Fund - Assessments and Special Monitor	Vetoed	16 May 2025
MD	HB 194	Incarcerated Individual Apprenticeship Pilot Program Wages, hours and worker classification	Passed chamber	20 March 2026
MD	HB 203	Labor and Employment - Training Repayment Agreements - Prohibition Noncompetes and restrictive covenants	In committee	26 January 2026
MD	HB 205	Employment Standards – Firefighters – Payment of Wages and Payroll Information Wages, hours and worker classification Companion: MD SB 124	Passed chamber	17 March 2025

State	Bill	Title	Current status	Last action
MD	HB 211	State Personnel - Collective Bargaining - Graduate Assistants Unions and collective bargaining	Passed chamber	7 February 2025
MD	HB 217	Workers' Compensation - Occupational Disease Presumptions - Hypertension Paid leave, unemployment and workers' compensation Companion: MD SB 173	In committee	6 February 2025
MD	HB 233	Labor and Employment - Mandatory Meetings on Religious or Political Matters - Employee Attendance and Participation (Maryland Worker Freedom Act)	Passed chamber	26 February 2025
MD	HB 242	Unemployment Insurance - Confidentiality of Information Paid leave, unemployment and workers' compensation Companion: MD SB 216	Enacted	14 April 2026
MD	HB 264	Business Occupational and Professional Licenses - Suspension and Revocation for Workplace Fraud Companion: MD SB 218	Dead	10 February 2025
MD	HB 266	State Government - Public Employee Relations Act - Alterations Unions and collective bargaining	In committee	8 February 2025
MD	HB 289	Department of Public Safety and Correctional Services - Incarcerated Individual Apprenticeship Program Wages, hours and worker classification	In committee	10 January 2025
MD	HB 299	Fraud Prevention, Prevailing Wage, and Living Wage - Prohibitions,	Passed chamber	13 April 2026

State	Bill	Title	Current status	Last action
		Penalties, and Enforcement Wages, hours and worker classification		
MD	HB 314	Automation Technology Deployment Assessment and Displaced Employee Retraining Fund - Established	Dead	17 February 2026
MD	HB 346	Workers' Compensation - Vocational Rehabilitation Services - Retroactive Compensation Paid leave, unemployment and workers' compensation	In committee	17 February 2026
MD	HB 347	Workers' Compensation - Occupational Disease Presumptions - Hypertension Paid leave, unemployment and workers' compensation	■ Enacted	28 April 2026
MD	HB 37	General Assembly - Employment and Leave Protection for Members Paid leave, unemployment and workers' compensation	In committee	28 January 2026
MD	HB 370	Prince George's County - Income Tax - Credit for Employers Providing Parental Engagement Leave PG 419-26 Paid leave, unemployment and workers' compensation	Dead	23 February 2026
MD	HB 377	Prince George's County - Income Tax - Credit for Employers Providing Parental Engagement Leave PG 409-25 Paid leave, unemployment and workers' compensation	Dead	10 February 2025
MD	HB 388	Baltimore County Public Library - Collective Bargaining - Supervisory Employees Unions and collective bargaining	■ Enacted	26 May 2026

State	Bill	Title	Current status	Last action
MD	HB 393	Commercial Law - Attachment of Wages - Exemptions (Exempt Income Protection Act) Wages, hours and worker classification	In committee	16 January 2025
MD	HB 45	Labor and Employment - Mandatory Meetings on Religious or Political Matters - Employee Attendance and Participation (Maryland Worker Freedom Act)	Passed chamber	7 April 2026
MD	HB 473	Education - Collective Bargaining - Certificated Employees - Class Size Unions and collective bargaining	In committee	28 January 2026
MD	HB 475	Department of Juvenile Services - Employees - Prohibited Convictions (Juvenile Offender Protection Act)	In committee	29 January 2026
MD	HB 501	Registered Apprenticeship Investments for a Stronger Economy (RAISE) Act Wages, hours and worker classification	In committee	4 February 2025
MD	HB 502	Office of Disability Employment Advancement and Policy and Maryland as a Model Employer Initiative - Established Discrimination, harassment and pay equity Companion: MD SB 433	Enacted	8 April 2025
MD	HB 503	Baltimore City Sheriff's Office - Collective Bargaining - Compensation Unions and collective bargaining	Enacted	12 May 2026

State	Bill	Title	Current status	Last action
MD	HB 516	Maryland Department of Labor - Investigation of Complaints - Requirements (Worksite Enforcement Act of 2026) Wages, hours and worker classification	In committee	3 February 2026
MD	HB 520	State Personnel - Job Sharing Arrangements and Tri-Position Identification Number System (Maryland Workforce Retention, Recruitment, and Reentry Act)	In committee	24 January 2025
MD	HB 532	Employment Standards - Firefighters - Payment of Wages and Payroll Information Wages, hours and worker classification	Enacted	28 April 2026
MD	HB 536	Employment Discrimination - Reasonable Accommodations - Disabilities Due to Childbirth, Menopause, and Related Medical Conditions Discrimination, harassment and pay equity	Passed chamber	20 March 2026
MD	HB 551	Primary and Secondary Education - Public School Employees - Salaries Wages, hours and worker classification	In committee	29 January 2025
MD	HB 554	Unemployment Insurance Modernization Act of 2025 Paid leave, unemployment and workers' compensation Companion: MD SB 752	In committee	6 February 2025
MD	HB 582	Labor and Employment - Exemptions From Overtime Pay - Administrative, Executive, or Professional Capacity Wages, hours and worker classification	Passed committee	25 February 2025

State	Bill	Title	Current status	Last action
MD	HB 599	State Personnel - BWI Airport Fire and Rescue Department - Collective Bargaining and Arbitration Processes Unions and collective bargaining	Enacted	20 May 2025
MD	HB 604	Arbitration Reform for State Employees Act of 2026	Enacted	28 April 2026
MD	HB 612	Correctional Education and Workforce Skills Training Programs - State Correctional Ombudsman and Certified Peer Recovery Specialist Training Program for Incarcerated Individuals	In committee	9 February 2026
MD	HB 632	Labor and Employment - Workplace Fraud - Application (Maryland Workplace Fraud Act of 2025)	In committee	23 January 2025
MD	HB 661	State Personnel - Collective Bargaining - Faculty Unions and collective bargaining	In committee	21 February 2025
MD	HB 69	Labor and Employment - Exemptions From Overtime Pay - Administrative, Executive, or Professional Capacity Wages, hours and worker classification	In committee	9 February 2026
MD	HB 724	Employment Discrimination - Caregiver Status Discrimination, harassment and pay equity	In committee	9 February 2026
MD	HB 79	Climate Solutions Affordability Act of 2026	In committee	19 January 2026
MD	HB 797	Employment Discrimination - Fire and Rescue Public Safety Employees - Use of Medical Cannabis	Passed chamber	13 April 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
MD	HB 824	Family and Medical Leave Insurance Program - Covered Individuals - Alternatively Qualified Individuals Paid leave, unemployment and workers' compensation	Passed committee	19 February 2025
MD	HB 831	Collective Bargaining - Local Government Employees and Public Employee Relations Act Unions and collective bargaining Companion: MD SB 922	In committee	19 February 2026
MD	HB 850	Workgroup on the Creation of a Data Dashboard for Public Work Contracts and Apprentices - Establishment Wages, hours and worker classification	Enacted	20 May 2025
MD	HB 864	Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act) Wages, hours and worker classification	Enacted	12 May 2026
MD	HB 878	Workers' Compensation - Heart Disease and Hypertension Presumption and Permanent Partial Disability - Carroll County Correctional Deputies Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: MD SB 449	Enacted	28 April 2026
MD	HB 895	Employment and Insurance Equality for Service Members Act	Enacted	8 April 2025
MD	HB 895	Food Retailers and Third-Party Delivery Service Providers -	Enacted	28 April 2026

State	Bill	Title	Current status	Last action
		Dynamic Pricing and Personal Data (Protection From Predatory Pricing Act)		
MD	HB 914	State Employees - Cancer Screening - Paid Leave Paid leave, unemployment and workers' compensation	In committee	21 February 2025
MD	HB 957	State Procurement - Worker Residency Requirements	Passed chamber	7 April 2025
MD	HB 997	State Finance and Procurement - Prevailing Wage Rate - Calculation Wages, hours and worker classification Companion: MD SB 675	Dead	16 March 2026
MD	HJ 3	Ratifying the Federal Child Labor Amendment Workplace safety and health	In committee	26 February 2025
MD	SB 1023	Employment Discrimination - Fire and Rescue Public Safety Employees - Use of Medical Cannabis Discrimination, harassment and pay equity	Passed chamber	17 March 2025
MD	SB 136	Collective Bargaining - Alcohol, Tobacco, and Cannabis Commission - Police Officers Unions and collective bargaining	Enacted	14 April 2026
MD	SB 143	Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act) Wages, hours and worker classification	In committee	11 February 2026
MD	SB 144	Corporations and Associations - Limited Worker Cooperative Associations - Authorization	Enacted	22 April 2025

State	Bill	Title	Current status	Last action
		(Maryland Limited Worker Cooperative Association Act)		
MD	SB 166	State Personnel - Collective Bargaining - Graduate Assistants and Postdoctoral Associates Unions and collective bargaining	In committee	14 January 2025
MD	SB 219	Uninsured Employers' Fund - Assessments and Special Monitor	Vetoed	16 May 2025
MD	SB 227	Workers' Compensation - Payment From Uninsured Employers' Fund - Revisions Paid leave, unemployment and workers' compensation	Vetoed	16 May 2025
MD	SB 253	Baltimore County Public Library - Collective Bargaining - Supervisory Employees Unions and collective bargaining	Enacted	26 May 2026
MD	SB 26	Davis Martinez Public Employee Safety and Health Act Workplace safety and health	Enacted	20 May 2025
MD	SB 279	Employment and Insurance Equality for Service Members Act	Enacted	8 April 2025
MD	SB 28	Arbitration Reform for State Employees Act of 2026	Enacted	28 April 2026
MD	SB 3	Workgroup on the Creation of a Data Dashboard for Public Work Contracts and Apprentices - Establishment Wages, hours and worker classification	Enacted	20 May 2025
MD	SB 306	Workers' Compensation - Prescription Drug and Pharmaceutical Services - Reimbursements	Passed chamber	19 March 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
MD	SB 31	Commercial Law - Attachment of Wages - Exemptions (Exempt Income Protection Act) Wages, hours and worker classification	In committee	14 January 2025
MD	SB 325	Income Tax - Credit for Employers of Eligible Apprentices - Alterations Wages, hours and worker classification	In committee	15 January 2025
MD	SB 373	State Personnel - BWI Airport Fire and Rescue Department - Collective Bargaining and Arbitration Processes Unions and collective bargaining	Enacted	20 May 2025
MD	SB 417	Labor and Employment - Mandatory Meetings on Religious or Political Matters - Employee Attendance and Participation (Maryland Worker Freedom Act)	Enacted	28 April 2026
MD	SB 426	Procurement Reform Act of 2025	In committee	30 January 2025
MD	SB 431	Registered Apprenticeship Investments for a Stronger Economy (RAISE) Act Wages, hours and worker classification	Enacted	8 April 2025
MD	SB 439	Employment Discrimination - Fire and Rescue Public Safety Employees - Use of Medical Cannabis Discrimination, harassment and pay equity	Enacted	28 April 2026
MD	SB 445	Employment Standards - Firefighters - Payment of Wages and Payroll Information Wages, hours and worker classification	Enacted	28 April 2026

State	Bill	Title	Current status	Last action
MD	SB 494	Procurement Contracts and Public-Private Partnerships - Project Labor Agreements, Community Benefit Agreements, and Use of Registered Apprentices Wages, hours and worker classification	Dead	5 February 2025
MD	SB 523	State Employees - Cancer Screening - Paid Leave Paid leave, unemployment and workers' compensation	Passed chamber	19 March 2025
MD	SB 58	Labor and Employment - Parental School Engagement Leave Act Paid leave, unemployment and workers' compensation	In committee	14 January 2025
MD	SB 6	State Personnel - Collective Bargaining - Nontenure Track Faculty Unions and collective bargaining Companion: MD HB 106	Enacted	26 May 2026
MD	SB 60	Fraud Prevention, Prevailing Wage, and Living Wage - Prohibitions, Penalties, and Enforcement Wages, hours and worker classification	Passed committee	13 April 2026
MD	SB 673	State Procurement - Apprenticeship Program Accountability and Completion Wages, hours and worker classification	Enacted	12 May 2026
MD	SB 695	Labor and Employment - Uninsured Employers' Fund Board - Membership and Reserves	Enacted	6 May 2025
MD	SB 726	Cannabis Licensees - Bona Fide Labor Organizations and Labor Peace Agreements Unions and collective bargaining	In committee	6 February 2025

State	Bill	Title	Current status	Last action
MD	SB 750	State Personnel - Collective Bargaining - Part-Time Faculty Unions and collective bargaining	Passed chamber	21 March 2025
MD	SB 760	Better Small Business Employee Benefit Act Of 2025 Paid leave, unemployment and workers' compensation	In committee	6 February 2025
MD	SB 764	Education - Minimum Wage for Education Support Professionals - Report on Estimated Cost Wages, hours and worker classification	Passed chamber	23 March 2026
MD	SB 777	Labor and Employment - Workforce Development - Hospital Employee Retraining and Placement Program and Workforce Development and Local Workforce Development Boards (Local Workforce Solutions Investment Act)	Enacted	28 April 2026
MD	SB 785	Labor and Employment - Unpaid Parental Leave - Definition of Employer Paid leave, unemployment and workers' compensation Companion: MD HB 1340	Enacted	6 May 2025
MD	SB 804	Labor and Employment - Occupational Safety and Health - Revisions to Heat Stress Standards Workplace safety and health	In committee	12 February 2026
MD	SB 809	Declaration of Rights - Right to Minimum Wage for Tipped Workers Wages, hours and worker classification	Dead	3 March 2025
MD	SB 830	Workers' Compensation - Claims Application Form - Authorization for Release of Information	Enacted	6 May 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
MD	SB 831	Labor Law - Child Labor Penalties, Private Sector Employee Labor Relations, and State Employee Labor Standards Wages, hours and worker classification, Unions and collective bargaining, Workplace safety and health	Enacted	28 April 2026
MD	SB 880	Workgroup for an Inclusive State Workplace - Established	Passed committee	13 April 2026
MD	SB 889	Consumer Protection and Labor and Employment - Electronic Shelving Labels and Surveillance-Based Price and Wage Setting - Prohibitions Wages, hours and worker classification, AI in hiring and workplace monitoring	In committee	12 February 2026
MD	SB 90	Workers' Compensation - Occupational Disease Presumptions - Hypertension Paid leave, unemployment and workers' compensation	Passed chamber	8 April 2026
MD	SB 900	Noncompete and Conflict of Interest Clauses - Licensed Architects - Employer Workforce Relocation and Out-of-State Employers Noncompetes and restrictive covenants	Passed chamber	11 April 2026
MD	SB 920	Public Health - Maryland Interested Parties Advisory Group - Establishment	Passed chamber	4 April 2025
MD	SB 94	Commercial Law - Earned Wage Access - Revisions Wages, hours and worker classification	Enacted	28 April 2026

State	Bill	Title	Current status	Last action
MD	SB 964	Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act) Wages, hours and worker classification	Enacted	12 May 2026
MD	SB 969	Howard County - Department of Fire and Rescue Services - Current and Prospective Employee Medical Cannabis Use	Dead	10 March 2025
ME	LD 106	An Act Regarding The Taxation Of Paid Family And Medical Leave Benefits Paid leave, unemployment and workers' compensation	Dead	10 April 2025
ME	LD 1084	Resolve, To Alleviate The Behavioral Health Workforce Shortage By Allowing The Training And Granting Of Behavioral Health Certifications By Community-Based Agencies And Hospitals	Dead	20 May 2025
ME	LD 1117	An Act To Strengthen Maine'S Workforce Through Certified Preapprenticeship Training Programs Wages, hours and worker classification	Enacted	13 June 2025
ME	LD 112†	An Act To Promote Opportunities By Establishing A Student Wage Wages, hours and worker classification	Dead	28 May 2025
ME	LD 1169	An Act Regarding Employer Payments For The Paid Family And Medical Leave Benefits Program Paid leave, unemployment and workers' compensation	Dead	5 June 2025
ME	LD 1195	An Act To Amend The Provisions Of The Maine Workers' Compensation Act Of 1992 Governing	Enacted	25 April 2025

State	Bill	Title	Current status	Last action
		Requirements For Self-Insurers Paid leave, unemployment and workers' compensation		
ME	LD 1204	An Act To Support Direct Access Worker Employment By Removing Certain Employment Disqualifications	Dead	27 May 2025
ME	LD 1219	An Act To Increase State Funding For The Campuses Of The University Of Maine System And To Raise The Minimum Hourly Wage For Employees Of The System Wages, hours and worker classification	Dead	29 April 2026
ME	LD 1221	Resolution, Proposing An Amendment To The Constitution Of Maine To Prohibit The Legislature From Using Paid Family And Medical Leave Program Funds For Any Other Purpose Paid leave, unemployment and workers' compensation	Enacted	10 June 2025
ME	LD 1249	An Act To Delay Payment Of Benefits Under The Paid Family And Medical Leave Benefits Program Paid leave, unemployment and workers' compensation	Dead	20 May 2025
ME	LD 1265	An Act To Amend The Laws Governing Public Employee Market Pay Studies And Comprehensive Reviews Of The Classification Plan For State Service Positions Wages, hours and worker classification	Enacted	11 January 2026
ME	LD 1267	Resolve, Directing The Department Of Labor To Convene A Task Force To Examine And Study Issues Relating To The Gap Between The Economic Output And Wages Of	Dead	6 May 2025

State	Bill	Title	Current status	Last action
		Workers In The State Wages, hours and worker classification		
ME	LD 1283	An Act To Allow Employees Covered Under The Maine Retirement Savings Program To Elect To Enroll And Unenroll In A Payroll Deduction For An Individual Retirement Account Wages, hours and worker classification	Dead	10 June 2025
ME	LD 1305	An Act To Improve Access To Transportation To Work For Forestry Workers And Migrant And Seasonal Farm Workers	Dead	20 May 2025
ME	LD 1307	An Act To Suspend The Remittance Obligation For Paid Family And Medical Leave Private Plan Users Paid leave, unemployment and workers' compensation	Dead	3 June 2025
ME	LD 131†	An Act To Eliminate The Provision Of The Maine Workers' Compensation Act Of 1992 That Allows An Employer Member Of A Group Self-Insurer To Insure Its Employees Through A Fronting Arrangement Paid leave, unemployment and workers' compensation	■ Enacted	18 March 2025
ME	LD 1333	An Act To Make Changes To The Paid Family And Medical Leave Benefits Program Paid leave, unemployment and workers' compensation	Dead	3 June 2025
ME	LD 1392	An Act To Limit The Applicability Of The Laws Regulating Payroll Processors To Services Provided By Payroll Processors To Employers	Dead	29 April 2025

State	Bill	Title	Current status	Last action
		With A Legal Address In The State Wages, hours and worker classification		
ME	LD 1400	An Act To Exempt Certain Public School Districts And Their Employees From The Paid Family And Medical Leave Benefits Program Paid leave, unemployment and workers' compensation	Dead	5 June 2025
ME	LD 1407	An Act To Direct The Board Of Occupational Safety And Health To Develop Indoor Air Quality Standards For Buildings In The State In Which Public Sector Workers Work Workplace safety and health	■ Enacted	15 June 2025
ME	LD 1538	An Act To Index Unemployment Benefits To The Unemployment Rate Paid leave, unemployment and workers' compensation	Dead	3 June 2025
ME	LD 1539	An Act To Create A State Employee Compensation Stabilization Fund	Dead	29 April 2026
ME	LD 1554	An Act To Require Sexual Harassment Prevention Training For Restaurant Employees Discrimination, harassment and pay equity	■ Enacted	19 June 2025
ME	LD 1587	An Act To Establish Greater Alignment Of Penalties For Certain Labor Law Violations Wages, hours and worker classification	■ Enacted	19 March 2026
ME	LD 1627	An Act Regarding Workforce Development, Education Reform And Talent Retention	Dead	20 May 2025

State	Bill	Title	Current status	Last action
ME	LD 1638	An Act Regarding Disability Retirement Benefits Under The Maine Public Employees Retirement System Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	11 June 2025
ME	LD 1653	An Act To Develop Maine'S Credentialed Workforce	Enacted	17 June 2025
ME	LD 1712	An Act To Amend The Paid Family And Medical Leave Benefits Program To Balance Support Of Businesses And Employees Paid leave, unemployment and workers' compensation	Dead	4 June 2025
ME	LD 1741	An Act Regarding County Law Enforcement Administration And Rural Law Enforcement	Enacted	19 March 2026
ME	LD 1744	An Act To Modify Provisions Of The State Civil Service System Governing Employee Recruitment And Retention	Enacted	3 April 2026
ME	LD 1748	An Act To Enhance Businesses' Understanding Of Labor Standards And Grow Maine'S Energy Economy Through A Training Program Wages, hours and worker classification	Enacted	20 June 2025
ME	LD 1774	An Act To Protect Domestic Workers Wages, hours and worker classification	Dead	3 February 2026
ME	LD 1812	An Act To Provide Low-Interest Loans For Accredited College Graduates Entering Trade Professions And An Employer Tax Credit For Trade Tool Reimbursements	Dead	29 April 2026

State	Bill	Title	Current status	Last action
ME	LD 1839	An Act To Strengthen The So-Called Maine Hire-A-Vet Program Discrimination, harassment and pay equity	Dead	29 May 2025
ME	LD 1865	Resolve, To Create A Tax Incentive Pilot Project To Encourage Businesses To Adopt A 4-Day Workweek Wages, hours and worker classification	Dead	7 April 2026
ME	LD 187†	An Act To Prohibit Labor Organizations From Imposing Mandatory Service Fees On Nonmembers Unions and collective bargaining	Dead	13 May 2025
ME	LD 1915	An Act To Regulate Earned Wage Access Services Providers Wages, hours and worker classification	Dead	10 February 2026
ME	LD 1956	An Act To Amend The Law Governing The Competitive Skills Scholarship Program And Establish The Community Workforce Connections Program	Enacted	20 June 2025
ME	LD 1986	An Act To Fund Collective Bargaining Agreements With Judicial Branch Employees Unions and collective bargaining	Enacted	1 July 2025
ME	LD 1987†	An Act To Fund Collective Bargaining Agreements With Executive Branch Employees And Continue The Voluntary Employee Incentive Program Unions and collective bargaining	Enacted	1 July 2025
ME	LD 1988	An Act To Address Funding Needs For State Employees Affected By Federal Funding Disruptions	Enacted	1 July 2025

State	Bill	Title	Current status	Last action
ME	LD 2018	An Act To Amend The Requirements Governing Self-Insurance Plans In The Paid Family And Medical Leave Benefits Program Paid leave, unemployment and workers' compensation	Enacted	13 April 2026
ME	LD 2049	An Act To Clarify Indemnification When Seeking Remedy For Labor Law Violations Wages, hours and worker classification	Dead	26 February 2026
ME	LD 206†	An Act To Protect Maine Businesses By Eliminating The Automatic Cost-Of-Living Adjustment To The Minimum Hourly Wage Wages, hours and worker classification	Dead	22 May 2025
ME	LD 2093	An Act To Codify And Update A Provision Of Private And Special Law Governing Temporary Disability For State Employees Discrimination, harassment and pay equity	Enacted	3 April 2026
ME	LD 2101†	An Act To Establish A Monetary Penalty For Employers Whose Unemployment Payment Is Returned Unpaid Paid leave, unemployment and workers' compensation	Enacted	3 April 2026
ME	LD 2110	An Act To Update Employer Substance Use Testing Policy Requirements	Enacted	13 April 2026
ME	LD 2130	An Act To Support Employment Opportunities For Military Spouses	Enacted	3 April 2026
ME	LD 2169	An Act To Improve The Public Employees Disability Retirement Program By Modifying Provisions Controlling The Reduction Of	Enacted	23 March 2026

State	Bill	Title	Current status	Last action
		Benefits And Clarifying Terminology Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity		
ME	LD 2192	An Act To Protect Students By Ensuring Schools Have Complete Information About School Employees And Applicants For Employment	Enacted	15 April 2026
ME	LD 2245	An Act To Reauthorize Funding Of Collective Bargaining Agreements With Executive Branch Employees Unions and collective bargaining	Enacted	16 April 2026
ME	LD 357	An Act To Establish A State Minimum Hourly Wage For Agricultural Workers Wages, hours and worker classification	Dead	20 May 2025
ME	LD 406	An Act To Repeal The Laws Providing For Paid Family And Medical Leave And To Reimburse Taxpayers Paid leave, unemployment and workers' compensation	Dead	3 June 2025
ME	LD 539	An Act To Repeal The Paid Family And Medical Leave Benefits Program Paid leave, unemployment and workers' compensation	Dead	20 May 2025
ME	LD 54	An Act To Require Employers To Disclose Pay Ranges And Maintain Records Of Employees' Pay Histories Wages, hours and worker classification	Enacted	24 April 2026
ME	LD 55	An Act To Amend The Law Governing The Accrual Of Earned	Enacted	1 July 2025

State	Bill	Title	Current status	Last action
		Paid Leave Paid leave, unemployment and workers' compensation		
ME	LD 575	An Act To Ensure Equitable Access To The Paid Family And Medical Leave Benefits Program By Removing The Requirement That Leave Must Be Scheduled To Prevent Undue Hardship On The Employer Paid leave, unemployment and workers' compensation	Dead	20 May 2025
ME	LD 588	An Act To Enact The Agricultural Employees Concerted Activity Protection Act	Dead	25 June 2025
ME	LD 589	An Act To Make Agricultural Workers And Other Related Workers Employees Under The Wage And Hour Laws Wages, hours and worker classification	■ Enacted	10 June 2025
ME	LD 598	An Act To Require Minimum Pay For Reporting To Work Wages, hours and worker classification	■ Enacted	24 June 2025
ME	LD 599	An Act To Codify The Federal Salary Threshold For Overtime Pay Wages, hours and worker classification	Dead	29 April 2026
ME	LD 60	An Act To Allow Employees To Request Flexible Work Schedules	Dead	29 April 2026
ME	LD 61	An Act To Regulate Employer Surveillance To Protect Workers AI in hiring and workplace monitoring	■ Enacted	11 January 2026
ME	LD 618†	An Act To Allow Minors Under 16 Years Of Age To Work Until 9 P.M. During The School Year And Until 10 P.M. During Summer Vacation	Dead	14 May 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation, Workplace safety and health		
ME	LD 644	An Act To Expand Employment Opportunities For Minor Students By Eliminating Certain Work Limitations	Dead	14 May 2025
ME	LD 655	An Act Establishing A State Minimum Hourly Wage For Agricultural Workers Wages, hours and worker classification	Dead	20 May 2025
ME	LD 66	An Act To Expand Access To The Maine Wage Assurance Fund Wages, hours and worker classification	■ Enacted	9 June 2025
ME	LD 706	An Act Regarding The Laws Relating To Unemployment Insurance Paid leave, unemployment and workers' compensation	■ Enacted	10 June 2025
ME	LD 707	An Act To Amend The Membership Of The State Employee Health Commission And Make Referential Changes To The Office Of Employee Health, Wellness And Workers' Compensation Paid leave, unemployment and workers' compensation	■ Enacted	25 April 2025
ME	LD 756	An Act Creating And Sustaining Jobs Through The Development Of Cooperatives And Employee-Owned Businesses By Providing Tax Deductions For Certain Qualified Business Activities	Dead	29 April 2026
ME	LD 797	An Act To Amend The Laws Regarding Work Search Efforts For Unemployment Benefits And To	Dead	8 April 2025

State	Bill	Title	Current status	Last action
		Eliminate Benefits For Temporary Unemployment Paid leave, unemployment and workers' compensation		
ME	LD 799†	An Act To Report Gender Wage Gaps Discrimination, harassment and pay equity	Dead	29 April 2026
ME	LD 82	An Act To Amend The Workers' Compensation Laws By Extending Indefinitely The Presumption Applying To Law Enforcement Officers, Corrections Officers, E-9-1-1 Dispatchers, Firefighters And Emergency Medical Services Persons Diagnosed With Post-Traumatic Stress Disorder Paid leave, unemployment and workers' compensation	■ Enacted	1 July 2025
ME	LD 848	An Act Regarding The Retired County And Municipal Law Enforcement Officers And Municipal Firefighters Health Insurance Program	■ Enacted	29 May 2025
ME	LD 853	An Act To Replace The Minimum Hourly Wage With A Regionally Based Living Wage Wages, hours and worker classification	Dead	28 May 2025
ME	LD 87	An Act Regarding The State Workforce Board	■ Enacted	30 May 2025
ME	LD 877	An Act To Require Transportation Network Companies To Provide Fair Wages To Drivers Wages, hours and worker classification	Dead	29 April 2026
ME	LD 894	An Act To Amend The Laws Governing Paid Family And Medical	■ Enacted	12 June 2025

State	Bill	Title	Current status	Last action
		Leave Paid leave, unemployment and workers' compensation		
ME	LD 898	An Act To Support Rural Workforce Recruitment By Allowing Pay Differentials Based On Work Site Location And Employee Experience And Credentials Under The Maine Equal Pay Law Wages, hours and worker classification, Discrimination, harassment and pay equity	■ Enacted	9 June 2025
ME	LD 941	An Act Requiring Employers To Disclose Wage Ranges In Job Postings Wages, hours and worker classification	Dead	8 April 2025
ME	LD 952†	An Act To Exempt Agricultural Employers And Employees From The Maine Paid Family And Medical Leave Benefits Program Paid leave, unemployment and workers' compensation	Dead	3 June 2025
ME	LD 999	An Act To Include Employees Of The Maine Indian Tribal-State Commission In The State'S Group Health Plan	■ Enacted	12 June 2025

State	Bill	Title	Current status	Last action
MI	HB 4001†	Labor: hours and wages; minimum hourly wage rate; modify. Amends secs. 4 & 4b of 2014 PA 138 (MCL 408.414 & 408.414b) & repeals 2018 PA 337 (MCL 408.931 - 408.945). TIE BAR WITH: HB 4053'25 Wages, hours and worker classification	■ Passed chamber	4 February 2025

State	Bill	Title	Current status	Last action
MI	HB 4040	Labor: fair employment practices; certain noncompete agreements; prohibit employers from requiring employees to enter into unless certain conditions are met. Amends sec. 4a of 1984 PA 274 (MCL 445.774a). Discrimination, harassment and pay equity, Noncompetes and restrictive covenants	In committee	4 February 2025
MI	HB 4061	Public employees and officers: state; state contractors; require to verify legal residency of employees. Creates new act. Wages, hours and worker classification Companion: MI SB 444	In committee	5 February 2025
MI	HB 4075	Labor: hours and wages; minimum wage; modify. Amends sec. 4 of 2018 PA 337 (MCL 408.934). Wages, hours and worker classification	In committee	13 February 2025
MI	HB 4096	Worker's compensation: disabilities; presumption of causation of heart and respiratory diseases; extend to certain members of police, fire, and public safety departments. Amends sec. 405 of 1969 PA 317 (MCL 418.405). Discrimination, harassment and pay equity Companion: MI SB 161	In committee	25 February 2025

State	Bill	Title	Current status	Last action
MI	HB 4243	Public employees and officers: compensation and benefits; regional airport authorities; include in the publicly funded health insurance contribution act. Amends sec. 2 of 2011 PA 152 (MCL 15.562). Companion: MI SB 149	In committee	19 March 2025
MI	HB 4253	Labor: benefits; certain types of accrued leave; require an employer to pay to an employee when employment is terminated. Amends secs. 1 & 5 of 1978 PA 390 (MCL 408.471 & 408.475). Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	19 March 2025
MI	HB 4264	Labor: fair employment practices; job applicant's credit history; prohibit an employer from inquiring about. Creates new act. Discrimination, harassment and pay equity	In committee	19 March 2025
MI	HB 4288†	Public employees and officers: state; hiring practices based on anything other than the merit of the prospective employee; prohibit. Creates new act.	Passed chamber	6 May 2025
MI	HB 4289	Labor: fair employment practices; certain employment discrimination information; require employers to post. Amends sec. 602 of 1976 PA 453 (MCL 37.2602) & adds sec. 202b. Discrimination, harassment and pay equity	In committee	26 March 2025

State	Bill	Title	Current status	Last action
MI	HB 4290	Labor: fair employment practices; certain information about a job applicant's compensation history and credit history; prohibit an employer from seeking or asking about. Amends sec. 13a of 1978 PA 390 (MCL 408.483a). Discrimination, harassment and pay equity	In committee	26 March 2025
MI	HB 4291	Labor: discrimination; certain protected attributes and characteristics of an employee; prohibit an employer from basing the employee's wage rate on. Amends 1978 PA 390 (MCL 408.471 - 408.490) by adding sec. 13b & repeals sec. 13 of 2018 PA 337 (MCL 408.943). Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	26 March 2025
MI	HB 4292	Labor: discrimination; anonymous reporting of wage discrimination; allow. Amends sec. 602 of 1976 PA 453 (MCL 37.2602). Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	26 March 2025
MI	HB 4293	Labor: fair employment practices; deductions from wages without written consent of employee; revise notice period for certain deductions related to garnishment. Amends sec. 7 of 1978 PA 390 (MCL 408.477). Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	26 March 2025

State	Bill	Title	Current status	Last action
MI	HB 4294	State management: purchasing; award of state contracts to persons that do not possess fair paycheck workplace certificate; prohibit. Amends secs. 241 & 261 of 1984 PA 431 (MCL 18.1241 & 18.1261). TIE BAR WITH: HB 4295'25 Wages, hours and worker classification	In committee	26 March 2025
MI	HB 4295	Labor: fair employment practices; requirements to obtain a fair paycheck workplace certificate; provide for. Creates new act. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	26 March 2025
MI	HB 4296	Crimes: other; provision regarding wage discrimination based on sex; modify, and increase fines. Amends sec. 556 of 1931 PA 328 (MCL 750.556). Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	26 March 2025
MI	HB 4297	Labor: fair employment practices; wage information of similarly situated employees; require an employer to disclose to an employee under certain circumstances. Amends sec. 13a of 1978 PA 390 (MCL 408.483a). Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	26 March 2025
MI	HB 4317	Labor: hours and wages; employer violations regarding the payment of wages and fringe benefits; increase sanctions for. Amends sec. 18 of 1978 PA 390	In committee	17 April 2025

State	Bill	Title	Current status	Last action
		(MCL 408.488). Wages, hours and worker classification		
MI	HB 4318	Labor: fair employment practices; penalty for wage and fringe benefit payment violations with the intent to defraud; increase. Amends sec. 15 of 1978 PA 390 (MCL 408.485). Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	17 April 2025
MI	HB 4320	Labor: hours and wages; employee who files a claim alleging that an employer violated 2018 PA 337; prohibit the commissioner from disclosing the employee's name to the employer under certain circumstances. Amends sec. 9 of 2018 PA 337 (MCL 408.939). Wages, hours and worker classification	In committee	17 April 2025
MI	HB 4321	Labor: hours and wages; identity of employee who files a complaint under 1978 PA 390; prohibit department from disclosing to employer if requested by employee. Amends sec. 11 of 1978 PA 390 (MCL 408.481). Wages, hours and worker classification	In committee	17 April 2025
MI	HB 4322	Labor: hours and wages; penalties and remedies for misclassification of independent contractors; provide for. Amends secs. 1, 13, 15, 18 & 19 of 1978 PA 390 (MCL 408.471 et seq.) & adds secs. 13c & 13d. Wages, hours and worker classification	In committee	17 April 2025

State	Bill	Title	Current status	Last action
MI	HB 4323	Labor: fair employment practices; whistleblowers' protection act; modify definition of employee and protected activities. Amends title & secs. 1, 2, 3 & 5 of 1980 PA 469 (MCL 15.361 et seq.) & adds sec. 4a. Discrimination, harassment and pay equity	In committee	17 April 2025
MI	HB 4326	Labor: fair employment practices; whistleblower protection; modify to include employees reporting to the state employee ombudsman or the press. Amends secs. 1, 2 & 3 of 1980 PA 469 (MCL 15.361 et seq.). TIE BAR WITH: HB 4316'25 Discrimination, harassment and pay equity	In committee	17 April 2025
MI	HB 4405	Employment security: benefits; low-wage school employees to collect unemployment benefits during the summer months; allow. Amends sec. 27 of 1936 (Ex Sess) PA 1 (MCL 421.27). Paid leave, unemployment and workers' compensation Companion: MI HB 4406, MI HB 5000, MI HB 5001	In committee	30 April 2025
MI	HB 4409	Labor: fair employment practices; written job descriptions; require employers to create and disclose to job applicants and certain employees, and establish sanctions and remedies for a violation. Amends title & sec. 18 of 1978 PA 390 (MCL 408.488) & adds sec. 9a.	In committee	30 April 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
MI	HB 4433	Labor: fair employment practices; absence from work to respond to an emergency as an emergency responder; protect from adverse employment action. Creates new act. Discrimination, harassment and pay equity	In committee	7 May 2025
MI	HB 4435†	Labor: health and safety; prohibition related to promulgation of rules regarding workplace ergonomics; repeal. Repeals sec. 17 of 1974 PA 154 (MCL 408.1017). Workplace safety and health	In committee	7 May 2025
MI	HB 4436	Labor: health and safety; employee communication regarding an occupational safety and health practice or hazard related to a communicable disease; prohibit an employer from taking an adverse employment action based on. Amends 1974 PA 154 (MCL 408.1001 - 408.1094) by adding sec... Workplace safety and health	In committee	7 May 2025
MI	HB 4437	Labor: health and safety; Michigan occupational safety and health violations; modify civil penalties. Amends sec. 35 of 1974 PA 154 (MCL 408.1035). Workplace safety and health	In committee	7 May 2025
MI	HB 4438	Labor: fair employment practices; employer taking adverse employment action against an	In committee	7 May 2025

State	Bill	Title	Current status	Last action
		employee who raises concern over infection control; prohibit. Creates new act. Discrimination, harassment and pay equity		
MI	HB 4439	Labor: health and safety; employee communication regarding an occupational safety and health practice or hazard; prohibit an employer from taking an adverse employment action based on. Amends 1974 PA 154 (MCL 408.1001 - 408.1094) by adding sec. 66a. Workplace safety and health	In committee	7 May 2025
MI	HB 4440	Labor: health and safety; infectious disease worker safety commission; create. Amends 1974 PA 154 (MCL 408.1001 - 408.1094) by adding sec. 47. Workplace safety and health	In committee	7 May 2025
MI	HB 4441	Labor: youth employment; youth employment standards act; modify penalties for certain violations. Amends secs. 3, 21 & 22 of 1978 PA 90 (MCL 409.103 et seq.). Workplace safety and health	In committee	7 May 2025
MI	HB 4446†	Labor: other; local government labor regulatory limitation act, 2015 PA 105; repeal. Repeals 2015 PA 105 (MCL 123.1381 - 123.1396).	In committee	7 May 2025
MI	HB 4448	Labor: other; cause for termination of employment; require. Creates new act.	In committee	7 May 2025

State	Bill	Title	Current status	Last action
MI	HB 4449	Labor: fair employment practices; employment decisions based on the health or illness of an employee's family member; prohibit. Creates new act. Discrimination, harassment and pay equity	In committee	7 May 2025
MI	HB 4450	Labor: fair employment practices; certain physical characteristics of employees; prohibit employers from discriminating based on. Creates new act. Discrimination, harassment and pay equity	In committee	7 May 2025
MI	HB 4451	Labor: collective bargaining; status as permanent replacement employee; prohibit employees from offering or granting to certain individuals who work for the employer during a labor dispute. Amends sec. 16 of 1939 PA 176 (MCL 423.16). Unions and collective bargaining	In committee	7 May 2025
MI	HB 4452	Labor: collective bargaining; relocation of an employer's operations less than 1 year after its employees elect a bargaining representative; make an unfair labor practice. Amends sec. 23 of 1939 PA 176 (MCL 423.23) & adds sec. 18. Wages, hours and worker classification, Unions and collective bargaining	In committee	7 May 2025
MI	HB 4453	Labor: fair employment practices; employees who perform certain lawful activities during nonworking hours; prohibit employers from discriminating	In committee	7 May 2025

State	Bill	Title	Current status	Last action
		against. Creates new act. Discrimination, harassment and pay equity		
MI	HB 4454	Labor: collective bargaining; exclusive bargaining representative of public employees; allow the commission to certify labor organization as based on petition and hearing. Amends secs. 12 & 14 of 1947 PA 336 (MCL 423.212 & 423.214). Unions and collective bargaining	In committee	7 May 2025
MI	HB 4455	Labor: fair employment practices; worker freedom act; create. Creates new act. Discrimination, harassment and pay equity	In committee	7 May 2025
MI	HB 4456	Labor: fair employment practices; employer monitoring of employee communications; prohibit unless the employer establishes an employee monitoring policy and discloses that policy to employees. Creates new act. AI in hiring and workplace monitoring	In committee	7 May 2025
MI	HB 4457	Health facilities: employees; use of state funds to discourage unionization; prohibit and provide remedies for. Amends 1978 PA 368 (MCL 333.1101 - 333.25211) by adding sec. 20176b.	In committee	7 May 2025
MI	HB 4458	Labor: collective bargaining; public employer ceasing or subcontracting its operations; prohibit if done less than 1 year after its employees elect a bargaining representative.	In committee	7 May 2025

State	Bill	Title	Current status	Last action
		Amends sec. 10 of 1947 PA 336 (MCL 423.210). Unions and collective bargaining		
MI	HB 4475	Civil rights: employment discrimination; discrimination based on certain vaccination status; prohibit. Amends title of 1976 PA 453 (MCL 37.2101 - 37.2804) & adds art. 5A. Discrimination, harassment and pay equity	In committee	13 May 2025
MI	HB 4490	State management: purchasing; awarding state contracts to persons that use hiring practices based on anything other than the merit of prospective employees; prohibit. Amends secs. 115, 241, 261, 305 & 404 of 1984 PA 431 (MCL 18.1115 et seq.).	In committee	14 May 2025
MI	HB 4492	Labor: hours and wages; sharing gratuities with other employees; allow an employer to require. Amends sec. 4d of 2018 PA 337 (MCL 408.934d). Wages, hours and worker classification Companion: MI HB 4168	■ Passed chamber	21 January 2026
MI	HB 4514	Labor: fair employment practices; certain noncompete agreements for physicians; prohibit. Amends sec. 4a of 1984 PA 274 (MCL 445.774a). Discrimination, harassment and pay equity, Noncompetes and restrictive covenants	In committee	22 May 2025
MI	HB 4516	Employment security: claimants; disqualification from benefits; modify. Amends sec. 29 of 1939 (Ex Sess) PA 1 (MCL 421.29).	■ Passed committee	26 June 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation Companion: MI HB 5004, MI HB 5005, MI HB 5421		
MI	HB 4625	Worker's compensation: other; certain references in the worker's compensation act; make gender neutral. Amends secs. 118, 335 & 353 of 1969 PA 317 (MCL 418.118 et seq.). TIE BAR WITH: HJR F'25 Paid leave, unemployment and workers' compensation	In committee	11 June 2025
MI	HB 4631	Public employees and officers: compensation and benefits; certain references in the public safety officers benefit act; make gender neutral. Amends sec. 2 of 2004 PA 46 (MCL 28.632). TIE BAR WITH: HJR F'25 Paid leave, unemployment and workers' compensation	In committee	11 June 2025
MI	HB 4725	Labor: collective bargaining; collective bargaining rights for student athletes; provide for. Amends sec. 1 of 1947 PA 336 (MCL 423.201). Unions and collective bargaining	In committee	15 July 2025
MI	HB 4751	Civil rights: general discrimination; sexual orientation and gender identity or expression; remove as categories protected under the Elliott-Larsen civil rights act. Amends title & secs. 102, 103, 202, 203, 204, 205, 206, 207, 209, 302, 302a, 402, 502, 504, 505 & 506 of 1976 PA...	In committee	12 August 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
MI	HB 4753	Civil rights: other; protections for the termination of a pregnancy under the Elliott-Larsen civil rights act; remove, and restore to former provisions. Amends secs. 201 & 202 of 1976 PA 453 (MCL 37.2201 & 37.2202). Discrimination, harassment and pay equity	In committee	12 August 2025
MI	HB 4758	Labor: other; reemployment and unemployment services for dislocated federal employees and veterans; provide for. Creates new act. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	12 August 2025
MI	HB 4762	Labor: youth employment; youth employment in residential building construction; allow under certain conditions. Amends sec. 19 of 1978 PA 90 (MCL 409.119). Workplace safety and health	In committee	14 August 2025
MI	HB 4764	Worker's compensation: benefits; presumption of certain injuries and coverage under the Christopher R. Slezak first responder presumed coverage fund; modify to include certain medical examiners. Amends sec. 405 of 1969 PA 317 (MCL 418.405). Paid leave, unemployment and workers' compensation	In committee	14 August 2025

State	Bill	Title	Current status	Last action
MI	HB 4781†	Labor: fair employment practices; penalties and payment of back wages for violations of the whistleblowers' protection act; increase. Amends secs. 4 & 5 of 1980 PA 469 (MCL 15.364 & 15.365). Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	21 August 2025
MI	HB 5002	Employment security: administration; plain language; require the unemployment agency to use in communications and determinations. Amends sec. 2 & 32b of 1936 (Ex Sess) PA 1 (MCL 421.2 & 421.32b) & adds sec. 32e. Paid leave, unemployment and workers' compensation	In committee	24 September 2025
MI	HB 5006	Employment security: hearings; appeal process for recipient of improperly paid unemployment benefits; provide for. Amends sec. 62 of 1936 (Ex Sess) PA 1 (MCL 421.62). Paid leave, unemployment and workers' compensation Companion: MI HB 5008, MI HB 5392, MI HB 5393, MI HB 5394, MI SB 625	In committee	24 September 2025
MI	HB 5007	Employment security: administration; determination of whether services performed by an individual are employment; modify. Amends sec. 42 of of 1936 (Ex Sess) PA 1 (MCL 421.42). Paid leave, unemployment and workers' compensation	In committee	24 September 2025

State	Bill	Title	Current status	Last action
MI	HB 5098†	Employment security: administration; discontinuation of fraud detection software by the unemployment insurance agency; prohibit. Amends 1936 (Ex Sess) PA 1 (MCL 421.1 - 421.75) by adding sec. 32e. Paid leave, unemployment and workers' compensation	In committee	21 October 2025
MI	HB 5141	Labor: collective bargaining; definition of employee in 1939 PA 176; remove certain exclusions from. Amends sec. 2 of 1939 PA 176 (MCL 423.2). Unions and collective bargaining	In committee	29 October 2025
MI	HB 5177	Worker's compensation: other; definition of employee; modify to include certain performances of service. Amends sec. 161 of 1969 PA 317 (MCL 418.161). Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	4 November 2025
MI	HB 5178	Worker's compensation: employers; exclusive remedy provision; modify. Amends sec. 131 of 1969 PA 317 (MCL 418.131).	In committee	4 November 2025
MI	HB 5179	Worker's compensation: benefits; payment of death benefits; modify, and expand conclusive presumption of dependency to include certain individuals. Amends secs. 321, 331, 335, 345 & 356 of 1969 PA 317 (MCL 418.321 et seq.). Companion: MI SB 75	In committee	4 November 2025

State	Bill	Title	Current status	Last action
MI	HB 5180	Worker's compensation: benefits; infectious disease presumption for essential employees during a declared emergency; provide for. Amends sec. 405 of 1969 PA 317 (MCL 418.405).	In committee	4 November 2025
MI	HB 5181	Worker's compensation: mediation; requirement to mediate certain claims for benefits; restore. Amends sec. 847 of 1969 PA 317 (MCL 418.847) & adds sec. 224.	In committee	4 November 2025
MI	HB 5182	Worker's compensation: benefits; time period an injured worker may seek treatment from the injured worker's own physician or provider; modify, and provide additional requirements for the payment of medical benefits. Amends sec. 315 of 1969 PA 317 (MCL 418.315).	In committee	4 November 2025
MI	HB 5183†	Worker's compensation: benefits; type of employee misconduct that excludes an injured employee from receiving benefits; modify. Amends sec. 305 of 1969 PA 317 (MCL 418.305).	In committee	4 November 2025
MI	HB 5184	Worker's compensation: benefits; deadline to pay compensation benefits; modify to 14 days after compensation becomes due and payable, and modify daily charge and interest amounts for noncompliance. Amends sec. 801 of 1969 PA 317 (MCL 418.801). Paid leave, unemployment and workers' compensation	In committee	4 November 2025

State	Bill	Title	Current status	Last action
MI	HB 5185	Worker's compensation: benefits; job search requirement for certain injured workers; modify. Amends 1969 PA 317 (MCL 418.101 - 418.941) by adding sec. 303.	In committee	4 November 2025
MI	HB 5186	Worker's compensation: benefits; eligibility to receive benefits and amount of benefits paid to an injured worker; modify. Amends secs. 301, 311, 313, 351, 354, 355, 356, 358, 361, 371, 401 & 891 of 1969 PA 317 (MCL 418.301 et seq.) & repeals secs. 302, 357 & 431 of 1969 PA 317... Paid leave, unemployment and workers' compensation	In committee	4 November 2025
MI	HB 5187	Worker's compensation: benefits; an employer's or carrier's ability to recoup an overpayment of benefits; provide conditions for. Amends sec. 833 of 1969 PA 317 (MCL 418.833).	In committee	4 November 2025
MI	HB 5189	Worker's compensation: other; procedure for claims referred to the small claims division of the worker's compensation agency; modify. Amends sec. 841 of 1969 PA 317 (MCL 418.841). TIE BAR WITH: HB 5181'25 Paid leave, unemployment and workers' compensation	In committee	4 November 2025
MI	HB 5190	Worker's compensation: benefits; vocational rehabilitation benefits offered to injured workers; enhance. Amends sec. 319 of 1969 PA 317 (MCL 418.319).	In committee	4 November 2025

State	Bill	Title	Current status	Last action
MI	HB 5191	Worker's compensation: funds; uninsured employer's security fund; modify. Amends sec. 501 of 1969 PA 317 (MCL 418.501) & adds sec. 536.	In committee	4 November 2025
MI	HB 5215	Labor: fair employment practices; employee who is or who intends to become a candidate for public office; prohibit an employer from discriminating against the employee based on. Creates new act. Discrimination, harassment and pay equity	In committee	6 November 2025
MI	HB 5221	Occupations: plumbers; ratio requirements for apprentices on jobsite; modify. Amends sec. 1117a of 2016 PA 407 (MCL 339.6117a). Wages, hours and worker classification	In committee	6 November 2025
MI	HB 5374	Labor: hours and wages; prevailing wage; require on certain broadband service projects. Amends sec. 1 of 2023 PA 10 (MCL 408.1101). Wages, hours and worker classification Companion: MI SB 630	In committee	17 December 2025
MI	HB 5375	Employment security: administration; assessment of penalties, interest, or fees on certain unpaid restitution of benefit overpayments; prohibit. Amends sec. 15 of 1936 (Ex Sess) PA 1 (MCL 421.15). Paid leave, unemployment and workers' compensation	In committee	17 December 2025

State	Bill	Title	Current status	Last action
MI	HB 5391	Employment security: benefits; recovery of an improperly paid unemployment benefit more than 1 year after payment; prohibit. Amends sec. 62 of 1936 (Ex Sess) PA 1 (MCL 421.62). Paid leave, unemployment and workers' compensation	In committee	18 December 2025
MI	HB 5422	Labor: leave; permissible use for earned sick time; modify. Amends title & secs. 2 & 4 of 2018 PA 338 (MCL 408.962 & 408.964). Paid leave, unemployment and workers' compensation	In committee	23 December 2025
MI	HB 5423	Labor: discrimination; employees who are victims of certain crimes; prohibit employers from discriminating against because of. Creates new act. Discrimination, harassment and pay equity	In committee	23 December 2025
MI	HB 5449	Employment security: administration; former unemployment insurance agency officials; prohibit from contracting with certain vendors for a period of time. Amends 1936 (Ex Sess) PA 1 (MCL 421.1 - 421.75) by adding sec. 5c. Paid leave, unemployment and workers' compensation	In committee	15 January 2026
MI	HB 5509	Labor: fair employment practices; agreements that prohibit employees from disclosing certain information about violations of the Elliott-Larsen civil rights act; prohibit employers from entering into unless certain conditions are met. Amends 1976	In committee	10 February 2026

State	Bill	Title	Current status	Last action
		PA 453 (MCL 37.2101 - 37.2804)... Discrimination, harassment and pay equity		
MI	HB 5541	Worker's compensation: benefits; calculation of average weekly wage; modify. Amends sec. 371 of 1969 PA 317 (MCL 418.371) & adds sec. 612. Wages, hours and worker classification	In committee	24 February 2026
MI	HB 5560†	Labor: hours and wages; regulation of wages and fringe benefits; provide for exemption for certain earned wage access services. Amends 1978 PA 390 (MCL 408.471 - 408.490) by adding sec. 18a. TIE BAR WITH: HB 5558'26 Wages, hours and worker classification	■ Passed committee	30 April 2026
MI	HB 5579	Labor: fair employment practices; use of electronic monitoring or automated decisions tools by an employer; prohibit except for certain purposes. Creates new act. Discrimination, harassment and pay equity, AI in hiring and workplace monitoring Companion: MI SB 1077	In committee	26 February 2026
MI	HB 5649	Corporate income tax: credits; employer credit for certain apprenticeship and career and technical education programs: provide for. Amends 1967 PA 281 (MCL 206.1 - 206.847) by adding secs. 279 & 672. Wages, hours and worker classification	In committee	4 March 2026

State	Bill	Title	Current status	Last action
MI	HB 5670	Public employees and officers: compensation and benefits; methods of compensation for salaried employees of the state civil service commission; require option for cryptocurrency. Amends 1978 PA 390 (MCL 408.471 - 408.490) by adding sec. 6a. Wages, hours and worker classification	In committee	10 March 2026
MI	HB 5679†	Labor: job training; fall prevention training; require employers to pay wages to employees for participating in. Creates new act. TIE BAR WITH: HB 5678'26 Wages, hours and worker classification	In committee	10 March 2026
MI	HB 5727†	Labor: youth employment; youth employment standards act; restore former provisions, and eliminate requirement for a work permit. Amends title & secs. 2, 5, 7, 10, 15 & 20 of 1978 PA 90 (MCL 409.102 et seq.); adds sec. 19a & repeals secs. 4a, 4b, 4c, 4d, 6, 8 & 9 of 1978 PA 90... Workplace safety and health	■ Passed chamber	2 July 2026
MI	HB 5777	Businesses: other; large-scale data center life cycle financial responsibility act; create. Creates new act.	In committee	15 April 2026
MI	HB 5786	Labor: employment preference; prioritization of local union labor; require for the construction of enterprise data centers. Creates new act. TIE BAR WITH: HB 5785'26, HB 5787'26 Unions and collective bargaining	In committee	15 April 2026

State	Bill	Title	Current status	Last action
MI	HB 5952	Worker's compensation: benefits; post-traumatic stress disorder injury fund; create. Amends 1969 PA 317 (MCL 418.101 - 418.941) by adding sec. 409. Paid leave, unemployment and workers' compensation	In committee	13 May 2026
MI	HB 5953	Worker's compensation: disabilities; presumption of causation of post-traumatic stress disorder; provide for certain occupations and allow for claims against post-traumatic stress injury fund. Amends 1969 PA 317 (MCL 418.101 - 418.941) by adding sec. 407. TIE BAR WITH: HB... Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	13 May 2026
MI	HB 5954	Labor: hours and wages; scheduling standards for certain employers; provide for. Creates new act. Wages, hours and worker classification	In committee	13 May 2026
MI	HB 5955	Labor: fair employment practices; labor service agencies; regulate. Creates new act. Discrimination, harassment and pay equity	In committee	13 May 2026
MI	HB 6009	Public employees and officers: compensation and benefits; severance pay for executive and legislative branch employees and officers; limit, and require reporting if greater than a certain amount. Creates new act. Wages, hours and worker classification	■ Passed chamber	1 July 2026

State	Bill	Title	Current status	Last action
MI	HB 6056	Labor: collective bargaining; poster of collective bargaining rights; require certain employers to display at work sites and provide to employees. Amends 1939 PA 176 (MCL 423.1 - 423.30) by adding sec. 8. Unions and collective bargaining	In committee	10 June 2026
MI	HB 6057	Labor: working conditions; suitable seats; require employers to provide to employees under certain circumstances. Creates new act.	In committee	10 June 2026
MI	HB 6088	Labor: collective bargaining; tenants right to organize; provide for. Creates new act. Unions and collective bargaining Companion: MI SB 282	In committee	17 June 2026
MI	HB 6119	Labor: fair employment practices; certain noncompete agreements for physicians; prohibit. Amends sec. 4a of 1984 PA 274 (MCL 445.774a). Discrimination, harassment and pay equity, Noncompetes and restrictive covenants	In committee	23 June 2026
MI	HB 6141	Public utilities: electric utilities; project labor agreements; require for certain data center contracts. Amends 1939 PA 3 (MCL 460.1 - 460.11) by adding sec. 10kk. TIE BAR WITH: HB 6135'26, HB 6140'26, HB 6137'26, HB 6138'26, HB 6142'26, HB 6139'26	In committee	30 June 2026
MI	HB 6315†	Employment security: administration; employing unit's books, records, and papers;	In committee	1 September 2026

State	Bill	Title	Current status	Last action
		prohibit the unemployment agency from requiring that they be in a different form. Amends sec. 9 of 1936 (Ex Sess) PA 1 (MCL 421.9). Paid leave, unemployment and workers' compensation		
MI	HB 6316†	Employment security: administration; unemployment insurance agency procedures to electronically access certain departments' databases; require. Amends 1936 (Ex Sess) PA 1 (MCL 421.1 - 421.75) by adding sec. 32e. Paid leave, unemployment and workers' compensation	■ In committee	1 September 2026
MI	HB 6417†	Labor: other; community and worker economic transition activities; provide to workers who have employment tied to an industry affected by the adoption or implementation of artificial intelligence. Amends sec. 5 of 2023 PA 232 (MCL 408.915). AI in hiring and workplace monitoring	■ In committee	29 September 2026
MI	SB 1048	Public utilities: electric utilities; project labor agreements and prevailing wage and fringe benefit rates; require for certain data center contracts. Amends 1939 PA 3 (MCL 460.1 - 460.11) by adding sec. 10ii. Wages, hours and worker classification	■ In committee	10 September 2026
MI	SB 1206†	Labor: other; local government labor regulatory limitation act; repeal. Repeals 2015 PA 105 (MCL 123.1381 - 123.1396).	■ In committee	14 October 2026

State	Bill	Title	Current status	Last action
MI	SB 1213†	Labor: leave; family and medical leave insurance benefits; provide for. Creates new act. Paid leave, unemployment and workers' compensation	In committee	14 October 2026
MI	SB 145†	Labor: fair employment practices; certain information about a job applicant's compensation history and credit history; prohibit an employer from seeking or asking about. Amends sec. 13a of 1978 PA 390 (MCL 408.483a). Discrimination, harassment and pay equity	Passed chamber	22 April 2026
MI	SB 263	Public employees and officers: compensation and benefits; retention program for certain public employees; create. Creates new act. TIE BAR WITH: SB 262'25	In committee	24 April 2025
MI	SB 319	Labor: collective bargaining; minimum staffing levels within a bargaining unit; make a mandatory subject of bargaining for certain public employees. Amends secs. 11 & 15 of 1947 PA 336 (MCL 423.211 & 423.215). Unions and collective bargaining, Workplace safety and health Companion: MI HB 5290	Passed chamber	26 June 2025
MI	SB 34	Civil rights: sex discrimination and harassment; definition of sex; modify to include lactating status for employment situations and include pregnancy and lactating status for places of public accommodation or public service. Amends secs. 201 & 301 of 1976 PA 453 (MCL 37.2201 &...	Passed chamber	17 April 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
MI	SB 340	Law enforcement: records; reference to the law enforcement officer separation of service record act in the Bullard - Plawecki employee right to know act; update and include release of provisional service records. Amends secs. 7 & 9 of 1978 PA 397 (MCL 423.507 & 423.509). TIE BAR...	In committee	29 May 2025
MI	SB 379	Education: teachers and administrators; performance evaluation systems for public school teachers and school administrators; modify. Amends secs. 1248, 1249, 1249a, 1249b & 1280f of 1976 PA 451 (MCL 380.1248 et seq.) & adds secs. 1250a, 1531l & 1531m. TIE BAR WITH: SB 0380'25	In committee	11 June 2025
MI	SB 381	Labor: collective bargaining; calendar and schedule for school year; make prohibited subjects of bargaining. Amends sec. 15 of 1947 PA 336 (MCL 423.215). TIE BAR WITH: SB 0379'25 Unions and collective bargaining	In committee	10 June 2025
MI	SB 425	Higher education: community colleges; remission of new jobs credit from withholding to community college districts; clarify application to professional employer organizations. Amends secs. 161 & 163 of 1966 PA 331 (MCL 389.161 & 389.163). TIE BAR WITH: SB 426'25 Wages, hours and worker classification	In committee	17 June 2025

State	Bill	Title	Current status	Last action
MI	SB 436	Labor: collective bargaining; right to work; restore. Amends secs. 1, 2, 14 & 17 of 1939 PA 176 (MCL 423.1 et seq.). Unions and collective bargaining	In committee	24 June 2025
MI	SB 437	Labor: public service employment; right to work; restore. Amends secs. 9, 10 & 15 of 1947 PA 336 (MCL 423.209 et seq.). Unions and collective bargaining	In committee	24 June 2025
MI	SB 439	Public utilities: public service commission; requirement for integrated resource plans to include payment to certain workers a minimum wage standard as determined under 2023 PA 10; amend to reflect repeal. Amends sec. 6t of 1939 PA 3 (MCL 460.6t). TIE BAR WITH: SB 438'25 Wages, hours and worker classification	In committee	24 June 2025
MI	SB 49	Labor: health and safety; revisions to the occupational safety and health act; provide for. Amends title & secs. 4, 13, 14, 14a, 14e 14f, 14j, 14n, 24, 27, 28, 29, 30, 31, 33, 35, 36, 37, 41, 45, 46, 52, 54, 55, 56, 63, 65 & 91 of 1974 PA 154 (MCL 408.1004 et seq.) & repeals... Workplace safety and health	■ Passed chamber	23 June 2026
MI	SB 496	Labor: youth employment; youth employment standards act; restore former provisions and modify penalties. Amends title & secs. 2, 3, 4, 5, 7, 8, 10, 20, 21 & 22 of 1978 PA 90 (MCL 409.102 et seq.) & repeals secs. 4a, 4b, 4c	In committee	13 August 2025

State	Bill	Title	Current status	Last action
		& 4d of 1978 PA 90 (MCL 409.104a et seq.). TIE BAR... Workplace safety and health		
MI	SB 566	Worker's compensation: other; certain filing fees and redemption fees; require to be established by rule. Amends secs. 625 & 835 of 1969 PA 317 (MCL 418.625 & 418.835).	Passed chamber	26 September 2025
MI	SB 622	Labor: health and safety; requirements for proposed administrative rule; modify. Amends sec. 14 of 1974 PA 154 (MCL 408.1014). Workplace safety and health	In committee	22 October 2025
MI	SB 623	Labor: health and safety; time to submit a complaint; modify. Amends sec. 65 of 1974 PA 154 (MCL 408.1065). Workplace safety and health	In committee	22 October 2025
MI	SB 72	Occupations: electricians; ratio of electrician apprentices to journey or master licensees on a jobsite; modify, and require joint responsibility for supervision between electrical contractors and master electricians. Amends secs. 701, 711, 715 & 717 of 2016 PA 407 (MCL 339.5701... Wages, hours and worker classification	In committee	11 February 2025
MI	SB 74	Worker's compensation: benefits; worker's disability compensation benefits; modify various provisions. Amends secs. 301, 313, 354, 355, 361, 371, 401 & 891 of 1969 PA 317 (MCL 418.301 et seq.) & repeals secs. 302 & 431 of 1969 PA 317 (MCL	In committee	11 February 2025

State	Bill	Title	Current status	Last action
		418.302 & 418.431). Discrimination, harassment and pay equity		
MI	SB 8†	Labor: hours and wages; minimum hourly wage rate; modify Amends secs. 2, 4, 4d, 9 & 10 of 2018 PA 337 (MCL 408.932 et seq.). TIE BAR WITH: HB 4002'25 Wages, hours and worker classification	■ Enacted	25 February 2025
MI	SB 807	Retirement: other; retirement program for certain nonpublic employees to participate in a benefit plan; create, and provide oversight. Creates new act. TIE BAR WITH: SB 0808'26 Paid leave, unemployment and workers' compensation Companion: MI HB 5336	■ Passed chamber	17 June 2026
MI	SB 948	Labor: fair employment practices; requirement for an employee to access or respond to work-related communications outside of usual work hours; prohibit. Creates new act. Discrimination, harassment and pay equity	In committee	7 May 2026
MN	HF 1316	Independent contractors and payors added to the centralized work reporting system, and payors required to report independent contractors to the centralized work reporting system. Wages, hours and worker classification Companion: MN HF 1003, MN HF 1057, MN HF 107, MN HF 1182, MN HF 1216, MN HF 1469, MN HF 1484, MN HF 1542, MN HF 1830, MN HF 2113, MN HF 2145, MN HF 2240, MN	■ Passed committee	23 March 2026

State	Bill	Title	Current status	Last action
		HF 2269, MN HF 23, MN HF 2325, MN HF 2441, MN HF 260, MN HF 262, MN HF 2650, MN HF 2874, MN HF 2896, MN HF 2990, MN HF 2996, MN HF 3003, MN HF 3068, MN HF 3074, MN HF 3108, MN HF 758, MN HF 846, MN HF 848, MN HF 915, MN SF 1052, MN SF 1508, MN SF 1532, MN SF 1678, MN SF 1793, MN SF 1832, MN SF 1849, MN SF 2149, MN SF 2153, MN SF 2235, MN SF 2256, MN SF 2277, MN SF 2306, MN SF 2399, MN SF 2419, MN SF 2466, MN SF 2532, MN SF 2533, MN SF 2572, MN SF 2586, MN SF 2919, MN SF 3050, MN SF 3086, MN SF 310, MN SF 3212, MN SF 3224, MN SF 3229, MN SF 3281, MN SF 3342, MN SF 3412, MN SF 3474, MN SF 3490, MN SF 442, MN SF 475, MN SF 494, MN SF 537, MN SF 671, MN SF 691, MN SF 709, MN SF 775, MN SF 947		
MN	HF 3393	Additional benefits for certain iron ore mining employees adopted. Companion: MN SF 4134	■ Passed committee	17 May 2026
MN	HF 3461†	Benefit rights for legislative leaves of absence from state and local government employment aligned. Companion: MN SF 3693	■ Passed committee	13 April 2026
MN	HF 3499	Firefighters exempted from the Minnesota Paid Leave Law. Paid leave, unemployment and workers' compensation Companion: MN HF 3597, MN HF 3839, MN HF 4340, MN HF 4414, MN SF 3782, MN SF 4058, MN SF 4127, MN SF 4697, MN SF 4828	In committee	19 February 2026

State	Bill	Title	Current status	Last action
MN	HF 3573	Valid work authorization required to receive benefits under the Minnesota Paid Leave Law. Paid leave, unemployment and workers' compensation Companion: MN SF 3885	In committee	12 March 2026
MN	HF 3691	Emergency managers established as essential employees. Companion: MN SF 4255	■ Passed committee	7 April 2026
MN	HF 3732	Employment and economic development finance and policy bill.	■ Passed chamber	5 May 2026
MN	HF 3780	Community first services and supports requirements for shared services clarified, wage increases for support workers providing shared services required, and community first services and supports definitions renumbered. Wages, hours and worker classification	In committee	25 March 2026
MN	HF 3794	Surveillance-based price and wage discrimination prohibited. Wages, hours and worker classification, Discrimination, harassment and pay equity, AI in hiring and workplace monitoring Companion: MN HF 4131, MN SF 4233	In committee	23 April 2026
MN	HF 3796†	Employers required to provide suitable seating for employees, and administrative penalties provided. Companion: MN SF 4003	In committee	26 February 2026
MN	HF 3878	Quality service wage for covered airport or related location workers required, and penalties provided. Wages, hours and worker classification	In committee	2 March 2026

State	Bill	Title	Current status	Last action
MN	HF 3956†	Employers that offer employees a monetary parking benefit required to offer equivalent benefits for other modes of transit. Companion: MN SF 4376	In committee	16 April 2026
MN	HF 4354	Direct Care and Treatment data requirements modified, classification for employees established, patient consent procedures modified, voluntary patient transfer procedures modified, and technical corrections made.	In committee	16 March 2026
MN	HF 4386†	Employee allowed to opt out of participation in paid leave program. Paid leave, unemployment and workers' compensation	In committee	16 March 2026
MN	HF 4392†	Wage remediation following delayed federal approval of retroactive rate increases required. Wages, hours and worker classification	In committee	26 March 2026
MN	HF 4494	Small business employer with a private paid leave plan allowed to receive assistance grants. Paid leave, unemployment and workers' compensation	In committee	18 March 2026
MN	HF 4496	Various employees exempted from covered employment. Companion: MN SF 4822	In committee	18 March 2026
MN	HF 4543	Creation of centralized certified payroll reporting portal and database for all state projects covered by prevailing wage requirements required, and	In committee	26 March 2026

State	Bill	Title	Current status	Last action
		money appropriated. Wages, hours and worker classification		
MN	HF 4569	Definition of "seasonal employee" under the Minnesota Paid Leave Law modified. Paid leave, unemployment and workers' compensation	In committee	9 April 2026
MN	HF 4624	Exception to inquiring into pay history that is a matter of public record modified. Wages, hours and worker classification Companion: MN SF 4800	In committee	25 March 2026
MN	HF 4635	Employers prohibited from requiring a driver's license as a condition of employment. Discrimination, harassment and pay equity Companion: MN SF 4040	In committee	25 March 2026
MN	HF 4648†	Additional compensation to state employees when an agency does not make a scheduled payroll payment authorized. Wages, hours and worker classification Companion: MN SF 4859	In committee	25 March 2026
MN	HF 4708†	Commissioner disallowed to consider an employer reporting of fraud as retaliation. Discrimination, harassment and pay equity Companion: MN SF 4607	In committee	25 March 2026
MN	HF 4729	School employee health insurance provided, minimum starting salary for nonlicensed school personnel increased, paraprofessional paid orientation and professional development provided, and money appropriated.	In committee	26 March 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification Companion: MN SF 5296		
MN	HF 4763	Employers allowed to front-load a prorated amount of earned sick and safe time to an employee.	In committee	26 March 2026
MN	HF 4836	Employer required to provide notice to employees of federal immigration inspection, employers prohibited from allowing federal immigration officers into nonpublic work areas, and penalties imposed. Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: MN SF 5074	In committee	9 April 2026
MN	HF 4952	Minor league baseball players exempted from minimum wage and overtime requirements. Wages, hours and worker classification Companion: MN SF 5004	In committee	13 April 2026
MN	HF 5085	Minnesota Competency Attainment Board's role as public employer clarified, policy changes to Minnesota Competency Attainment Board processes made, and civil liability immunity provided.	In committee	27 April 2026
MN	HF 5087	Public employees insurance program regulated, participation by certain school employers required, and money appropriated.	In committee	27 April 2026
MN	HF 5104	Definition of employee under the Minnesota Fair Labor Standards Act modified and whistle blower protections modified to explicitly	In committee	4 May 2026

State	Bill	Title	Current status	Last action
		include incarcerated people, Public Employee Labor Relations Act and Occupational Safety and Health Act of 1973 modified to include incarcerated... Wages, hours and worker classification, Unions and collective bargaining, Workplace safety and health Companion: MN SF 5277		
MN	HF 5113†	Funding provided for hiring to support activities under the Safe Workplaces for Meat and Poultry Processing Workers Act, and money appropriated. Companion: MN SF 4744	In committee	5 May 2026
MN	HF 5123	Covered employers required to provide commuter benefits to covered employees. Companion: MN SF 5278	In committee	12 May 2026
MN	SF 17	Omnibus Jobs, Labor Economic Development policy and appropriations	Enacted	14 June 2025
MN	SF 3664	Omnibus Jobs and Economic Development policy and supplemental appropriations	Passed committee	16 April 2026
MN	SF 3720	2026 recommendations adoption of the Workers' Compensation Advisory Council Paid leave, unemployment and workers' compensation Companion: MN HF 4598	Enacted	18 May 2026
MN	SF 3887	Watershed districts, watershed management organizations, and towns permission to self-insure for certain employee health benefits	Enacted	1 August 2026

State	Bill	Title	Current status	Last action
MN	SF 4060	Quality service wage requirement for covered airport or related location workers Wages, hours and worker classification	Passed committee	17 March 2026
MN	SF 4576	Notice and a transitional employment period required for employees displaced by artificial intelligence, and penalties imposed AI in hiring and workplace monitoring Companion: MN HF 4369	Passed committee	7 April 2026
MN	SF 4686	Use of electronic monitoring tools regulation in employment settings AI in hiring and workplace monitoring Companion: MN HF 4445, MN HF 4451, MN SF 4689	Passed committee	7 April 2026
MN	SF 4934	Treatment of independent contractors modification Wages, hours and worker classification	In committee	14 April 2026
MN	SF 5105	Northgate Development LLC grant appropriation for workforce training for employment in renewable energy and related construction	In committee	13 April 2026
MN	SF 5134	Transportation network company drivers collective bargaining rights establishment and regulation provisions Unions and collective bargaining	In committee	15 April 2026

State	Bill	Title	Current status	Last action
MO	HB 1058	Establishes provisions relating to discriminatory employment practices and discriminatory housing practices based on a person's private medical history	In committee	9 April 2025

State	Bill	Title	Current status	Last action
		or medical choices Discrimination, harassment and pay equity		
MO	HB 1068†	Creates new provisions relating to joint employers Wages, hours and worker classification	■ Passed committee	1 April 2025
MO	HB 1087	Establishes the "Civil Liability for Employers Hiring Ex-Offenders Act", which provides liability protections for employers hiring those convicted of certain offenses	In committee	15 May 2025
MO	HB 1094†	Modifies provisions relating to civil actions for unlawful discriminatory practices and prohibits discrimination on the basis of race and associated traits Discrimination, harassment and pay equity	In committee	15 May 2025
MO	HB 1113	Modifies provisions governing earned wage access services Wages, hours and worker classification Companion: MO HB 576	In committee	15 May 2025
MO	HB 1145	Modifies provisions relating to unlawful discriminatory employment practices, limiting certain civil remedies Discrimination, harassment and pay equity Companion: MO HB 1558	In committee	5 March 2025
MO	HB 1187†	Designates certain actions by employers, when based on employees' credit history or credit scores, as improper employment practices Discrimination, harassment and pay equity	In committee	15 May 2025

State	Bill	Title	Current status	Last action
MO	HB 1190	Establishes the "Firefighters' Procedural Bill of Rights Act" Unions and collective bargaining Companion: MO HB 155	Passed committee	16 April 2025
MO	HB 123	Modifies provisions related to workers' compensation administrative law judges Paid leave, unemployment and workers' compensation	Passed committee	8 April 2025
MO	HB 1245	Creates provisions relating to regulation of online content involving minors	Passed committee	10 April 2025
MO	HB 1281	Modifies provisions of the employment security program and establishes the "Employment Security Program Integrity Act of 2025", relating to the administration of unemployment compensation Paid leave, unemployment and workers' compensation	Passed committee	25 March 2025
MO	HB 1356	Establishes the "Promoting a Return to Work Act of 2025", modifying provisions relating to work search activities for unemployment compensation claimants Paid leave, unemployment and workers' compensation	In committee	15 May 2025
MO	HB 1381	Modifies provisions relating to unemployment compensation and eliminates the waiting week period requirement Paid leave, unemployment and workers' compensation	In committee	15 May 2025

State	Bill	Title	Current status	Last action
MO	HB 1395	Modifies provisions relating to unlawful discriminatory practices and establishes the "Missouri Fair Housing Act" Discrimination, harassment and pay equity	In committee	15 May 2025
MO	HB 1407	Establishes requirements for employers to reimburse work-related internet expenses of certain employees engaged in remote and hybrid work	In committee	15 May 2025
MO	HB 1414	Creates a new exemption from the earned paid sick time law Paid leave, unemployment and workers' compensation	Passed committee	24 April 2025
MO	HB 1436	Establishes a program for providing paid leave for parents working in a child's school and authorizes a tax credit for fifty percent of the hourly wage paid to a participant in the program Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	15 May 2025
MO	HB 1437	Modifies the definition of employer increasing the workers' compensation minimum employee requirements for certain construction industry employers Paid leave, unemployment and workers' compensation	In committee	15 May 2025

State	Bill	Title	Current status	Last action
MO	HB 1447	Provides federal servicemembers civil relief act (SCRA) protections to National Guard members called to state duty Companion: MO HB 954	Passed committee	25 March 2025
MO	HB 1451	Enacts provisions governing development of the workforce	In committee	15 May 2025
MO	HB 1460†	Prohibits discrimination based on sexual orientation, gender identity, or veteran status Discrimination, harassment and pay equity	In committee	15 May 2025
MO	HB 1517†	Prioritizes the use of organized labor for state contracts in certain industries	In committee	15 May 2025
MO	HB 1527	Modifies provisions governing the fast track workforce incentive grant	Passed committee	13 March 2025
MO	HB 1550	Creates new provisions relating to employment practices involving warehouse distribution centers Discrimination, harassment and pay equity	In committee	15 May 2025
MO	HB 1577	Repeals provisions relating to paid sick leave and minimum wage increases and reinstates previous minimum wage provisions Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: MO HB 715	In committee	15 May 2025
MO	HB 1584	Extends the sunset of the line of duty compensation act	In committee	15 May 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
MO	HB 1628	Modifies provisions relating to the department of higher education and workforce development	■ Passed chamber	26 February 2026
MO	HB 1644	Creates new provisions relating to joint employers Wages, hours and worker classification	■ Passed chamber	5 May 2026
MO	HB 1727	Modifies provisions relating to unlawful discriminatory practices Discrimination, harassment and pay equity Companion: MO HB 2715	In committee	15 May 2026
MO	HB 1745	Modifies the minimum wage and overtime administrative complaint process, establishing additional requirements for employees filing certain employment complaints Wages, hours and worker classification	■ Passed committee	12 March 2026
MO	HB 1824	Modifies provisions relating to unemployment compensation and eliminates the waiting week period requirement Paid leave, unemployment and workers' compensation	In committee	15 May 2026
MO	HB 1849†	Modifies the duration of unemployment benefits based on the unemployment rate Paid leave, unemployment and workers' compensation	In committee	8 January 2026
MO	HB 1933†	Designates certain actions by employers, when based on employees' credit history or credit scores, as improper employment practices	In committee	15 May 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
MO	HB 202†	Modifies provisions of the employment security program Paid leave, unemployment and workers' compensation	■ Passed chamber	7 May 2025
MO	HB 2068†	Modifies provisions of the employment security program Paid leave, unemployment and workers' compensation	In committee	15 May 2026
MO	HB 2184†	Prohibits noncompete clauses in physician employment contracts Noncompetes and restrictive covenants Companion: MO HB 2821	In committee	15 May 2026
MO	HB 2211	Enacts provisions governing development of the workforce	In committee	15 May 2026
MO	HB 2285†	Provides for mandatory severance for employees terminated in certain layoffs	In committee	15 May 2026
MO	HB 2375	Modifies provisions relating to workers' compensation Paid leave, unemployment and workers' compensation	■ Passed chamber	15 April 2026
MO	HB 2454†	Establishes provisions relating to discriminatory employment practices and discriminatory housing practices based on a person's private medical history or medical choices Discrimination, harassment and pay equity	In committee	15 May 2026
MO	HB 2455	Modifies provisions relating to unlawful discriminatory practices and establishes the Missouri Fair Housing Act	In committee	15 May 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
MO	HB 2465	Modifies the definitions of eligible employee and small employer for purposes of the Small Employer Health Insurance Availability Act	■ Passed chamber	29 April 2026
MO	HB 2494†	Extends the duration of unemployment benefits Paid leave, unemployment and workers' compensation	In committee	15 May 2026
MO	HB 2495†	Prohibits employers from engaging in certain forms of discrimination based on gender Discrimination, harassment and pay equity	In committee	15 May 2026
MO	HB 2507†	Prohibits labor organizations from collecting payment for union dues from a new employee until such employee has worked at least two hundred fifty hours Unions and collective bargaining	In committee	15 May 2026
MO	HB 2525†	Prioritizes the use of organized labor for state contracts in certain industries	In committee	15 May 2026
MO	HB 2554	Modifies provisions relating to exemptions from minimum wage Wages, hours and worker classification	In committee	15 May 2026
MO	HB 2585	Modifies provisions relating to grants for certain workforce training programs Companion: MO HB 3473	■ Passed committee	23 April 2026
MO	HB 264	Creates incentive programs for public employees	In committee	15 May 2025

State	Bill	Title	Current status	Last action
MO	HB 2674	Creates provisions relating to mental health leave for employees Paid leave, unemployment and workers' compensation	In committee	15 May 2026
MO	HB 2820	Prohibits employers from discriminating in providing compensation based on gender for the same work Discrimination, harassment and pay equity	In committee	15 May 2026
MO	HB 2826†	Requires private employers that provide paid family and medical leave to provide equivalent leave for adoption and fostering Paid leave, unemployment and workers' compensation	In committee	15 May 2026
MO	HB 2855	Modifies provisions relating to workers' compensation Paid leave, unemployment and workers' compensation Companion: MO HB 1709, MO HB 3072	■ Passed chamber	21 April 2026
MO	HB 3032	Modifies provisions relating to workers' compensation Paid leave, unemployment and workers' compensation	In committee	15 May 2026
MO	HB 3069	Establishes and modifies provisions relating to school districts	In committee	10 March 2026
MO	HB 3083	Modifies provisions relating to leaves of absence for military service Companion: MO HB 2988	■ Passed committee	23 April 2026

State	Bill	Title	Current status	Last action
MO	HB 3096	Modifies provisions relating to workers' compensation for certain first responders, establishing a rebuttable presumption for cancer and other certain occupational diseases contracted by firefighters and fire investigators Paid leave, unemployment and workers' compensation	In committee	15 May 2026
MO	HB 3132	Establishes safeguards concerning discriminatory practices against persons who have been convicted of certain offenses Discrimination, harassment and pay equity	In committee	15 May 2026
MO	HB 3166	Establishes rules to govern contracts between contractors, subcontractors, and other parties to construction contracts Wages, hours and worker classification	In committee	15 May 2026
MO	HB 3258	Creates new provisions relating to employment practices involving warehouse distribution centers Discrimination, harassment and pay equity	In committee	15 May 2026
MO	HB 3283	Modifies provisions relating to public labor organizations Unions and collective bargaining Companion: MO HB 3306	Floor vote	7 May 2026
MO	HB 3401	Creates provisions relating to workplace violence prevention in health care settings Workplace safety and health	Passed committee	23 April 2026

State	Bill	Title	Current status	Last action
MO	HB 3419	Creates new provisions relating to employee compensation, reinstating certain minimum wage adjustments, implementing earned paid sick leave, and bereavement leave Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	15 May 2026
MO	HB 3425	Prohibits discrimination based on sexual orientation, gender identity, or veteran status Discrimination, harassment and pay equity	In committee	15 May 2026
MO	HB 3427†	Establishes standards in regards to covenants not to compete	In committee	15 May 2026
MO	HB 3506†	Modifies provisions relating to workforce requirements for public works projects Wages, hours and worker classification	In committee	15 May 2026
MO	HB 3507†	Requires all on-site construction labor for state contracts be W-2 employees	In committee	15 May 2026
MO	HB 3523	Establishes a work program within the department of corrections to build single-family homes and other residential structures	In committee	15 May 2026
MO	HB 39†	Prohibits an employer from terminating an employee for having a firearm in the employee's vehicle on the employer's premises	In committee	25 March 2025

State	Bill	Title	Current status	Last action
MO	HB 403	Provides for mandatory severance for employees terminated in certain layoffs	In committee	15 May 2025
MO	HB 441	Requires employers to provide meal periods or meal breaks to employees	In committee	15 May 2025
MO	HB 443	Modifies provisions governing the preemption of local ordinances involving employment law	Passed committee	13 May 2025
MO	HB 473†	Requires private employers that provide paid family and medical leave to provide equivalent leave for adoption and fostering Paid leave, unemployment and workers' compensation	In committee	15 May 2025
MO	HB 497	Modifies provisions relating to workers' compensation Paid leave, unemployment and workers' compensation	Passed chamber	24 April 2025
MO	HB 546†	Establishes the "Entrepreneur Rights Act", exempting certain businesses from minimum wage increases and paid sick leave provisions Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed committee	27 February 2025
MO	HB 555	Modifies provisions relating to employee compensation, delaying certain minimum wage increases, modifying paid sick leave hours, and adjusting the project cost amount required for prevailing wage rate compliance Wages, hours and worker classification, Paid leave,	In committee	19 February 2025

State	Bill	Title	Current status	Last action
		unemployment and workers' compensation		
MO	HB 567†	Modifies provisions relating to employee compensation Wages, hours and worker classification	Dead	30 May 2025
MO	HB 587†	Prohibits employers from engaging in certain forms of discrimination based on gender Discrimination, harassment and pay equity	In committee	15 May 2025
MO	HB 588†	Extends the duration of unemployment benefits Paid leave, unemployment and workers' compensation	In committee	15 May 2025
MO	HB 625	Modifies provisions relating to the minimum wage, exempting employees under 20 years of age from minimum wage increases Wages, hours and worker classification	In committee	15 May 2025
MO	HB 676	Creates provisions relating to mental health leave for employees Paid leave, unemployment and workers' compensation	In committee	15 May 2025
MO	HB 72	Modifies provisions relating to workers' compensation temporary total disability (TTD) rate for certain first responders and extends the sunset of the "Line of Duty Compensation Act" Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	■ Passed committee	2 April 2025
MO	HB 758	Modifies provisions relating to employee compensation,	■ Passed committee	27 February 2025

State	Bill	Title	Current status	Last action
		repealing the minimum wage cost of living adjustment and modifying paid sick leave provisions Wages, hours and worker classification, Paid leave, unemployment and workers' compensation		
MO	HB 771	Modifies the duration of unemployment benefits based on the unemployment rate Paid leave, unemployment and workers' compensation	In committee	30 January 2025
MO	HB 896	Modifies the minimum wage and overtime administrative complaint process, establishing additional requirements for employees filing certain employment complaints Wages, hours and worker classification	In committee	15 May 2025
MO	HB 958	Authorizes exemptions from minimum wage and overtime compensation requirements for certain employees Wages, hours and worker classification	■ Passed committee	27 February 2025
MO	HCB 1	Modifies provisions relating to employee compensation Wages, hours and worker classification	Introduced	25 February 2025
MO	SB 1038	Requires all employers to enroll and actively participate in a federal work authorization program	In committee	15 January 2026
MO	SB 1052	Establishes a maximum fee schedule for services performed pursuant to workers' compensation law Paid leave, unemployment and workers' compensation	■ Passed committee	25 March 2026

State	Bill	Title	Current status	Last action
MO	SB 1053	Removes availability of attorney fees under the Missouri Human Rights Act when a public employer is involved Discrimination, harassment and pay equity	In committee	15 April 2026
MO	SB 1288	Modifies provisions relating to employment of illegal aliens Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	27 January 2026
MO	SB 1325	Creates a sub-minimum wage rate for minors Wages, hours and worker classification	Passed committee	11 February 2026
MO	SB 1360	Establishes the Civil Liability for Employers Hiring Ex-Offenders Act, which provides liability protections for employers hiring those convicted of certain offenses Wages, hours and worker classification	In committee	27 January 2026
MO	SB 1363	Creates new provision relating to joint employers Wages, hours and worker classification	In committee	27 January 2026
MO	SB 1385	Modifies provisions relating to workers' compensation Paid leave, unemployment and workers' compensation	In committee	27 January 2026
MO	SB 1399	Establishes the Unemployment Administration Adjustment Fund Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed committee	29 April 2026

State	Bill	Title	Current status	Last action
MO	SB 1451	Increases the maximum gross income for eligibility for the Fast Track Workforce Incentive Grant	In committee	4 March 2026
MO	SB 1464	Modifies provisions relating to multiple employer self-insured health plans Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	5 February 2026
MO	SB 1529	Modifies provisions relating to public labor organizations Wages, hours and worker classification, Unions and collective bargaining	In committee	5 February 2026
MO	SB 1585	Creates new provisions relating to public school employees and labor organizations Unions and collective bargaining	In committee	5 February 2026
MO	SB 1609	Modifies provisions relating to eligibility for unemployment benefits Paid leave, unemployment and workers' compensation, Unions and collective bargaining	In committee	12 February 2026
MO	SB 1611	Establishes the "Missouri Urban and Local Food Systems Apprenticeship Act" Wages, hours and worker classification	In committee	12 February 2026
MO	SB 1614	Creates the Missouri Earned Family and Medical Leave Act Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	12 February 2026

State	Bill	Title	Current status	Last action
MO	SB 1619	Modifies provisions relating to leaves of absence for public employees and members of the National Guard and Armed Forces Reserves Paid leave, unemployment and workers' compensation	Passed committee	24 March 2026
MO	SB 1633	Modifies provisions relating to unlawful discriminatory practices Discrimination, harassment and pay equity	In committee	12 February 2026
MO	SB 1654	Creates new provisions relating to work performance standards for warehouse employees Wages, hours and worker classification	In committee	12 February 2026
MO	SB 1667	Modifies provisions relating to public labor organizations Wages, hours and worker classification, Unions and collective bargaining	In committee	16 April 2026
MO	SB 1718	Modifies provisions relating to workers' compensation Paid leave, unemployment and workers' compensation	In committee	7 May 2026
MO	SB 1719	Establishes provisions relating to health care workplace violence and advanced practice registered nurses Workplace safety and health	In committee	7 May 2026
MO	SB 1747	Modifies provisions relating to cybercrimes, harassment, and stalking Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	7 May 2026

State	Bill	Title	Current status	Last action
MO	SB 1775	Establishes provisions relating to workplace violence in health care facilities and modifies provisions relating to assault in the fourth degree Workplace safety and health	In committee	7 May 2026
MO	SB 293	Modifies provisions relating to earned wage access services Wages, hours and worker classification	In committee	13 February 2025
MO	SB 334	Preempts local ordinances mandating the provision of certain employment benefits Paid leave, unemployment and workers' compensation	In committee	17 February 2025
MO	SB 373	Enacts new law relating to wage range inquiries by employees and prospective employees Wages, hours and worker classification	In committee	17 February 2025
MO	SB 443	Establishes the Civil Liability for Employers Hiring Ex-Offenders Act, which provides liability protections for employers hiring those convicted of certain offenses	In committee	17 February 2025
MO	SB 505	Creates new process for dismissal of workers' compensation claims Paid leave, unemployment and workers' compensation	In committee	8 April 2025
MO	SB 532	Modifies minimum wage rates paid to minor employees Wages, hours and worker classification, Workplace safety and health	In committee	27 February 2025

State	Bill	Title	Current status	Last action
MO	SB 703	Creates a new exemption from the earned paid sick time law Paid leave, unemployment and workers' compensation	In committee	24 March 2025
MO	SB 717	Removes availability of attorney fees under the Missouri Human Rights Act when a public employer is involved Discrimination, harassment and pay equity	Passed committee	15 April 2025
MO	SB 8	Modifies the duration of unemployment benefits based on the unemployment rate Paid leave, unemployment and workers' compensation	Passed committee	14 May 2025
MO	SB 865	Modifies provisions relating to workers' compensation Paid leave, unemployment and workers' compensation	In committee	11 February 2026
MO	SB 890	Repeals expired, terminated, sunset, and obsolete sections of law	Enacted	13 July 2026
MO	SB 932	Modifies provisions relating to workers' compensation Paid leave, unemployment and workers' compensation	Passed committee	24 February 2026
MO	SB 956	Modifies the liability of employers Paid leave, unemployment and workers' compensation, Workplace safety and health	In committee	11 February 2026
MO	SB 957	Establishes the Missouri Statewide Mechanical Contractors Licensing Act Wages, hours and worker classification	In committee	8 January 2026

State	Bill	Title	Current status	Last action
MO	SB 989	Creates new provisions relating to employee compensation Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	8 January 2026
MO	SB 996	Modifies provisions relating to workers' compensation Paid leave, unemployment and workers' compensation	Passed committee	15 May 2026
MO	SJR 4	Modifies right to collectively bargain Unions and collective bargaining	In committee	6 February 2025
MP	HB 24-15†	To establish public sector employee and public sector employer relations through organized labor within the Commonwealth; and for other purposes.	In committee	15 May 2025
MS	HB 10	Worker's compensation; require state to continue to provide health insurance for an employee who files a claim for.	In committee	4 February 2025
MS	HB 1000	Mississippi Paid Family and Medical Leave Act; establish. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
MS	HB 1045	PERS; allow retirees to work as law enforcement officer for another employer and draw retirement allowance and work full time.	In committee	3 February 2026

State	Bill	Title	Current status	Last action
MS	HB 1047	Mississippi Paid Family and Medical Leave Act; establish. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
MS	HB 1063	MS State Employees Paid Parental Leave Act; create. Paid leave, unemployment and workers' compensation	Enacted	25 March 2025
MS	HB 1072	PERS; allow retirees to work as law enforcement officer for another employer and draw retirement allowance and work full time. Companion: MS HB 783, MS HB 784	In committee	4 February 2025
MS	HB 1072	Voluntary Portable Benefit Plan Act; create for contributions by hiring parties to independent contractors' portable benefit accounts. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed chamber	3 March 2026
MS	HB 108	Minimum wage; establish at $10.00 and set requirements for exemptions and overtime. Wages, hours and worker classification	In committee	3 February 2026
MS	HB 1138	Cosmetology licenses; prescribe requirements for apprenticeship programs approved by the board. Wages, hours and worker classification Companion: MS HB 1473	In committee	3 February 2026
MS	HB 1163	PERS; members are not required to be retired for 90 days to return to work when the position in which	In committee	3 February 2026

State	Bill	Title	Current status	Last action
		they are employed is not covered under.		
MS	HB 118	Essential health care workers premium pay; Department of Health to create program using any available funds. Wages, hours and worker classification	In committee	3 February 2026
MS	HB 1271	MS Employment Protection Act; revise penalties for violations of.	In committee	4 February 2025
MS	HB 1279	Vocational education programs; require to be established in every school district or shared operation between multiple districts.	In committee	3 February 2026
MS	HB 1405	Unemployment benefits; align duration with statewide unemployment rate. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
MS	HB 1414	Workforce Enhancement Training Fund; revise administration of and make technical changes to. Companion: MS HB 12	■ Enacted	18 March 2025
MS	HB 1472	MS Department of Employment Security; revise various provisions relating to employers' wage records and unemployment taxes. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	3 February 2026
MS	HB 1478	"The Prison to Paycheck Act of 2025"; enact. Wages, hours and worker classification	In committee	4 February 2025
MS	HB 1550	Minimum wage; establish at $8.50 for certain employees and	In committee	4 February 2025

State	Bill	Title	Current status	Last action
		set requirements for exemptions and overtime. Wages, hours and worker classification		
MS	HB 1555	Major Medical Leave; expand authorized purposes for the use of by state employees. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
MS	HB 1577	Unemployment compensation benefits; revise duration of. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
MS	HB 1623	National board certified occupational therapists and school psychologists; pay salary supplement to school employees. Wages, hours and worker classification Companion: MS SB 2150	In committee	4 February 2025
MS	HB 1638	Drug and alcohol testing; bring forward statutes addressing government employees.	In committee	3 February 2026
MS	HB 1734	"Captain Justin James Whipps Correctional Safety and Wellness Act"; create. Companion: MS SB 2780	In committee	3 February 2026
MS	HB 1852	Appropriation; Department of Employment Security for funding the MS Connecting Career Technical Education Employability Program. Paid leave, unemployment and workers' compensation	In committee	26 February 2025
MS	HB 201	"Donald J. Trump Ban-the-Box Act"; create to prohibit public employers from using criminal history as a bar to employment.	In committee	3 February 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
MS	HB 266	Minimum wage; establish at $10.00 and set requirements for exemptions and overtime. Wages, hours and worker classification	In committee	4 February 2025
MS	HB 322	The Crown Act; create to prohibit discrimination based on hairstyles in workplace and schools. Discrimination, harassment and pay equity	In committee	4 February 2025
MS	HB 333	Overpayment of unemployment benefits; prohibit interest accrual or fees assessed by MDES when no fault overpayment. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
MS	HB 34	"Ban-the-Box Act"; create to prohibit public employers from using criminal history as a bar to employment. Discrimination, harassment and pay equity Companion: MS HB 62	In committee	4 February 2025
MS	HB 360	Noninstructional and hourly school employees; compensate at usual rate whenever district temporarily closes schools.	In committee	3 February 2026
MS	HB 364	Minimum wage; establish at $10.00 and set requirements for exemptions and overtime. Wages, hours and worker classification Companion: MS HB 740	In committee	4 February 2025
MS	HB 365	Crown Act; create to prohibit discrimination based on hairstyles in workplace and schools.	In committee	4 February 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
MS	HB 403	Youth Employment Grant Program; create. Workplace safety and health	In committee	3 February 2026
MS	HB 44	The Crown Act; create to include property sales.	In committee	3 February 2026
MS	HB 45	PERS; require employers to pay percentage of contract workers' compensation into the system. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	3 February 2026
MS	HB 510	Workers' Compensation Law; increase maximum total recovery under to 520 weeks. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
MS	HB 524	Fair Minimum Wage Act; create. Wages, hours and worker classification	In committee	3 February 2026
MS	HB 526	Minimum wage; establish at $15.00 and set requirements for exemptions and overtime. Wages, hours and worker classification Companion: MS HB 527, MS HB 543, MS HB 741	In committee	3 February 2026
MS	HB 536	Law Enforcement Offiers and Fire Fighters Disability Benefits Trust Fund; expand to include certain county and municipal road employees. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	3 February 2026

State	Bill	Title	Current status	Last action
MS	HB 594	Mississippi Equal Pay for Equal Work Act; revise certain provisions related to wage history. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	3 February 2026
MS	HB 627	Workforce training, certain; provide for nonviolent offenders in regional correctional facilities.	In committee	3 February 2026
MS	HB 635	Workers' Compensation Law; prohibit compensation when injury is caused by employee's willful breach of safety rule. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
MS	HB 705	Youth Employment Grant Program; create. Workplace safety and health	In committee	4 February 2025
MS	HB 716	Mississippi Equal Pay for Equal Work Act; revise certain provisions related to wage history. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	4 February 2025
MS	HB 72	Mississippi Delta Medical Apprenticeship Program (MS DMAP); establish to provide health care career pathways for students in the Delta.	In committee	3 February 2026
MS	HB 749	Noninstructional and hourly school employees; compensate at usual rate whenever district temporarily closes schools. Wages, hours and worker classification	In committee	4 February 2025

State	Bill	Title	Current status	Last action
MS	HB 755	Employment-at-will doctrine; abolish and create "Good Faith in Employment Act."	In committee	3 February 2026
MS	HB 80	Workers' compensation; revise amount allowed for disability or death cases. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	3 February 2026
MS	HB 866	Major medical leave; expand authorized purposes for the use of by state employees. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
MS	HB 866	Portable benefit accounts; allow hiring party to contribute funds to for benefit plans for independent contractors. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	3 February 2026
MS	HB 880	Minimum wage; establish at $10.00 for certain employees and set requirements for exemptions and overtime. Wages, hours and worker classification	In committee	3 February 2026
MS	HB 898	Minimum wage; establish at $10.00 and set requirements for exemptions and overtime. Wages, hours and worker classification	In committee	4 February 2025
MS	HB 899	MS Employment Protection Act; revise penalties for violations of.	In committee	3 February 2026

State	Bill	Title	Current status	Last action
MS	HB 92	Workers' Compensation Law; increase maximum total recovery under to 520 weeks. Paid leave, unemployment and workers' compensation Companion: MS SB 2343	In committee	3 February 2026
MS	SB 2022	Mississippi Sick and Safe Leave Act; enact. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
MS	SB 2136	Mississippi Paid Family and Medical Leave Act; enact. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
MS	SB 2137	The Mississippi Equal Pay for Equal Work Reform Act; enact. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	3 February 2026
MS	SB 2202	Economic development incentives; require agreements to secure employee freedom and privacy regarding unionization decisions.	■ Enacted	13 March 2026
MS	SB 2248	School employee salary supplement; provide for occupational therapists, behavior analysts and school psychologists. Wages, hours and worker classification	In committee	3 February 2026
MS	SB 2255	Mississippi Employment Protection Act; amend to restrict incentives for employers who use H-1B visa labor over US citizens.	In committee	3 February 2026

State	Bill	Title	Current status	Last action
MS	SB 2275	State Workplace Safety and Health Office; establish under State Board of Health. Workplace safety and health	In committee	3 February 2026
MS	SB 2276	Mississippi Department of Labor; create.	In committee	3 February 2026
MS	SB 2277	Mississippi Minimum Wage Act; enact. Wages, hours and worker classification Companion: MS SB 2662	In committee	3 February 2026
MS	SB 2373	Mississippi Department of Labor; create.	In committee	4 February 2025
MS	SB 2398	Workers' compensation; increase maximum total recovery and remove cap on permanent total disability compensation. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	4 February 2025
MS	SB 2409	Workers' Compensation; vaccine-related accidents or injuries shall be compensable. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
MS	SB 2419	Office of Workforce Development; authorize to implement and oversee an employee childcare tuition assistance program. Paid leave, unemployment and workers' compensation	■ Passed chamber	3 March 2026

State	Bill	Title	Current status	Last action
MS	SB 2423	Mississippi Sick and Safe Leave Act; enact. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
MS	SB 2432	Law enforcement officers; regulate payment for nonexempt employees under the FLSA.	In committee	4 February 2025
MS	SB 2438	Mississippi State Employees Paid Parental Leave Act; enact. Paid leave, unemployment and workers' compensation	■ Passed chamber	20 March 2025
MS	SB 2439	PERS; create a fifth tier, and terminate SLRP, for employees hired on or after March 1, 2026.	■ Passed chamber	4 March 2025
MS	SB 2440	Mississippi Minimum Wage Act; enact. Wages, hours and worker classification Companion: MS SB 2441	In committee	4 February 2025
MS	SB 2447	State Workplace Safety and Health Office; establish under State Board of Health. Workplace safety and health	In committee	4 February 2025
MS	SB 2496	Mississippi Earned Wage Access Services Act; enact. Wages, hours and worker classification	■ Passed chamber	4 March 2025
MS	SB 2678†	Duration of weekly unemployment benefits; prescribe method of determining. Paid leave, unemployment and workers' compensation	■ Passed chamber	3 March 2026

State	Bill	Title	Current status	Last action
MS	SB 2743	Department of Employment Security; amend provisions concerning unemployment. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
MS	SB 2770	Mississippi Workplace Safety Act; enact. Workplace safety and health	In committee	3 February 2026
MS	SB 2839	Workers' Compensation Commission; revise provision related to. Paid leave, unemployment and workers' compensation	Passed chamber	4 March 2025
MS	SB 2849	Economic development incentives; require agreements to secure employee freedom and privacy regarding unionization decisions.	Passed chamber	3 April 2025
MS	SB 2861	Mississippi Work and Save Program; create.	Passed chamber	4 March 2025
MS	SB 3123	Income tax; allow credit to employer providing individual coverage health reimbursement arrangement (ICHRA) to employees.	In committee	26 February 2025

State	Bill	Title	Current status	Last action
MT	HB 13	State Employee Pay Plan Wages, hours and worker classification	Enacted	27 March 2025
MT	HB 143	Revise definition of treating physician to include physician assistants without regard to proximity of other providers	Enacted	17 April 2025

State	Bill	Title	Current status	Last action
MT	HB 210	Revise laws relating to unemployment insurance program collection rates and uses Paid leave, unemployment and workers' compensation	Enacted	7 April 2025
MT	HB 226	Provide for a legal employment and government accountability law	Enacted	6 May 2025
MT	HB 245	Revise the Montana HELP Act workforce development provisions and termination date	Enacted	27 March 2025
MT	HB 297	Establish requirement for paid sick days Paid leave, unemployment and workers' compensation	Dead	20 May 2025
MT	HB 360	Establish the child care workforce recruitment and retention support payment program Paid leave, unemployment and workers' compensation	Dead	20 May 2025
MT	HB 367	Revise workers' compensation laws relating to travel and reimbursement Paid leave, unemployment and workers' compensation	Enacted	5 May 2025
MT	HB 428	Revising provisions related to workers compensation Paid leave, unemployment and workers' compensation	Enacted	5 May 2025
MT	HB 516	Move workers' compensation court to judicial branch Paid leave, unemployment and workers' compensation	Enacted	19 May 2025
MT	HB 552	Revise worker's compensation law to cover PTSD for first responders and others	Dead	20 May 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
MT	HB 640	Revising membership in FURS to include airport authority public safety employees	Dead	20 May 2025
MT	HB 656	Revising the fund structure and use of employment security account Paid leave, unemployment and workers' compensation	■ Enacted	5 May 2025
MT	HB 667	Revise labor laws relating to employers and public service Wages, hours and worker classification	■ Enacted	19 May 2025
MT	HB 721	Revise laws relating to apprenticeship programs Wages, hours and worker classification	■ Enacted	13 May 2025
MT	HB 805	Generally revise workers' compensation laws Paid leave, unemployment and workers' compensation	Dead	20 May 2025
MT	HB 812	Generally revise unemployment laws relating to non-professional employees of educational institutions Paid leave, unemployment and workers' compensation	Dead	20 May 2025
MT	HJ 68	Interim study of the Montana State Fund's Plan 3 workers' compensation insurance Paid leave, unemployment and workers' compensation	Dead	22 May 2025
MT	LC 1055	Revise whistleblower laws Discrimination, harassment and pay equity	Dead	20 May 2025

State	Bill	Title	Current status	Last action
MT	LC 1136†	Generally revise laws related to remote workplaces and workforces Paid leave, unemployment and workers' compensation	Dead	23 May 2025
MT	LC 120	Revise laws relating to wage transparency Wages, hours and worker classification	Introduced	25 January 2025
MT	LC 1229†	Revise laws related to drug testing to receive unemployment benefits Paid leave, unemployment and workers' compensation	Dead	24 May 2025
MT	LC 1337	Require employers to use e-verify for employment eligibility Discrimination, harassment and pay equity	Introduced	13 February 2025
MT	LC 1353	Revise workers' compensation laws relating to travel and reimbursement Paid leave, unemployment and workers' compensation	Introduced	30 January 2025
MT	LC 1365	Provide licensing and regulation of community health workers	Introduced	19 March 2025
MT	LC 1366	Revise labor laws relating to employers and public service Wages, hours and worker classification	Introduced	21 February 2025
MT	LC 1406	Generally revise unemployment laws relating to non-professional employees of educational institutions Paid leave, unemployment and workers' compensation	Introduced	25 February 2025
MT	LC 1499	Revise county deputy sheriff compensation	Introduced	11 February 2025

State	Bill	Title	Current status	Last action
MT	LC 1564	Revise workers' compensation law to cover PTSD for first responders and others Paid leave, unemployment and workers' compensation	Introduced	18 February 2025
MT	LC 1580	Expand child labor laws to include digital labor practices Wages, hours and worker classification, Workplace safety and health	Dead	26 May 2025
MT	LC 1663	Provide for a legal employment and government accountability law	Introduced	14 January 2025
MT	LC 1804	Revise workers' compensation definition of treating physician to include physical therapists Paid leave, unemployment and workers' compensation	Introduced	4 January 2025
MT	LC 1805	Revise workers' compensation insurance related to who may receive payments Paid leave, unemployment and workers' compensation	Introduced	15 February 2025
MT	LC 1835	Creating family and medical leave act Paid leave, unemployment and workers' compensation	Introduced	12 February 2025
MT	LC 1836	Revising workers' compensation insurance laws to remove the limitation on benefits to the state's weekly average wage Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Introduced	25 January 2025
MT	LC 212	Revise laws relating to unemployment insurance program collection rates and uses	Introduced	15 January 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
MT	LC 213	Revise laws relating to apprenticeship programs Wages, hours and worker classification	Introduced	24 February 2025
MT	LC 2254	Revising workers' compensation laws relating to when the employee is released to return to work Paid leave, unemployment and workers' compensation	Introduced	13 January 2025
MT	LC 2528	Establish requirement for paid sick days Paid leave, unemployment and workers' compensation	Introduced	22 January 2025
MT	LC 262	Create the student and teacher advancement for results and success act (STARS)	Introduced	15 January 2025
MT	LC 2757†	Require use of E-verify for employment Discrimination, harassment and pay equity	Dead	27 May 2025
MT	LC 2784	Revise laws regarding receipt of workers' compensation benefits on behalf of others Paid leave, unemployment and workers' compensation	Introduced	15 January 2025
MT	LC 3001	Revising leave time for public employees who are veterans or in state active duty status Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Dead	20 May 2025
MT	LC 3076†	Generally revise laws relating to labor and E-verify	Dead	27 May 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
MT	LC 3090	Generally revise workers' compensation laws Paid leave, unemployment and workers' compensation	Introduced	25 February 2025
MT	LC 3092	Interim study of the Montana State Fund safety program	Dead	20 May 2025
MT	LC 3121†	Revise workers compensation laws Paid leave, unemployment and workers' compensation	Dead	27 May 2025
MT	LC 3228	Provide for workers' compensation coverage of PTSD for first responders Paid leave, unemployment and workers' compensation	Introduced	20 February 2025
MT	LC 3262†	Establishing a portable benefits plan Paid leave, unemployment and workers' compensation	Dead	27 May 2025
MT	LC 3295†	Generally revise laws regarding payment of union dues from public employees paycheck Wages, hours and worker classification, Unions and collective bargaining	Dead	27 May 2025
MT	LC 4213†	Revise laws related to unemployment insurance wage records Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Dead	22 May 2025
MT	LC 423	Revise laws related to construction contractors Wages, hours and worker classification	Introduced	14 January 2025

State	Bill	Title	Current status	Last action
MT	LC 4248	Revise workers' compensation laws. Paid leave, unemployment and workers' compensation	Introduced	17 February 2025
MT	LC 4249†	Revise workers' compensation laws. Paid leave, unemployment and workers' compensation Companion: MT LC 4250	Dead	22 May 2025
MT	LC 4266†	Establish right to work laws Unions and collective bargaining	Dead	22 May 2025
MT	LC 4276†	Generally revise employment laws of state employees, state officials, and public officials.	Dead	22 May 2025
MT	LC 4333	Establish a right to work act Unions and collective bargaining	Introduced	18 February 2025
MT	LC 4334†	Generally revise laws related to leave for employees holding public office Paid leave, unemployment and workers' compensation	Dead	20 May 2025
MT	LC 458	Revising workers compensation definitions and reporting requirements Paid leave, unemployment and workers' compensation	Introduced	14 January 2025
MT	LC 463	Revising the fund structure and use of employment security account Paid leave, unemployment and workers' compensation	Introduced	20 February 2025

State	Bill	Title	Current status	Last action
MT	LC 664	Revising laws related to workers' compensation definition of wages Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Introduced	10 February 2025
MT	LC 731	Revise laws for payroll deduction of union dues and political contributions by public employers Unions and collective bargaining	Introduced	5 February 2025
MT	LC 836†	Revise employment laws governing state employees	Dead	23 May 2025
MT	LC 876	Move workers' compensation court to judicial branch Paid leave, unemployment and workers' compensation	Introduced	13 February 2025
MT	SB 109	Revise workers' compensation definition of treating physician to include physical therapists Paid leave, unemployment and workers' compensation	Enacted	17 April 2025
MT	SB 277	Revise laws for payroll deduction of union dues and political contributions by public employers Wages, hours and worker classification, Unions and collective bargaining	Dead	23 May 2025
MT	SB 291	Revising laws related to workers' compensation definition of wages Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Dead	23 May 2025
MT	SB 295	Restoring the right for injured worker to choose their own doctor.	Dead	23 May 2025
MT	SB 308	Revising workers' compensation insurance laws to remove the limitation on benefits to the state's	Dead	23 May 2025

State	Bill	Title	Current status	Last action
		weekly average wage Wages, hours and worker classification, Paid leave, unemployment and workers' compensation		
MT	SB 313	Revise laws relating to wage transparency Wages, hours and worker classification	Dead	23 May 2025
MT	SB 325	Creating family and medical leave act Paid leave, unemployment and workers' compensation	Dead	23 May 2025
MT	SB 329	Require employers to use e-verify for employment eligibility Discrimination, harassment and pay equity	Dead	23 May 2025
MT	SB 338	Revise workers' compensation insurance related to who may receive payments Paid leave, unemployment and workers' compensation Companion: MT SB 202	Enacted	17 April 2025
MT	SB 376	Establish a right to work act Unions and collective bargaining	Dead	23 May 2025
MT	SB 382	Requiring acceptance of religious or conscience exemptions to immunizations	Dead	23 May 2025
MT	SB 394	Provide for workers' compensation coverage of PTSD for first responders Paid leave, unemployment and workers' compensation	Vetoed	9 June 2025
MT	SB 94	Generally revise public sector unions law Unions and collective bargaining	Dead	23 May 2025

State	Bill	Title	Current status	Last action
NC	HB 1017	Sound Basic Education for Every Child. Companion: NC HB 420	In committee	22 April 2026
NC	HB 1045	Fair Wages in Health Care Act/Funds. Wages, hours and worker classification	In committee	28 April 2026
NC	HB 1054	Government Employee Raises and Retiree Cost-of-Living Adjustment.	In committee	28 April 2026
NC	HB 1059	Fair Minimum Wage Act. Wages, hours and worker classification	In committee	28 April 2026
NC	HB 1066	Child Care Stabilization and Affordability Act. Paid leave, unemployment and workers' compensation	In committee	29 April 2026
NC	HB 1080	Public Safety Reinvestment Act.	In committee	29 April 2026
NC	HB 1083	Voluntary Portable Benefits Plan Act. Paid leave, unemployment and workers' compensation	■ Passed chamber	1 July 2026
NC	HB 1096	First in Flight Act.	In committee	30 April 2026
NC	HB 1099	Funding Vocational Rehabilitation.	In committee	30 April 2026
NC	HB 1112	NC Workforce Stability and Economic Protection.	In committee	30 April 2026
NC	HB 1138	Aging With Dignity Act.	In committee	4 May 2026
NC	HB 1149	Keep NC Working Act.	In committee	4 May 2026

State	Bill	Title	Current status	Last action
NC	HB 1161	Omnibus Artificial Intelligence Protections. AI in hiring and workplace monitoring	In committee	4 May 2026
NC	HB 1163	Workforce Act of 2026. Companion: NC SB 986	In committee	4 May 2026
NC	HB 1206	Pregnant Workers Fairness Act/Funds. Discrimination, harassment and pay equity	In committee	5 May 2026
NC	HB 1214	Make E-Verify Great Again. Discrimination, harassment and pay equity	Passed committee	10 June 2026
NC	HB 171	Equality in State Agencies/Prohibition on Diversity, Equity, and Inclusion (DEI). Discrimination, harassment and pay equity	Enacted	24 June 2026
NC	HB 177†	Reduce Barriers to State Employment.	In committee	25 February 2025
NC	HB 207	Remove Barriers to Labor Organizing. Companion: NC SB 120	In committee	26 February 2025
NC	HB 256†	Allow Public Employee Collective Bargaining. Unions and collective bargaining	In committee	3 March 2025
NC	HB 258	Worker Safety Act of 2026. Workplace safety and health	Enacted	22 June 2026
NC	HB 269	Workforce Freedom and Protection Act.	In committee	5 March 2025
NC	HB 315	Prohibit Litigation Investments/Amend Workers' Compensation Benefits.	Enacted	22 June 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
NC	HB 339	Economic Security Act. Companion: NC SB 326	In committee	11 March 2025
NC	HB 353	Fair Minimum Wage Act. Wages, hours and worker classification	In committee	11 March 2025
NC	HB 398	Enact KinCare and Safe Days. Companion: NC SB 458	In committee	17 March 2025
NC	HB 403	Workers' Rights Act.	In committee	17 March 2025
NC	HB 445	Fairness and Transparency in Education Salaries. Wages, hours and worker classification	In committee	20 March 2025
NC	HB 45	General Statutes Commission Moral Turpitude/Occupational Licensure. Discrimination, harassment and pay equity	■ Passed committee	26 February 2025
NC	HB 48	Increase Unemployment Insurance Maximum Benefit/2025 Unemployment Insurance Tax Credit. Paid leave, unemployment and workers' compensation	■ Passed chamber	7 October 2026
NC	HB 499	NC Paid Family Leave Insurance Act. Paid leave, unemployment and workers' compensation Companion: NC SB 480	In committee	26 March 2025
NC	HB 521	Healthy Families and Workplaces/Paid Sick Leave. Paid leave, unemployment and workers' compensation Companion: NC SB 622, NC SB 635	In committee	27 March 2025

State	Bill	Title	Current status	Last action
NC	HB 538	Equality for All. Companion: NC SB 381	In committee	27 March 2025
NC	HB 568	2025 Omnibus Labor Amendments.	Enacted	27 June 2025
NC	HB 574	Workforce Development Pilot Project.	Passed chamber	28 April 2025
NC	HB 588	School Psychologist Omnibus.	In committee	1 April 2025
NC	HB 662	Support the State Highway Patrol.	In committee	30 April 2026
NC	HB 717	Amend NC Professional Employer Organization Act. Wages, hours and worker classification	Passed chamber	1 May 2025
NC	HB 786	Working Families Act. Companion: NC SB 708	In committee	7 April 2025
NC	HB 79	North Carolina Work and Save. Companion: NC SB 110	Passed committee	25 June 2025
NC	HB 799	Ensure Nondiscrimination in Government. Discrimination, harassment and pay equity	In committee	8 April 2025
NC	HB 826	No Retaliation Against Mandatory Reporters. Discrimination, harassment and pay equity	In committee	9 April 2025
NC	HB 911	Occupational and Physical Therapist Salaries/Employment. Wages, hours and worker classification	In committee	14 April 2025
NC	HB 940	Protection Against Pregnancy Discrimination. Discrimination, harassment and pay equity	In committee	14 April 2025

State	Bill	Title	Current status	Last action
NC	HB 963	Code Enforcement Pathways and Procedures Act.	In committee	14 April 2025
NC	HB 973	Uniform Restrictive Employment Agreement Act. Noncompetes and restrictive covenants	In committee	14 April 2025
NC	SB 1015	Child Care Omnibus. Paid leave, unemployment and workers' compensation	In committee	5 May 2026
NC	SB 124	State Hiring Accessibility and Modernization.	Enacted	1 July 2025
NC	SB 154	NC CROWN Act. Companion: NC SB 897	In committee	25 February 2025
NC	SB 421	Prison Reform Omnibus.	In committee	25 March 2025
NC	SB 434†	School Workers Fair Pay Act. Wages, hours and worker classification	In committee	25 March 2025
NC	SB 443	Local Govts/Compensation Disclosure.	In committee	25 March 2025
NC	SB 448	Remove Employment Barriers/Ppl w Disabilities. Discrimination, harassment and pay equity	In committee	25 March 2025
NC	SB 47	State Emps./No Payroll Dues Deduction. Wages, hours and worker classification, Unions and collective bargaining	In committee	5 February 2025
NC	SB 525	Living Wage Guarantee Act. Wages, hours and worker classification	In committee	26 March 2025
NC	SB 538	Family Empowerment Act.	In committee	26 March 2025

State	Bill	Title	Current status	Last action
NC	SB 546	Clean Energy Workforce and Innovation Act.	In committee	26 March 2025
NC	SB 57†	Workers' Comp/Pay for Hearing Aids and Glasses. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	6 February 2025
NC	SB 582	Wellness Break Act.	In committee	26 March 2025
NC	SB 588	Pregnant Workers Protection Act. Discrimination, harassment and pay equity, Workplace safety and health	In committee	26 March 2025
NC	SB 607	Equal Pay Act. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	26 March 2025
NC	SB 623	First Responders' Right to Assemble.	In committee	26 March 2025
NC	SB 646	Make NC Insurrection-Free.	In committee	26 March 2025
NC	SB 647	The Child Promise Act.	In committee	26 March 2025
NC	SB 701	Bring Back Our Heroes.	In committee	26 March 2025
NC	SB 703	Update 1987 Rates/Organs and Disfigurement.	In committee	26 March 2025
NC	SB 707	25-Year LEO Retirement With Full Benefits. Paid leave, unemployment and workers' compensation	In committee	26 March 2025

State	Bill	Title	Current status	Last action
NC	SB 746	Study Automation and the Workforce.	In committee	26 March 2025
NC	SB 831	25-Year Retirement for First Responders.	In committee	27 April 2026
NC	SB 903†	Public Employees Deserve A Voice Act.	In committee	30 April 2026
NC	SB 936	2026 DST Admin/Technical/Clarifying Changes.-AB	In committee	4 May 2026
NC	SB 962	Investing in North Carolina Act.	In committee	4 May 2026
NC	SB 988	Protecting Workers in the Age of AI Act.	In committee	5 May 2026
NC	SB 991	Community College Workforce Readiness Act.	Passed committee	13 May 2026
ND	HB 1170	AN ACT to amend and reenact section 54-06-14 of the North Dakota Century Code, relating to state employee annual leave; and to provide an effective date. Paid leave, unemployment and workers' compensation Companion: ND HB 1606	Enacted	14 April 2025
ND	HB 1282	A BILL for an Act to create and enact a new section to chapter 54-52.1 of the North Dakota Century Code, relating to public employee fertility health benefits; to provide for a report to the legislative assembly; to provide for application; and to provide an expiration date.	Passed committee	13 February 2025

State	Bill	Title	Current status	Last action
ND	HB 1285	A BILL for an Act to provide for state employee compensation adjustments and to provide for an appropriation and transfer to the teachers' fund for retirement for cost-of-living adjustments.	Passed committee	11 February 2025
ND	HB 1393	A BILL for an Act to create and enact a new chapter to title 13 of the North Dakota Century Code, relating to earned wage access providers; and to provide a penalty. Wages, hours and worker classification	Passed chamber	2 April 2025
ND	SB 2181	A BILL for an Act to create and enact a new section to chapter 65-05 of the North Dakota Century Code, relating to posttraumatic stress disorder duration limits; to amend and reenact subsection 11 of section 65-01-02 of the North Dakota Century Code, relating to workers'... Paid leave, unemployment and workers' compensation	Passed committee	30 January 2025
ND	SB 2239	A BILL for an Act to create and enact a new section to chapter 54-60 of the North Dakota Century Code, relating to an apprenticeship grant program; and to provide an appropriation. Wages, hours and worker classification	Passed chamber	8 April 2025
ND	SB 2345†	A BILL for an Act to provide for state employee compensation adjustments.	Passed committee	7 February 2025
NE	LB 1009†	Change provisions relating to the date when compensation begins under the Nebraska Workers' Compensation Act	Dead	17 April 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
NE	LB 1011	Change provisions relating to compensation for temporary disability under the Nebraska Workers' Compensation Act Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Dead	17 April 2026
NE	LB 1015	Redefine a term and change provisions relating to the combined tax and the state unemployment insurance tax rate under the Employment Security Law and change provisions relating to the Business Innovation Act Paid leave, unemployment and workers' compensation	Dead	17 April 2026
NE	LB 1056	Change provisions of the Nebraska Workers' Compensation Act Paid leave, unemployment and workers' compensation	Dead	17 April 2026
NE	LB 1089	Change enforcement provisions of the Nebraska Healthy Families and Workplaces Act	Dead	17 April 2026
NE	LB 1140	Provide for distribution of appropriations to the State Department of Education for a pilot program in a city of the metropolitan class	Dead	17 April 2026
NE	LB 1141	Create the Nebraska Youth Pre-Apprentice Conservation Program, provide powers and duties to the Game and Parks Commission, and transfer funds from the Workforce Development Program Cash Fund Wages, hours and worker classification	Dead	17 April 2026

State	Bill	Title	Current status	Last action
NE	LB 1165	Adopt the Grow the Good Life Act, provide an income tax credit, change provisions relating to the Convention Center Facility Financing Assistance Act, the ImagiNE Nebraska Act, the Nebraska Advantage Act, and the Site and Building Development Act, and create grant programs to...	Enacted	17 April 2026
NE	LB 1173	Provide for an annual filing fee for certain employers under the Employment Security Law, rename the Contractor and Professional Employer Organization Registration Cash Fund, and change permitted uses of such fund Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Dead	17 April 2026
NE	LB 1249	Redefine terms, change provisions relating to the carryover of paid sick time, and repeal obsolete provisions in the Nebraska Healthy Families and Workplaces Act Paid leave, unemployment and workers' compensation	Dead	17 April 2026
NE	LB 174	Change provisions relating to garnishment of wages for medical debt Wages, hours and worker classification	Dead	17 April 2026
NE	LB 189	Adopt the Paid Family and Medical Leave Insurance Act Paid leave, unemployment and workers' compensation	Dead	17 April 2026
NE	LB 197†	Change provisions relating to disqualification for benefits, claim determinations, and claim redeterminations under the	Enacted	12 March 2025

State	Bill	Title	Current status	Last action
		Employment Security Law Paid leave, unemployment and workers' compensation		
NE	LB 224	Require paid maternity leave for state employees Paid leave, unemployment and workers' compensation	Dead	17 April 2026
NE	LB 229	Exclude marketplace network contractors working for marketplace network platforms from the Employment Security Law Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NE LB 813	■ Enacted	12 March 2025
NE	LB 258	Change provisions relating to the minimum wage under the Wage and Hour Act Wages, hours and worker classification	■ Enacted	10 February 2026
NE	LB 265	Adopt the Manufacturing Modernization and Workforce Development Pilot Investment Act, transfer, change, and eliminate funds, change provisions relating to the state unemployment insurance tax rate, and eliminate the Nebraska Worker Training Board Paid leave, unemployment and workers' compensation	■ Enacted	6 June 2025
NE	LB 293	Change provisions of the Professional Employer Organization Registration Act Wages, hours and worker classification	■ Enacted	6 June 2025
NE	LB 297	Change provisions relating to the combined tax rate under the Employment Security Law	■ Enacted	26 March 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
NE	LB 299	Allow eligible aliens and dependents to receive public benefits relating to employment	Dead	17 April 2026
NE	LB 353	Allow public school employees to join or terminate membership in a labor organization Unions and collective bargaining	Dead	17 April 2026
NE	LB 361	Change provisions of the Nebraska Fair Employment Practice Act to provide for jury trials and prohibit discrimination for exercise of rights under the Nebraska Workers' Compensation Act Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Dead	17 April 2026
NE	LB 363	Adopt the Apprenticeship Grant Act Wages, hours and worker classification	Dead	17 April 2026
NE	LB 397	Change and eliminate provisions relating to workplace safety committees and a workplace safety program and terminate a fund Workplace safety and health	Enacted	25 February 2026
NE	LB 402	Include collections relating to overpayment of unemployment benefits under the Employment Security Law as collectible under the Gambling Winnings Setoff for Outstanding Debt Act and change the statute of limitations for recovery of unemployment overpayment debt Paid leave, unemployment and workers' compensation	Dead	17 April 2026

State	Bill	Title	Current status	Last action
NE	LB 415	Change provisions of the Nebraska Healthy Families and Workplaces Act and the Conveyance Safety Act and provide for offset of debt owed due to the overpayment of unemployment benefits under the Employment Security Law against gambling winnings under the Gambling Winnings Setoff... Paid leave, unemployment and workers' compensation	Enacted	6 June 2025
NE	LB 433	Exempt deputy directors and agency attorneys from the State Personnel System and change membership provisions under the State Employees Retirement Act	Dead	17 April 2026
NE	LB 447	Provide certain requirements for redevelopment contracts under the Community Development Law	Dead	17 April 2026
NE	LB 455	Change provisions of the Nebraska Workers' Compensation Act relating to injury reports and workers' compensation insurance policies and deductibles Paid leave, unemployment and workers' compensation	Enacted	17 April 2026
NE	LB 477	Change provisions of the Workplace Privacy Act	Dead	17 April 2026
NE	LB 522	Change provisions relating to the date when compensation begins and provide for cost-of-living adjustments under the Nebraska Workers' Compensation Act Paid leave, unemployment and workers' compensation	Dead	17 April 2026
NE	LB 532	Require employers to use E-Verify, prohibit knowingly hiring an	Dead	17 April 2026

State	Bill	Title	Current status	Last action
		unauthorized alien, and provide for discipline against employers' licenses Discrimination, harassment and pay equity		
NE	LB 551	Prohibit tenure at certain postsecondary educational institutions and require a written policy regarding terms and conditions of employment	Dead	17 April 2026
NE	LB 573	Adopt the Meat and Poultry Workers and Contractors Protection Act Wages, hours and worker classification, Workplace safety and health	Dead	17 April 2026
NE	LB 578	Change provisions relating to compensation and employment of jail and prison inmates and disbursements of such funds and require payment of the minimum wage for inmates and government employees Wages, hours and worker classification	Dead	17 April 2026
NE	LB 617†	Change provisions of the Nebraska Workers' Compensation Act Paid leave, unemployment and workers' compensation	Dead	17 April 2026
NE	LB 698	Change provisions of the Nebraska Healthy Families and Workplaces Act	Dead	17 April 2026
NE	LB 747	Change provisions relating to child labor, the Nebraska Wage Payment and Collection Act, the Contractor Registration Act, and the Employee Classification Act Wages, hours and worker classification, Workplace safety and health	Dead	17 April 2026

State	Bill	Title	Current status	Last action
NE	LB 75	Change provisions of the Wage and Hour Act relating to tipped employees and provide for complaints, prohibited actions, and liquidated damages Wages, hours and worker classification	Dead	17 April 2026
NE	LB 820	Change retirement provisions relating to approved identification documents, participation in certain retirement systems, state contributions, ex officio members of the Nebraska Investment Council, contributions by school districts, computation of tax withholdings, retirement... Paid leave, unemployment and workers' compensation	Enacted	17 April 2026
NE	LB 847	Adopt the Nebraska Registered Apprenticeship Act, change provisions relating to funds, child labor, the Business Innovation Act, the Contractor Registration Act, the Employee Classification Act, the Employment Security Law, and the Nebraska Wage Payment and Collection Act, and... Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Workplace safety and health	Enacted	17 April 2026
NE	LB 878†	Require paid parental leave for state employees Paid leave, unemployment and workers' compensation	Dead	17 April 2026
NE	LB 879	Adopt the Guest Worker Permit Act	Dead	17 April 2026
NE	LB 921†	Adopt the Nebraska Worker Adjustment and Retraining Notification Act and the Health Care	Enacted	17 April 2026

State	Bill	Title	Current status	Last action
		Staffing Agency Registration Act and change provisions of the Employment Security Law, the In the Line of Duty Compensation Act, the Non-English-Speaking Workers Protection Act, and the... Paid leave, unemployment and workers' compensation, Workplace safety and health		
NE	LB 94	Adopt the Digital Skills Empowerment Act and change the use of the Workforce Development Program Cash Fund	Dead	17 April 2026
NE	LB 941	Exclude certain franchisors from being considered employers under certain labor laws Wages, hours and worker classification	Dead	17 April 2026
NE	LR 144	Interim study to examine potential changes to Nebraska's teacher certification requirements to create an apprenticeship-based pathway for persons seeking to transition into teaching grades kindergarten through twelve Wages, hours and worker classification	In committee	19 May 2025
NE	LR 414	Interim study to examine portable benefits systems and related regulatory frameworks for independent contractors and other workers engaged in nontraditional work arrangements Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	30 March 2026
NE	LR 436†	Interim study to review regulations for professional employer organizations Wages, hours and worker classification	In committee	13 August 2026

State	Bill	Title	Current status	Last action
NE	LR 457†	Interim study to identify the barriers to multiple employer insurance plans	In committee	30 March 2026
NH	HB 1043	relative to employer discretion in offering minimum payment options to employees.	Passed chamber	7 May 2026
NH	HB 1072	relative to employer notice of department of labor investigations.	Vetoed	19 August 2026
NH	HB 1109	relative to notice requirements regarding public employee suspensions and investigations and recognizing certain positions in the department of corrections as group II positions.	Enacted	20 July 2026
NH	HB 1123	requiring certain companies to post expected salary ranges on public job listings. Wages, hours and worker classification	Dead	5 February 2026
NH	HB 1150	requiring disclosure of complaints to public employees within 5 business days.	Dead	19 February 2026
NH	HB 1168	relative to employer documentation requirements.	Enacted	21 July 2026
NH	HB 1177	adding a definition to the labor laws regarding remote work and defining the nature of such employment. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Dead	3 February 2026
NH	HB 1188	relative to noncompete agreements for low-wage employees. Wages, hours and worker classification, Noncompetes and restrictive covenants	Dead	24 February 2026

State	Bill	Title	Current status	Last action
NH	HB 1245	relative to voluntary portable benefits plans for independent contractors. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	10 July 2026
NH	HB 128	establishing a committee to study unemployment insurance. Paid leave, unemployment and workers' compensation	Dead	7 January 2026
NH	HB 1352	relative to payment and dispute resolution for medical bills under workers compensation. Paid leave, unemployment and workers' compensation	Dead	5 February 2026
NH	HB 1363	relative to employee candidate background checks.	Enacted	24 June 2026
NH	HB 1439	relative to exceeding part-time employment hourly limits for members of the New Hampshire retirement system. Paid leave, unemployment and workers' compensation	Dead	11 March 2026
NH	HB 1451	relative to protecting workers from extreme temperature-related injuries and fatalities in the workplace. Workplace safety and health	Dead	20 August 2026
NH	HB 1484	establishing a state minimum wage and providing for incremental increases. Wages, hours and worker classification	Dead	20 August 2026

State	Bill	Title	Current status	Last action
NH	HB 1527	relative to annual notification of benefits to state employees. Paid leave, unemployment and workers' compensation	Dead	5 February 2026
NH	HB 1663	relative to protection of employment for members of the general court.	Dead	11 March 2026
NH	HB 1704	permitting public employees to bargain individually with public employers without any intervention.	Dead	12 March 2026
NH	HB 1761	expanding the New Hampshire paid family and medical leave program. Paid leave, unemployment and workers' compensation	In committee	19 October 2026
NH	HB 1767	relative to unemployment compensation eligibility and weekly benefit amounts. Paid leave, unemployment and workers' compensation	In committee	14 October 2026
NH	HB 216	relative to workers' compensation and creditable service towards retirement. Paid leave, unemployment and workers' compensation	Dead	7 January 2026
NH	HB 238†	prohibiting collective bargaining agreements from requiring employees join or contribute to a labor union. Unions and collective bargaining	Passed committee	13 February 2025
NH	HB 280	relative to wage payments. Wages, hours and worker classification	Dead	15 May 2025
NH	HB 303	relative to requiring the department of labor review and adopt workers' occupational safety requirements	In committee	14 October 2026

State	Bill	Title	Current status	Last action
		that are similar to OSHA standards. Workplace safety and health		
NH	HB 347	relative to protection of employment for members of the general court.	Dead	26 March 2025
NH	HB 378	relative to an employee's unused earned time.	Dead	6 March 2025
NH	HB 442†	relative to prohibiting payment of subminimum wages. Wages, hours and worker classification	Dead	20 March 2025
NH	HB 487	relative to providing employees with advance notice of the work schedule.	Dead	26 March 2025
NH	HB 735†	relative to elections in collective bargaining. Unions and collective bargaining	Dead	6 March 2025
NH	HB 744	relative to workers' compensation indemnity benefits percentage. Paid leave, unemployment and workers' compensation	Dead	6 March 2025
NH	SB 169†	requiring employers to provide certain information regarding cost sharing to employees receiving workers' compensation benefits. Paid leave, unemployment and workers' compensation	Dead	1 May 2025
NH	SB 29†	relative to membership, jurisdiction, and reports of the health care workplace safety commission and relative to health care facility reporting requirements under the workplace violence prevention program. Workplace safety and health	■ Enacted	11 June 2025

State	Bill	Title	Current status	Last action
NH	SB 416	relative to the pooling and sharing of tips among tipped employees. Wages, hours and worker classification	Passed chamber	14 October 2026
NH	SB 655	relative to employee leasing companies, workers' compensation coverage options, and a minimum wage exemption for minor league baseball players. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	22 June 2026
NH	SB 67†	relative to workers' compensation and resolution of payment disputes. Paid leave, unemployment and workers' compensation	Dead	1 May 2025
NH	SB 88	prohibiting state government entities from including specified terms related to labor organization agreements in construction related contracts and grants. Unions and collective bargaining	Dead	14 May 2026

State	Bill	Title	Current status	Last action
NJ	A 1021	Creates standards for independent bias auditing of automated employment decision tools. AI in hiring and workplace monitoring Companion: NJ A 2726	In committee	13 January 2026
NJ	A 1023	Requires workers' compensation, PIP, and health insurance coverage for the medical use of cannabis under certain circumstances. Paid leave, unemployment and workers' compensation	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 1044	Increases certain penalties for violations of wage and hour law. Wages, hours and worker classification Companion: NJ S 2110	In committee	13 January 2026
NJ	A 1052	Concerns conditions of employment of certain cannabis workers.	In committee	13 January 2026
NJ	A 1065	Establishes workforce development training program for advanced transmission technology. Companion: NJ S 1675	In committee	13 January 2026
NJ	A 1066	Permits certain local units to enter into project labor agreements for public works projects below $5 million threshold. Wages, hours and worker classification Companion: NJ A 3970, NJ S 2649	In committee	13 January 2026
NJ	A 1117	Revises test for employment or independent contractor status under certain State labor laws. Wages, hours and worker classification	In committee	9 January 2024
NJ	A 1128	Requires membership of boards of trustees of State colleges and universities and county colleges to include two college employees. Companion: NJ S 168	In committee	13 January 2026
NJ	A 1161	Requires employers to include in job posting whether posting is for existing position and sets additional job posting requirements. Wages, hours and worker classification	■ Passed committee	16 March 2026
NJ	A 1184	Revises test for employment or independent contractor status under certain State labor laws.	In committee	13 January 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification Companion: NJ S 863		
NJ	A 126	Provides family leave for employee to attend certain events of child of employee; establishes tax credits for employer that provide full paid family leave benefits. Paid leave, unemployment and workers' compensation	In committee	9 January 2024
NJ	A 1268	Requires eligibility checklist and audit for enrollment in PERS of certain public employees who provide professional services; imposes fine on certifying officer or supervisor for ineligible enrollments. Companion: NJ S 1682	In committee	13 January 2026
NJ	A 1273	Prohibits the employment of unauthorized aliens and requires employers to use E-Verify program. Discrimination, harassment and pay equity	In committee	9 January 2024
NJ	A 1306	Removes certain part-time elected public officials from eligibility for employer-paid health care benefits coverage; makes elected public officials ineligible for payments for waiving health care benefits coverage; codifies Pension Fraud and Abuse Unit. Companion: NJ S 285	In committee	13 January 2026
NJ	A 1317	Requires election by certain public employees of certain health care benefit plans; prohibits payments by public employers for waiver of such plans.	In committee	9 January 2024

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
NJ	A 1338	Directs State Auditor to audit DOLWD Division of Unemployment Insurance. Paid leave, unemployment and workers' compensation	In committee	9 January 2024
NJ	A 1338	Reduces threshold cost, from $5 million to $3 million, of public works projects which may include project labor agreements. Wages, hours and worker classification Companion: NJ S 3211	In committee	13 January 2026
NJ	A 1348	Concerns enforcement of public work project requirements; establishes penalties for failure to submit payroll records. Wages, hours and worker classification	In committee	13 January 2026
NJ	A 137	Permits teacher who retired from TPAF to return to employment for two years without reenrollment in TPAF; provides gross income tax relief for certain rehired teachers.	In committee	13 January 2026
NJ	A 1379	Prohibits certain non-disclosure and non-disparagement provisions in employment contracts. Noncompetes and restrictive covenants Companion: NJ S 2531	In committee	13 January 2026
NJ	A 1384	Reduces statute of limitations from six years to two years in medical fee disputes in workers' compensation matters. Paid leave, unemployment and workers' compensation Companion: NJ S 2757	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 140	Repeals sections of law pertaining to transfer of civil service and non-civil service employees of terminated local health agency to superseding agency.	In committee	13 January 2026
NJ	A 1429	Exempts certain volunteer first responders from coverage under "unemployment compensation law"; excludes from gross income amounts received for certain volunteer emergency services. Paid leave, unemployment and workers' compensation	In committee	24 October 2024
NJ	A 1434	Requires DOLWD to take measures to ensure State unemployment offices reopen immediately and remain open during and after public health emergency. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 1441†	Concerns classification of musicians for purposes of State employment laws.	In committee	13 January 2026
NJ	A 1452	Allows political subdivisions of State to purchase unused sick leave from officer or employee under certain circumstances; prohibits authorizing special emergency appropriations for unused sick leave purchases. Paid leave, unemployment and workers' compensation Companion: NJ S 467	In committee	13 January 2026
NJ	A 1467	Establishes "Manufacturing Workforce Development Grant Program" for students enrolled at county colleges.	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 1477	Provides corporation business tax and gross income tax credits for employers of certain persons with disabilities. Discrimination, harassment and pay equity Companion: NJ S 1656	In committee	13 January 2026
NJ	A 1511	Clarifies choice of independent contractor status for certain licensed or regulated professionals. Wages, hours and worker classification	■ Passed committee	17 September 2026
NJ	A 1516	Exempts poll workers wages from affecting unemployment compensation. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Enacted	22 July 2026
NJ	A 1527	Permits partnerships and joint ventures to bid on certain public works and prevailing wage contracts if each party to partnership or joint venture is independently registered. Wages, hours and worker classification Companion: NJ S 727	In committee	13 January 2026
NJ	A 156	"New Jersey Jobs Protection Act"; requires verification of employment. Companion: NJ S 1689	In committee	13 January 2026
NJ	A 1561	Concerns eligibility for unemployment benefits for certain seasonal workers. Paid leave, unemployment and workers' compensation	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 1564	Concerns eligibility for unemployment compensation benefits for certain seasonal employees. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 1577	Permits application for PERS accidental disability benefit for injury sustained after January 2003 while employed at State psychiatric institution or correctional facility immediately prior to PERS membership. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: NJ S 408	In committee	13 January 2026
NJ	A 1583	Encourages local unit sharing of services; makes appropriations.	In committee	9 January 2024
NJ	A 1586	Concerns unlawful employment practices based on provision of health benefits plans. Discrimination, harassment and pay equity	In committee	9 January 2024
NJ	A 1587	Limits certain payments for unused sick leave earned after effective date by public officers or employees; limits vacation leave carry-forward and requires suspension and forfeiture of certain supplemental compensation. Paid leave, unemployment and workers' compensation	In committee	9 January 2024
NJ	A 1588	Increases certain penalties for violations of wage and hour law. Wages, hours and worker classification	In committee	9 January 2024

State	Bill	Title	Current status	Last action
NJ	A 1597	Concerns occupational safety and health for public employees of certain interstate authorities. Workplace safety and health	In committee	13 January 2026
NJ	A 1609	Establishes protection from adverse employment action for authorized medical cannabis patients.	In committee	9 January 2024
NJ	A 1617	Requires employers to report certain allegations of sexual assault.	In committee	9 January 2024
NJ	A 1623	The "New Jersey Intern Protection Act"; provides legal protections and remedies for persons engaged in internships with employers.	In committee	9 January 2024
NJ	A 1637	Provides temporary disability benefits for special law enforcement officers. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	A 1642	Establishes protection from adverse employment action for authorized medical cannabis patients.	In committee	13 January 2026
NJ	A 1643	Requires employers to report certain allegations of sexual assault.	In committee	13 January 2026
NJ	A 1647	Restricts use of restrictive employment covenants for physicians and nurses.	In committee	13 January 2026
NJ	A 1719	Excludes certain illegal aliens from workers' compensation and temporary disability benefits. Paid leave, unemployment and workers'	In committee	9 January 2024

State	Bill	Title	Current status	Last action
		compensation, Discrimination, harassment and pay equity		
NJ	A 1754	Require business seeking to perform State contract to disclose certain labor and employment law violations.	In committee	13 January 2026
NJ	A 1760	Directs DOLWD to identify, and post on website, employment opportunities with minimal barriers to entry for persons returning to workforce after imprisonment. Discrimination, harassment and pay equity	■ Passed committee	7 May 2026
NJ	A 1763	Establishes Second Chance Program in charge of providing opportunities through labor organizations for formerly incarcerated individuals. Unions and collective bargaining	In committee	13 January 2026
NJ	A 1769	Establishes Water Apprenticeship, Training, and Employment Resources (WATER) Pilot Program in DOLWD; appropriates $1 million. Wages, hours and worker classification	In committee	13 January 2026
NJ	A 1787	Extends from six to 12 months compensation program for injured law enforcement officers and other employees; revises type of injury needed to qualify for program.	In committee	13 January 2026
NJ	A 1793	Establishes "Recovery Tax Credit Program"; incentivizes hiring and continued employment of certain individuals in recovery from substance use disorder. Companion: NJ S 2581	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 1812	Requires payment of minimum wage to minors; requires payment of overtime to minors in certain circumstances; codifies certain exemptions to overtime payment requirements. Wages, hours and worker classification Companion: NJ S 1520	In committee	13 January 2026
NJ	A 1813	Establishes Cannabis Certified Worker Grant Program and Social Equity Certified Worker Hiring Grant Program; makes appropriation.	In committee	13 January 2026
NJ	A 1820	Requires official inspection facility employees covered by collective bargaining agreement to be offered employment following contract renewal or award of new contract; requires collective bargaining agreement to be binding in certain cases. Unions and collective bargaining	In committee	13 January 2026
NJ	A 1829	Prohibits non-compete clauses. Noncompetes and restrictive covenants Companion: NJ S 1407	In committee	13 January 2026
NJ	A 1831	Makes various changes to SHBP plan offerings and governance.	In committee	13 January 2026
NJ	A 1893	Modifies laws regarding compensation and leaves of absence for certain public employees who served in the military; requires public employers follow certain policies and procedures for leaves of absence. Companion: NJ S 1587	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 191	Requires certain contractors to verify work authorization of newly hired employees. Wages, hours and worker classification	In committee	13 January 2026
NJ	A 1942	Provides credits against corporation business and gross income taxes for certain employers that invest in human capital.	In committee	13 January 2026
NJ	A 1944	Concerns unlawful discrimination and harassment. Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	A 1972	Revises law concerning family leave to extend protection by reducing, over time, employee threshold from 30 employees to five employees in definition of employer. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 1973	Establishes occupational heat stress standard and "Occupational Heat-Related Illness and Injury Prevention Program" in DOLWD. Workplace safety and health Companion: NJ S 1447	In committee	13 January 2026
NJ	A 1988	The "Farm Labor Equality Act." Companion: NJ S 1075	In committee	13 January 2026
NJ	A 1989	Requires employer to disclose information concerning leave eligibility in hiring package. Paid leave, unemployment and workers' compensation Companion: NJ S 1482	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 1990	Requires transparency concerning compensation in employment listings and with promotional opportunities.	In committee	13 January 2026
NJ	A 1995	Establishes "Occupational Heat-Related Illness and Injury Prevention Program" and occupational heat stress standard in DOLWD. Workplace safety and health	In committee	13 January 2026
NJ	A 2017	Prohibits employers from inquiring about gender of job applicants under certain circumstances.	In committee	13 January 2026
NJ	A 2038	Exempts certain volunteer first responders from coverage under "unemployment compensation law"; excludes from gross income amounts received for certain volunteer emergency services. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 2041	The "New Jersey Intern Protection Act"; provides legal protections and remedies for persons engaged in internships with employers.	In committee	13 January 2026
NJ	A 2100	Provides workers' compensation benefits for certain public safety workers who developed illness or injury as result of responding to September 11, 2001 terrorist attacks. Paid leave, unemployment and workers' compensation	In committee	19 September 2024

State	Bill	Title	Current status	Last action
NJ	A 2102	Establishes criminal penalties for certain violations of the "New Jersey Prevailing Wage Act." Wages, hours and worker classification	In committee	13 January 2026
NJ	A 2140	Requires State to reimburse counties for portion of holiday pay to county employees performing State services on certain holidays. Wages, hours and worker classification Companion: NJ S 2207	In committee	13 January 2026
NJ	A 2145	Provides employment protections for paid first responders diagnosed with post-traumatic stress disorder under certain conditions. Paid leave, unemployment and workers' compensation	■ Passed committee	12 January 2026
NJ	A 2173	Establishes recruitment and referral program for certain individuals and extends certain provisions of law concerning affirmative action in public works contracts to workers with disabilities. Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	A 2179	Requires certain employers to provide paid leave to employees serving in elective office. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 2187	Establishes 10 year Menstrual Leave and Remote Work Pilot Program. Paid leave, unemployment and workers' compensation	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 2228	Establishes Direct Care Worker Support Program in DOH; makes appropriation.	In committee	13 January 2026
NJ	A 2238	Provides certain employment protections for certified doulas.	In committee	13 January 2026
NJ	A 2241	Establishes Early Childhood Educator Pay Equity Program in DHS. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	A 2242	Establishes "Health Care for Child Care Program"; appropriates $10 million. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 2263	Establishes Office for Women's Advancement in DOLWD to facilitate full and equal participation of women in workplace; makes an appropriation.	In committee	9 January 2024
NJ	A 2286	Revises child labor laws concerning employment of minor in theatrical production. Wages, hours and worker classification, Workplace safety and health	In committee	13 January 2026
NJ	A 2302	Revises law requiring school districts, charter schools, nonpublic schools, and contracted service providers to review employment history of prospective employee for allegations of child abuse or sexual misconduct. Companion: NJ S 2613	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 2309	Establishes long-term services and supports workforce engagement and sustainability program in DOH.	In committee	13 January 2026
NJ	A 2347	Requires certain employers to provide certain employees with notifications concerning federal Public Service Loan Forgiveness program.	In committee	13 January 2026
NJ	A 2356	Provides employment protections for paid first responders diagnosed with post-traumatic stress disorder under certain conditions. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 2369	"New Jersey Works Act"; concerns businesses and pre-employment training programs; provides tax credit to businesses supporting pre-employment training programs; appropriates $1 million.*	■ Passed committee	24 June 2024
NJ	A 2413	Provides dedicated funding for promotion of apprenticeships and apprenticeship programs from Workforce Development Partnership Fund. Wages, hours and worker classification Companion: NJ A 2655, NJ S 1259, NJ S 1693, NJ S 882	In committee	13 January 2026
NJ	A 2417	Establishes standards for housing of seasonal farm workers.	In committee	13 January 2026
NJ	A 2439	Establishes NJ Life Sciences Training and Development Program in DOLWD.	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 2464	Requires DOLWD and DHS to conduct assessment of community rehabilitation programs and community businesses.	In committee	13 January 2026
NJ	A 2466	Allocates $200 million to Department of Labor and Workforce Development to improve unemployment insurance infrastructure technology. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 2494	"New Jersey Works Act"; concerns businesses and pre-employment training programs; provides tax credit to businesses supporting pre-employment training programs; appropriates $1 million.	In committee	13 January 2026
NJ	A 2515	Establishes fire protection requirements for short-term farm labor housing. Companion: NJ S 1085	In committee	13 January 2026
NJ	A 2517	Prohibits employment of illegal aliens and requires use of E-Verify program in public contracts. Discrimination, harassment and pay equity	In committee	9 January 2024
NJ	A 258	Extends "whistleblower" protections to employee disclosure of governmental mismanagement, waste and abuse. Discrimination, harassment and pay equity Companion: NJ S 1856	In committee	13 January 2026
NJ	A 2625	Requires employers other than State who participate in SHBP and employers who participate in SEHBP to remain enrolled in	In committee	13 January 2026

State	Bill	Title	Current status	Last action
		program for minimum of five years.		
NJ	A 2637	Concerns workers' compensation insurance requirements for certain corporations and partnerships. Paid leave, unemployment and workers' compensation	In committee	9 January 2024
NJ	A 2640	Requires election by certain public employees of certain health care benefit plans; prohibits payments by public employers for waiver of such plans. Paid leave, unemployment and workers' compensation Companion: NJ S 460	In committee	13 January 2026
NJ	A 2717	Encourages local unit sharing of services; makes appropriations.	In committee	13 January 2026
NJ	A 2763	Concerns prevailing wage payments in residential construction projects. Wages, hours and worker classification	In committee	9 January 2024
NJ	A 2779	Excludes certain illegal aliens from workers' compensation and temporary disability benefits. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	A 2792	Prevents intoxicated employees from receiving workers' compensation. Paid leave, unemployment and workers' compensation Companion: NJ S 1555	In committee	13 January 2026
NJ	A 2798	Exempts small businesses from apprenticeship requirement under "The Public Works Contractor	In committee	13 January 2026

State	Bill	Title	Current status	Last action
		Registration Act." Wages, hours and worker classification		
NJ	A 2826	Require business seeking to perform State contract to disclose certain labor and employment law violations.	In committee	9 January 2024
NJ	A 2832	Directs DOLWD to identify, and post on website, employment opportunities with minimal barriers to entry for persons returning to workforce after imprisonment. Discrimination, harassment and pay equity	In committee	9 January 2024
NJ	A 2841	Establishes Water Apprenticeship, Training, and Employment Resources (WATER) Pilot Program in DOLWD; appropriates $1 million. Wages, hours and worker classification	In committee	9 January 2024
NJ	A 2883	Allows gross income tax deduction for union dues paid to labor organizations. Unions and collective bargaining	In committee	6 June 2024
NJ	A 2887	Establishes 21st Century Injured Workers' Access to Justice Act.	Dead	14 January 2025
NJ	A 2888	Requires payment of minimum wage to minors; requires payment of overtime to minors in certain circumstances; codifies certain exemptions to overtime payment requirements. Wages, hours and worker classification	In committee	9 January 2024
NJ	A 2897	Requires employers within construction industry to notify employees of certain rights.	In committee	9 January 2024

State	Bill	Title	Current status	Last action
NJ	A 2918	Requires State to provide recipients of State tax refunds, unemployment insurance benefits and State employee compensation certain payment options. Paid leave, unemployment and workers' compensation	In committee	16 June 2025
NJ	A 2937	Establishes Power Generation Training Center to train workers in nuclear and non-nuclear power generation.	In committee	13 January 2026
NJ	A 2955	Provides employers with various tax incentives for hiring persons with disabilities under insurance premiums tax, corporation business tax and gross income tax. Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	A 2981	Permits layoff plans as substitute for employment reconciliation plans for joint meetings or shared service agreements under certain circumstances.	In committee	13 January 2026
NJ	A 3025	Exempts poll workers wages from affecting unemployment compensation.* Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Passed chamber	12 May 2025
NJ	A 3036	Increases days of paid military leave for certain public employees who serve in United States Reserves. Paid leave, unemployment and workers' compensation	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 3058	Establishes "Manufacturing Workforce Development Grant Program" for students enrolled at county colleges.	In committee	9 January 2024
NJ	A 3136	Bars certain employees of certain public agencies from participating in PERS; repeals law permitting PERS and TPAF members on leave who work for labor organization to purchase pension credit. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	In committee	13 January 2026
NJ	A 3151	Excludes overtime pay of certain employees from gross income tax. Wages, hours and worker classification	In committee	13 January 2026
NJ	A 3154	Prohibits terminal leave compensation for local government employees. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 3167	Concerns workers' compensation insurance requirements for certain corporations and partnerships. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 3187	Concerns repayment of unemployment insurance benefits obtained fraudulently. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 3254	Requires election workers to be paid hourly rate for mandatory training programs.	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 3261	Concerns outreach and training for minorities and women in the construction industry.	■ Passed committee	11 March 2024
NJ	A 3267	Establishes measures to provide employment stability for high school coaches employed in school districts.	In committee	9 January 2024
NJ	A 3286	Requires employers to provide paid leave to employees to vote in certain circumstances. Paid leave, unemployment and workers' compensation Companion: NJ S 417	In committee	13 January 2026
NJ	A 3292	Permits certain cities to transfer a portion of its public employees from a locally-administered health benefits program to SHBP.	In committee	13 January 2026
NJ	A 3307	Prohibits certain employment actions against employees affected by a declared state of emergency.	In committee	9 January 2024
NJ	A 3314	Addresses various concerns affecting post-release employment.	In committee	9 January 2024
NJ	A 3316	Establishes employee protections for certain employees of New Jersey City University in event of merger with Kean University. Companion: NJ S 2966	In committee	13 January 2026
NJ	A 3334	Requires employer to allow employee suffering from menstrual disorder to work remotely in certain circumstances. Paid leave, unemployment and workers' compensation, Discrimination,	In committee	9 January 2024

State	Bill	Title	Current status	Last action
		harassment and pay equity Companion: NJ S 4197		
NJ	A 3351	Prohibits sex offenders from holding any job, position, or type of employment that primarily consists of contact with children. Companion: NJ S 539	In committee	13 January 2026
NJ	A 3361	Authorizes State employees to take administrative leave days in observance of Eid al-Fitr and Eid al-Adha; requires school districts to permit students excused absences for observance of Eid al-Fitr and Eid al-Adha. Paid leave, unemployment and workers' compensation Companion: NJ S 1497	In committee	13 January 2026
NJ	A 3408	Concerns work break periods and warehouse conditions of employment. Companion: NJ S 1435	In committee	13 January 2026
NJ	A 3413	Amends current child labor laws to protect minor working as vlogger in certain circumstances. Wages, hours and worker classification, Workplace safety and health Companion: NJ S 704	In committee	13 January 2026
NJ	A 3414	Modifies regulation of student permits by NJ State Board of Cosmetology and Hairstyling and establishes oversight of individuals seeking employment as shampoo technicians.*	■ Enacted	3 February 2025
NJ	A 3415	Strengthens enforcement of child labor law. Wages, hours and worker classification, Workplace safety and health	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 3416	Establishes workplace policies on employees' right to disconnect from work.	In committee	13 January 2026
NJ	A 3417	Establishes NJ Supporting Knowledge and Investing in Life Long Skills Commission in the Department of State.	In committee	1 February 2024
NJ	A 3437	Provides gross income tax exclusion for capital gains from sale of certain employer securities.	In committee	1 February 2024
NJ	A 3444	Provides that earned sick leave law does not apply to certain workers in concrete industry. Paid leave, unemployment and workers' compensation	In committee	1 February 2024
NJ	A 3451	Revises law concerning family leave to extend protection by reducing employee threshold from 30 employees to 15 employees in definition of employer.* Paid leave, unemployment and workers' compensation	■ Passed chamber	12 January 2026
NJ	A 3462	Establishes Office for Women's Advancement in DOLWD to facilitate full and equal participation of women in workplace; makes an appropriation. Companion: NJ S 1054	In committee	13 January 2026
NJ	A 3472	Requires employers to adopt domestic violence policies and protocols established by DOLWD.	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 3480	Concerns outreach and training for minorities and women in the construction industry. Companion: NJ S 1055	In committee	13 January 2026
NJ	A 3513	Establishes "Business Growth Protection Act"; revises law concerning temporary help service firms and temporary laborers.	In committee	13 January 2026
NJ	A 3521	Establishes occupational heat stress standard and "Occupational Heat-Related Illness and Injury Prevention Program" in DOLWD. Workplace safety and health	In committee	16 May 2024
NJ	A 3524	Requires restaurant employees to receive periodic sexual harassment training. Discrimination, harassment and pay equity Companion: NJ S 2669	In committee	13 January 2026
NJ	A 3541	Concerns prevailing wage payments in residential construction projects. Wages, hours and worker classification	In committee	13 January 2026
NJ	A 3548	Provides certain volunteer and other workers with maximum compensation benefit for workers' compensation claim regardless of outside employment. Paid leave, unemployment and workers' compensation	■ Passed committee	7 May 2026
NJ	A 3559	Removes certain part-time elected public officials from eligibility for employer-paid health care benefits coverage; makes elected public officials ineligible for payments for waiving health care	In committee	5 February 2024

State	Bill	Title	Current status	Last action
		benefits coverage; codifies Pension Fraud and Abuse Unit.		
NJ	A 3589	Revises registered apprenticeship requisites of public works contractors and creates opt-out from participation in registered apprenticeship program for public works projects. Wages, hours and worker classification	In committee	13 January 2026
NJ	A 3590	Requires DOLWD to identify and recruit unemployed individuals for employment in healthcare facilities, home care services, and hospice services; makes appropriation.	■ Passed committee	16 March 2026
NJ	A 3611	Requires payment of prevailing wage for certain data center construction. Wages, hours and worker classification	In committee	13 January 2026
NJ	A 3616	Provides corporation business tax credits and gross income tax credits to small business employers and farm employers for increases in certain mandatory employer contributions. Companion: NJ S 1853	In committee	13 January 2026
NJ	A 3633	Directs State Auditor to audit Division of Unemployment and Temporary Disability Insurance in DOLWD. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	A 3638	Provides family leave for employee to attend certain events of child of employee; establishes tax credits for employer that provide full paid family leave	In committee	13 January 2026

State	Bill	Title	Current status	Last action
		benefits. Paid leave, unemployment and workers' compensation Companion: NJ S 2015		
NJ	A 3639	Requires State employer to ascertain child abuse or sexual misconduct in employment applications for certain positions involving children; requires background checks for current and prospective employees. Companion: NJ S 1876	In committee	13 January 2026
NJ	A 3646	Establishes Nuclear Energy Apprenticeship, Training, and Employment Resources Pilot Program in DOLWD; appropriates $1 million. Wages, hours and worker classification Companion: NJ S 1637	In committee	13 January 2026
NJ	A 3653	Requires preservation of employee benefits and contractual rights as condition of sale of Atlantic City International Airport. Paid leave, unemployment and workers' compensation Companion: NJ S 2003	In committee	13 January 2026
NJ	A 3724	Provides personal liability for owner, executive officer, or executive director of employer for failure to pay for workers' compensation coverage. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Passed committee	7 May 2026
NJ	A 3779	Establishes testing and visitation requirements and employment restrictions for long-term care	In committee	13 January 2026

State	Bill	Title	Current status	Last action
		facilities in response to outbreaks of infectious disease.		
NJ	A 3822	Establishes State occupational safety and health standard for toilets at construction sites. Workplace safety and health	In committee	13 January 2026
NJ	A 3827	Establishes additional manner of employer compliance to provide earned sick leave for certain employees subject to collective bargaining agreements. Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: NJ S 2767	In committee	13 January 2026
NJ	A 3850	Requires reporting on post-secondary placement in registered apprenticeships and enlistment in military services as part of school district accountability measure. Wages, hours and worker classification	In committee	13 January 2026
NJ	A 3854	Regulates use of automated employment decision tools in employment decisions to minimize discrimination in employment.* Discrimination, harassment and pay equity, AI in hiring and workplace monitoring	In committee	16 May 2024
NJ	A 3855	Creates standards for independent bias auditing of automated employment decision tools. AI in hiring and workplace monitoring	In committee	16 May 2024
NJ	A 3874	Permits State employees not covered by collective negotiations agreements to enroll in certain negotiated health care plans. Companion: NJ S 3982	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 3888	Increases days of paid leave of absence for public employees who serve in United States Reserves. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 3900	Permits paid leave by public officers and employees for inactive duty military training. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 3945	Provides for law enforcement officer benefits for certain public employees enrolled in PERS; prohibits hiring by State or county of public employees after age 35 in positions eligible for PFRS. Paid leave, unemployment and workers' compensation	In committee	4 March 2024
NJ	A 3975	Clarifies criminal history record check requirements for workers conducting construction or public works activities in school buildings; requires school district to update visitor policy. Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: NJ S 706	In committee	13 January 2026
NJ	A 4006	Permits partnerships and joint ventures to bid on certain public works and prevailing wage contracts if each party to partnership or joint venture is independently registered.* Wages, hours and worker classification	■ Enacted	12 January 2026

State	Bill	Title	Current status	Last action
NJ	A 4007	Allows small employers to claim tax credit for paying certain health benefits plan premiums.	In committee	12 June 2025
NJ	A 4024	Directs DOLWD to establish regional farm wage; provides corporation business tax credits and gross income tax credits to farm employers paying certain farm worker wages. Wages, hours and worker classification	In committee	12 February 2026
NJ	A 4028	Provides certain resources to county prosecutors for enforcement of law regarding failure to pay wages; makes appropriation. Wages, hours and worker classification	In committee	7 March 2024
NJ	A 4043	Redirects portion of worker's unemployment compensation trust fund contribution to unemployment compensation administration fund.* Paid leave, unemployment and workers' compensation	■ Enacted	12 December 2024
NJ	A 4047	Revises unemployment compensation law. Paid leave, unemployment and workers' compensation	■ Enacted	12 December 2024
NJ	A 4072	Establishes minimum qualifications for persons employed on public works contract. Wages, hours and worker classification Companion: NJ S 3405	■ Enacted	9 September 2026

State	Bill	Title	Current status	Last action
NJ	A 4091	Concerns discrimination based on membership in a labor organization. Discrimination, harassment and pay equity, Unions and collective bargaining	In committee	19 February 2026
NJ	A 4116	Establishes a manufacturing reinvestment account program to incentivize capital investment and workforce training in New Jersey with income tax rate reductions, deferrals, and accelerated deductions.	In committee	19 February 2026
NJ	A 4118	Permits certain State employees to receive unpaid and paid leave to be census enumerators. Paid leave, unemployment and workers' compensation	In committee	19 February 2026
NJ	A 4124	Establishes minimum qualifications for persons employed on public works contract. Wages, hours and worker classification	■ Passed committee	30 June 2025
NJ	A 4172	Concerns discrimination based on membership in a labor organization. Discrimination, harassment and pay equity, Unions and collective bargaining	In committee	11 April 2024
NJ	A 4182	Concerns conditions of employment of certain cannabis employees.**	■ Enacted	12 January 2026
NJ	A 4194	Provides certain employment protections for working parents due to school closure during state of emergency and public health emergency.	In committee	19 February 2026

State	Bill	Title	Current status	Last action
NJ	A 4194	Prohibits cooperative from receiving public works contract when cooperative-approved vendor fails to pay prevailing wage; concerns cooperative purchasing agreements with other states; and permits contracting units to award certain indefinite contracts.* Wages, hours and worker classification	■ Passed committee	30 June 2025
NJ	A 4237	Requires certain contractors to verify work authorization of newly hired employees. Wages, hours and worker classification	In committee	2 May 2024
NJ	A 4265	Authorizes provision of monetary awards to whistleblowers who report State tax law violations committed by employers in construction industry. Discrimination, harassment and pay equity	In committee	2 May 2024
NJ	A 4283	Provides personal liability for owner, executive officer, or executive director of employer for failure to pay for workers' compensation coverage. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	6 May 2024
NJ	A 4302	Amends current child labor laws to protect minor working as vlogger in certain circumstances.* Wages, hours and worker classification, Workplace safety and health	■ Passed chamber	12 January 2026
NJ	A 4309	Establishes additional manner of employer compliance to provide earned sick leave for certain employees subject to collective	In committee	10 May 2024

State	Bill	Title	Current status	Last action
		bargaining agreements. Paid leave, unemployment and workers' compensation, Unions and collective bargaining		
NJ	A 4359	Provides corporation business and gross income tax credit for employment of persons who have experienced job loss due to automation.	In committee	19 February 2026
NJ	A 4371	Requires workers' compensation, PIP, and health insurance coverage for the medical use of cannabis under certain circumstances. Paid leave, unemployment and workers' compensation	In committee	16 May 2024
NJ	A 4374	Establishes criminal penalties for certain violations of the "New Jersey Prevailing Wage Act." Wages, hours and worker classification	■ Passed chamber	12 January 2026
NJ	A 4389	Requires public institutions of higher education to enroll certain students impacted by automation in job training courses without payment of tuition.	In committee	19 February 2026
NJ	A 440	Establishes "New Jersey Paid Prenatal Personal Leave Act." Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 4413	Expands exemption to wage and hour requirements for certain summer camp workers. Wages, hours and worker classification	In committee	19 February 2026
NJ	A 4414	Immunizes employers from civil liability for certain disclosures regarding employees and former employees.	In committee	19 February 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
NJ	A 4415	Concerns eligibility for unemployment insurance benefits for crossing guards. Paid leave, unemployment and workers' compensation	In committee	19 February 2026
NJ	A 4429	Expands prohibitions on employers concerning requirements for employees to attend or listen to communications related to political matters.	■ Enacted	3 September 2025
NJ	A 4435	Establishes "Employment First Commission."	In committee	19 February 2026
NJ	A 4465	Institutes State contract set-aside program for union business enterprises. Unions and collective bargaining Companion: NJ S 3384	In committee	24 February 2026
NJ	A 4481	Permits employee to use earned sick leave in connection with immigration-related proceeding. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	24 February 2026
NJ	A 4487	Prohibits workplace discrimination based on menstruation, perimenopause, and menopause. Discrimination, harassment and pay equity	In committee	24 February 2026
NJ	A 451	Establishes "New Economy Opportunity Skills System Pilot Program" to strengthen alignment and collaboration between local workforce development boards, community colleges, and county	In committee	13 January 2026

State	Bill	Title	Current status	Last action
		vocational school districts; makes appropriation. Companion: NJ S 2181		
NJ	A 4522	Clarifies criminal history record check requirements for workers conducting construction or public works activities in school buildings; requires school district to update visitor policy. Discrimination, harassment and pay equity	In committee	6 June 2024
NJ	A 4548	Provides corporation business tax and gross income tax credits for employers of certain persons with disabilities. Discrimination, harassment and pay equity	In committee	23 September 2024
NJ	A 4562	Allows State, municipality, and county to implement automatic enrollment of their employees in deferred compensation plans. Companion: NJ S 4554	■ Passed chamber	12 January 2026
NJ	A 4567	Requires certain school districts to partner with union apprenticeship programs for development of career exploration program. Wages, hours and worker classification, Unions and collective bargaining	In committee	10 March 2026
NJ	A 4578	Requires proportional distribution of payment between employers for health benefit payment obligations for certain retirees. Paid leave, unemployment and workers' compensation	In committee	10 March 2026
NJ	A 4617	Concerns certain workers' compensation supplemental benefits and funding method.	In committee	10 March 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
NJ	A 4618	Requires official inspection facility employees covered by collective bargaining agreement to be offered employment following contract renewal or award of new contract; requires collective bargaining agreement to be binding in certain cases.* Unions and collective bargaining	■ Passed chamber	12 January 2026
NJ	A 4621	Requires employer to disclose information concerning leave eligibility in hiring package. Paid leave, unemployment and workers' compensation	In committee	19 September 2024
NJ	A 4630	Establishes program in DOLWD to address jobs lost due to automation.	In committee	10 March 2026
NJ	A 4638	Prohibits the employment of unauthorized aliens and requires employers to use E-Verify program. Discrimination, harassment and pay equity Companion: NJ S 3856	In committee	10 March 2026
NJ	A 4639	Prohibits training repayment agreements. Noncompetes and restrictive covenants	In committee	10 March 2026
NJ	A 465	Prohibits certain employment actions against employees affected by a declared state of emergency. Companion: NJ S 3108	In committee	13 January 2026
NJ	A 4683	Establishes "New Jersey Union-Led Semiconductor Innovation and	In committee	16 March 2026

State	Bill	Title	Current status	Last action
		Security Program." Unions and collective bargaining		
NJ	A 4735	Clarifies that amateur sports official is independent contractor for purposes of State employment laws. Wages, hours and worker classification	In committee	16 March 2026
NJ	A 4744	Permits payment of unused sick leave earned by certain local government officers and employees under certain circumstances. Paid leave, unemployment and workers' compensation	In committee	19 March 2026
NJ	A 4750	Expands certain employer reporting requirements to include entities that employ or contract with individuals for financial compensation, including ride-sharing and delivery technology platforms.	■ Passed chamber	12 January 2026
NJ	A 4804	Creates "New Jersey Workplace Skills Savings Program"; appropriates $25 million.	In committee	23 March 2026
NJ	A 4809	Requires DOLWD to identify and recruit unemployed individuals for employment in healthcare facilities, home care services, and hospice services; makes appropriation.*	In committee	24 October 2024
NJ	A 4827	Requires Administrative Law Judges to be enrolled in Workers Compensation Judges Part of PERS. Paid leave, unemployment and workers' compensation	In committee	4 May 2026

State	Bill	Title	Current status	Last action
NJ	A 4834	Requires businesses receiving financial assistance from EDA be prohibited from any gender gap payment practice to their employees.	In committee	4 May 2026
NJ	A 4841	Concerns housing discrimination based on source of lawful income.* Discrimination, harassment and pay equity	■ Enacted	12 January 2026
NJ	A 4844	Establishes "Targeted Midwifery Workforce Development Act"; appropriates $12 million. Companion: NJ S 4228	In committee	4 May 2026
NJ	A 4876	Increases certain compensation for poll workers; provides for overtime pay when polls stay open late. Wages, hours and worker classification	In committee	4 May 2026
NJ	A 4888	Establishes AI and Labor Market Study Commission to analyze impact of artificial intelligence on labor market. AI in hiring and workplace monitoring	In committee	23 January 2025
NJ	A 4917	Establishes five-year youth workforce readiness grant pilot program; appropriates $5 million. Companion: NJ S 4255	In committee	7 May 2026
NJ	A 4932	Establishes five-year Tri-Share Child Care Pilot Program; appropriates $15 million. Paid leave, unemployment and workers' compensation	In committee	7 May 2026
NJ	A 4935	Establishes Artificial Intelligence Apprenticeship Program and artificial intelligence apprenticeship tax credit program.	In committee	23 January 2025

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, AI in hiring and workplace monitoring		
NJ	A 4981	Regulates use of artificial intelligence-based systems for electronic monitoring regarding employment and public services. AI in hiring and workplace monitoring	In committee	7 May 2026
NJ	A 5017	Removes exclusion of certain institutions of higher education under "Responsible Collective Negotiations Act." Unions and collective bargaining Companion: NJ S 4179	In committee	7 May 2026
NJ	A 5022	Establishes "Occupational Heat-Related Illness and Injury Prevention Program" and occupational heat stress standard in DOLWD. Workplace safety and health	In committee	20 February 2025
NJ	A 5033	Establishes public-private partnerships to develop artificial intelligence job training. AI in hiring and workplace monitoring	In committee	14 November 2024
NJ	A 5035	Prohibits use of prevailing wage fringe benefit portion of prevailing wage rate to fund certain bonus programs. Wages, hours and worker classification	In committee	11 May 2026
NJ	A 5083	Concerns skilled and trained workforce requirements at certain high-hazard industrial facilities. Workplace safety and health Companion: NJ S 4269	In committee	14 May 2026
NJ	A 5105	Limits resale of certain real property formerly owned by public body in certain circumstances;	In committee	18 May 2026

State	Bill	Title	Current status	Last action
		bans deed restrictions limiting use of commercial real property in certain circumstances.		
NJ	A 5131	Revises law on extended employment programs for persons with disabilities. Discrimination, harassment and pay equity	In committee	16 December 2024
NJ	A 5146	Removes exception to civil service working test period for political subdivision employees.	■ Enacted	12 January 2026
NJ	A 5179	Prohibits payment of subminimum wage due to age, disability, injury, or status as apprentice, learner, or student through special license issued by DOLWD. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	1 June 2026
NJ	A 5183	Directs DOLWD to develop and maintain industry-valued credential list.	■ Passed chamber	12 January 2026
NJ	A 5198	Concerns valuation of board and lodging with respect to workers' compensation. Paid leave, unemployment and workers' compensation	■ Passed committee	22 December 2025
NJ	A 5208	"Comprehensive Reimbursement and Duration of Leave Expansion Act"; increases family leave insurance benefits and duration of leave for child bonding. Paid leave, unemployment and workers' compensation	In committee	16 January 2025

State	Bill	Title	Current status	Last action
NJ	A 5211	Establishes New Jersey Pathways to Career Opportunities Initiative Act.	■ Passed chamber	12 January 2026
NJ	A 5213	Establishes "New Economy Opportunity Skills System Pilot Program" to strengthen alignment and collaboration between local workforce development boards, community colleges, and county vocational school districts; makes appropriation.*	■ Passed chamber	12 January 2026
NJ	A 5226	Requires employees who do not select or waive coverage to be enrolled in lowest cost SHBP or SEHBP health plan.	In committee	8 June 2026
NJ	A 5243	Prohibits remote work for State employees. Paid leave, unemployment and workers' compensation	In committee	30 January 2025
NJ	A 5245	Prohibits remote work for employees of State and of political subdivisions operating under "Civil Service Act." Paid leave, unemployment and workers' compensation	In committee	11 June 2026
NJ	A 5252	Establishes "New Jersey Earn and Learn Program;" provides tax credits for employers providing structured apprenticeships and paid internships. Wages, hours and worker classification	In committee	15 June 2026
NJ	A 5265	Specifies that members of State Health Benefits Plan Design Committee and School Employees' Health Benefits Plan Design Committee have fiduciary duty.	In committee	15 June 2026

State	Bill	Title	Current status	Last action
NJ	A 5267	Requires school district to suspend without pay school employees accused of criminal offenses or unbecoming conduct involving child. Wages, hours and worker classification	In committee	15 June 2026
NJ	A 5276	Clarifies overtime compensation requirements for certain public employees engaged in law enforcement and fire protection activities. Wages, hours and worker classification	Passed committee	14 September 2026
NJ	A 5285	"Public School Employees' Health Benefits Trust Act."	In committee	15 June 2026
NJ	A 5288	Expands employer provided commuter transportation benefit to include micromobility-sharing arrangements and transportation network company services.	Passed committee	14 September 2026
NJ	A 5316	Establishes five-year "New Jersey Artificial Intelligence Workforce Transition Act." AI in hiring and workplace monitoring Companion: NJ S 4458	In committee	23 June 2026
NJ	A 5318	Establishes virtual reality simulator program in DOC facilities.	In committee	23 June 2026
NJ	A 5324	Establishes fee on certain employers that employ individuals who receive health benefits coverage through State Medicaid program. Companion: NJ S 4533	Enacted	30 June 2026
NJ	A 5327	Prohibits public procurement of electric vehicles that may have been made through forced labor.	In committee	20 February 2025

State	Bill	Title	Current status	Last action
NJ	A 5361	Provides corporation business tax credits and gross income tax credits to employers that hire certain individuals through One-Stop Career Centers.	In committee	25 February 2025
NJ	A 5414	Increases penalty for domestic violence offense; increases domestic violence-related unpaid employment leave. Paid leave, unemployment and workers' compensation	■ In committee	10 September 2026
NJ	A 5433	Increases minimum wage for tipped workers. Wages, hours and worker classification	In committee	10 April 2025
NJ	A 5433	Consolidates administration of "New Jersey Public Employees' Occupational Safety and Health Act" under DOLWD. Workplace safety and health Companion: NJ S 4605	■ Passed chamber	29 October 2026
NJ	A 5491	Establishes manufacturing machine and metal trade apprenticeship tax credit program. Wages, hours and worker classification	■ In committee	14 September 2026
NJ	A 5499	Requires employer to provide one additional paid sick day per benefit year to paid first responders for healthcare diagnostic testing.	In committee	24 March 2025
NJ	A 5502	"Fair Wage Protection Act"; prohibits use of surveillance wage setting through use of wage setting algorithm. Wages, hours and worker classification, AI in hiring and workplace monitoring	■ In committee	14 September 2026

State	Bill	Title	Current status	Last action
NJ	A 5517	Requires employers to provide certain notices to tipped workers. Wages, hours and worker classification	Passed committee	19 October 2026
NJ	A 5532	Establishes "Business Growth Protection Act"; revises law concerning temporary help service firms and temporary laborers. Companion: NJ S 4047	In committee	10 April 2025
NJ	A 5535	Concerns UI employer contribution reports.	In committee	24 September 2026
NJ	A 5539	Reduces threshold cost, from $5 million to $3 million, of public works projects which may include project labor agreements. Wages, hours and worker classification	In committee	10 April 2025
NJ	A 5549	Requires election workers to be paid hourly rate for mandatory training programs.	In committee	10 April 2025
NJ	A 5561	Establishes uniform prevailing wage contract threshold amount for public work. Wages, hours and worker classification	In committee	24 September 2026
NJ	A 5574	Establishes "Subcontractor Licensing Enforcement Act."	In committee	5 October 2026
NJ	A 5588	Revises child labor laws concerning employment of minor in theatrical production. Wages, hours and worker classification, Workplace safety and health	Passed chamber	12 January 2026

State	Bill	Title	Current status	Last action
NJ	A 5608	Provides corporation business tax credits and gross income tax credits to businesses employing and retaining certain neurodiverse individuals.	In committee	5 May 2025
NJ	A 561	Prohibits remote work for State employees. Paid leave, unemployment and workers' compensation Companion: NJ S 1352	In committee	13 January 2026
NJ	A 5610	Concerns reasonable assurance standard for unemployment insurance benefit eligibility of adjunct faculty members; establishes certain reporting requirements for educational institutions. Paid leave, unemployment and workers' compensation Companion: NJ S 4679	■ In committee	15 October 2026
NJ	A 5619	Invalidates DOLWD rules and regulations concerning employment status test for independent contractors. Wages, hours and worker classification	■ In committee	15 October 2026
NJ	A 5647	Clarifies applicability of "New Jersey Prevailing Wage Act" to public work projects. Wages, hours and worker classification	■ In committee	19 October 2026
NJ	A 5659	Requires labor harmony agreement in public works projects. Wages, hours and worker classification	■ In committee	19 October 2026

State	Bill	Title	Current status	Last action
NJ	A 5692	Exempts minor league baseball players from certain State wage laws under certain circumstances. Wages, hours and worker classification	Passed committee	30 June 2025
NJ	A 5698	Requires employers other than State who participate in SHBP and employers who participate in SEHBP to remain enrolled in program for minimum of five years.	In committee	22 May 2025
NJ	A 5708	Prohibits non-compete clauses. Noncompetes and restrictive covenants Companion: NJ S 4385	In committee	4 December 2025
NJ	A 5792	Provides for workers' compensation coverage of certain counseling services for first responders and provides that certain mental health related communications are confidential. Paid leave, unemployment and workers' compensation	Enacted	21 August 2025
NJ	A 5830	Provides certain employment protections for certified doulas.	In committee	16 June 2025
NJ	A 584	Requires employers within construction industry to notify employees of certain rights. Companion: NJ S 1103	In committee	13 January 2026
NJ	A 5840	Establishes Power Generation Training Center to train workers in nuclear and non-nuclear power generation.	In committee	16 June 2025
NJ	A 5888	Establishes "New Jersey Private Contractor Registration Act." Wages, hours and worker classification	In committee	26 June 2025

State	Bill	Title	Current status	Last action
NJ	A 590	Authorizes State employees to take administrative leave days in observance of Eid al-Fitr and Eid al-Adha; requires school districts to permit students excused absences for observance of Eid al-Fitr and Eid al-Adha. Paid leave, unemployment and workers' compensation	In committee	9 January 2024
NJ	A 5903	Makes various changes to SHBP plan offerings and governance.	In committee	24 July 2025
NJ	A 5928	Establishes employee protections for certain employees of New Jersey City University in event of merger with Kean University.	In committee	24 July 2025
NJ	A 5967	Permits certain local units to enter into project labor agreements for public works projects below the $5 million threshold. Wages, hours and worker classification	■ Passed committee	12 January 2026
NJ	A 600	Requires State to provide recipients of State tax refunds, unemployment insurance benefits and State employee compensation certain payment options. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 6100	Concerns enforcement of public work project requirements; establishes penalties for failure to submit payroll records. Wages, hours and worker classification	In committee	24 November 2025

State	Bill	Title	Current status	Last action
NJ	A 6131	Requires public entities to enter into project labor agreements in certain public works projects at or above $3 million. Wages, hours and worker classification	In committee	4 December 2025
NJ	A 6146	Provides temporary disability benefits for special law enforcement officers. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	4 December 2025
NJ	A 6177	Includes minimum number of firefighting personnel for public employer as term and condition of employment for purpose of collective bargaining under certain circumstances; provides for dispute resolution procedure. Unions and collective bargaining	■ Passed committee	18 December 2025
NJ	A 6214	Allows political subdivisions of State to purchase unused sick leave from officer or employee under certain circumstances; prohibits authorizing special emergency appropriations for unused sick leave purchases. Paid leave, unemployment and workers' compensation Companion: NJ S 4817	In committee	8 December 2025
NJ	A 6237	Requires payment of prevailing wage for certain data center construction. Wages, hours and worker classification	■ Passed committee	12 January 2026

State	Bill	Title	Current status	Last action
NJ	A 6264	Clarifies choice of independent contractor status for certain licensed or regulated professionals. Wages, hours and worker classification	In committee	11 December 2025
NJ	A 642	Permits application for PERS accidental disability benefit for injury sustained after January 2003 while employed at State psychiatric institution or correctional facility immediately prior to PERS membership. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	9 January 2024
NJ	A 680	Prohibits local units of government from adopting increased minimum wage and mandatory paid sick leave for private employers. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 681	Prohibits local governments from requiring private employers to provide paid sick leave. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 689	Eliminates payments for unused sick leave earned after effective date; limits carry forward of unused vacation leave; requires suspension and forfeiture of certain payments; limits use of unused sick leave in year before retirement. Paid leave, unemployment and workers' compensation	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	A 690	Restricts use of accumulated sick leave by public employees in year prior to retirement. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 691	Limits certain unused sick leave pay and vacation leave carry-forward for public officers and employees. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	A 701	Permits minors to work until 11 p.m. between Memorial Day and October 1 of each year in certain circumstances. Workplace safety and health	In committee	13 January 2026
NJ	A 702	Exempts alarm installers and locksmiths from apprenticeship requirement under "The Public Works Contractor Registration Act." Wages, hours and worker classification	In committee	13 January 2026
NJ	A 747	Establishes measures to provide employment stability for high school coaches employed in school districts. Companion: NJ S 3041	In committee	13 January 2026
NJ	A 812	Establishes construction workforce recruitment and training program in DOLWD.	In committee	13 January 2026
NJ	A 918	Establishes Employer-Based Child Care Assistance Partnership Program in DCF. Paid leave, unemployment and workers' compensation	In committee	9 January 2024

State	Bill	Title	Current status	Last action
NJ	A 930†	Permits union officials who represent probation officers to participate in all union activities. Unions and collective bargaining	In committee	13 January 2026
NJ	A 980	Expands certain employer reporting requirements to include entities that employ or contract with individuals for financial compensation, including ride-sharing and delivery technology platforms. Companion: NJ S 2785	In committee	13 January 2026
NJ	A 986	Revises law on extended employment programs for persons with disabilities. Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	A 994	Establishes certain governance and service standards for developmental disability service providers; appropriates $300,000. Discrimination, harassment and pay equity Companion: NJ S 3003	In committee	13 January 2026
NJ	A 995	Requires continued employment for physicians diagnosed with post-traumatic stress disorder under certain conditions. Paid leave, unemployment and workers' compensation	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	ACR 177	Declares Department of Labor and Workforce Development new rules concerning employment status test for independent contractors inconsistent with legislative intent. Wages, hours and worker classification Companion: NJ SCR 138	In committee	8 December 2025
NJ	ACR 73	Declares Department of Labor and Workforce Development new rules concerning employment status test for independent contractors inconsistent with legislative intent. Wages, hours and worker classification Companion: NJ SCR 62	In committee	13 January 2026
NJ	AJR 13	Establishes "Commission on Apprenticeship Program Promotion." Wages, hours and worker classification	In committee	13 January 2026
NJ	S 1067	Increases reporting requirements for the NJ Basic Skills Training Program for Economic Growth.	In committee	13 January 2026
NJ	S 1116	Exempts poll workers wages from affecting unemployment compensation. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Passed committee	30 June 2026
NJ	S 1128	Requires Director of Division of Developmental Disabilities to align rates for self-directed employees with maximum service provider rates. Discrimination, harassment and pay equity	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	S 1151	Establishes "Non-College Advancement Act"; makes appropriation.	In committee	13 January 2026
NJ	S 116	Requires State aid reduction to municipalities and school districts by amount of accumulated absences paid to employees upon their retirement.	In committee	13 January 2026
NJ	S 1188	Revises law on extended employment programs for persons with disabilities. Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	S 1214	Establishes program in DOLWD to connect persons with disabilities with job training and employment. Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	S 1217	Establishes a manufacturing reinvestment account program to incentivize capital investment and workforce training in New Jersey with income tax rate reductions, deferrals, and accelerated deductions.	In committee	13 January 2026
NJ	S 1245	Establishes manufacturing machine and metal trade apprenticeship tax credit program. Wages, hours and worker classification	In committee	13 January 2026
NJ	S 1253	Concerns eligibility for unemployment benefits. Paid leave, unemployment and workers' compensation Companion: NJ A 3549, NJ A 3728	■ Passed chamber	24 February 2026

State	Bill	Title	Current status	Last action
NJ	S 1379	Provides workers' compensation benefits for certain public safety workers who developed illness or injury as result of responding to September 11, 2001 terrorist attacks. Paid leave, unemployment and workers' compensation Companion: NJ A 1870	■ Passed committee	5 February 2026
NJ	S 1397	Concerns valuation of board and lodging with respect to workers' compensation. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	S 140	Requires suspension without pay and health care benefits if public officer or employee formally charged with crime involving or touching office, position, or employment. Wages, hours and worker classification	In committee	13 January 2026
NJ	S 1403	Requires employer or contractor engaged in work for public body to submit payroll records to DOLWD.* Wages, hours and worker classification	■ Enacted	18 June 2026
NJ	S 1491	Requires same limitation on public employee contributions to flexible spending accounts as provided by federal law adjusted for inflation. Paid leave, unemployment and workers' compensation	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	S 152	Requires certain employers with State contracts to pay their employees their usual compensation for each day of jury service. Wages, hours and worker classification	In committee	13 January 2026
NJ	S 1521	Excludes certain illegal aliens from workers' compensation and temporary disability benefits. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	S 1688	Prohibits certain non-disclosure and non-disparagement provisions in employment contracts. Noncompetes and restrictive covenants	■ Passed committee	3 March 2025
NJ	S 172	Provides paid leave for employee to attend certain events of child of employee; establishes tax credits for employer that provide those leave benefits.* Paid leave, unemployment and workers' compensation	■ Passed committee	5 June 2025
NJ	S 174	Prohibits public disclosure of names and addresses in certain unemployment, temporary disability, and family leave claim appeals documents. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	S 1753	Establishes system for portable benefits for workers who provide services to consumers through contracting agents. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	S 1769	Allows small employers to claim tax credit for paying certain health benefits plan premiums.	In committee	13 January 2026
NJ	S 1790†	Provides certain resources to county prosecutors for enforcement of law regarding failure to pay wages; makes appropriation. Wages, hours and worker classification	■ Passed committee	5 February 2026
NJ	S 1840	Creates "New Jersey Responsible AI Advancement and Workforce Protection Act."	In committee	13 January 2026
NJ	S 1841	Creates "New Jersey Workplace Skills Savings Program"; appropriates $25 million.	■ Passed committee	2 March 2026
NJ	S 1847	"New Jersey Jobs Protection Act"; requires verification of employment.	In committee	9 January 2024
NJ	S 1852	Provides corporation business tax credits and gross income tax credits to small business employers and farm employers related to increase in State minimum wage. Wages, hours and worker classification	In committee	13 January 2026
NJ	S 1959†	Concerns vaccine mandates and eligibility for unemployment benefits for certain health care workers.	In committee	13 January 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
NJ	S 2021	Creates Wind and Nuclear Production Apprenticeship Grant Program. Wages, hours and worker classification	In committee	13 January 2026
NJ	S 2029	Requires DOLWD to undertake study on effects of temporary employment on work force.	In committee	13 January 2026
NJ	S 2045	Permits certain State employees to receive unpaid and paid leave to be census enumerators. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	S 2046	Establishes protected leave under "Family Leave Act" and family temporary disability leave benefits for bereavement for death of child, miscarriage, stillbirth, and certain other circumstances. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	■ Passed committee	1 October 2026
NJ	S 2136	Requires employers to include in job posting whether posting is for existing position and sets additional job posting requirements. Wages, hours and worker classification	■ Passed committee	11 May 2026
NJ	S 2172	Prohibits payment of subminimum wage due to age, disability, injury, or status as apprentice, learner, or student through special license issued by DOLWD. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	S 2178	Directs DOLWD to develop and maintain industry-valued credential list.	In committee	13 January 2026
NJ	S 2194	Establishes pilot program providing tuition fee waiver for certain apprenticeship courses.* Wages, hours and worker classification	Passed committee	5 February 2026
NJ	S 2195	Provides corporation business tax and gross income tax credits for businesses that employ apprentices in DOL registered apprenticeships. Wages, hours and worker classification	In committee	13 January 2026
NJ	S 228	Establishes procedures and standards regarding public service privatization contracts.	In committee	13 January 2026
NJ	S 2310	Requires transparency concerning compensation with promotional opportunities and in employment listings.	Enacted	18 November 2024
NJ	S 2372	Concerns workers' compensation insurance requirements for certain corporations and partnerships. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	S 2373	Provides employment protections for paid first responders diagnosed with post-traumatic stress disorder under certain conditions. Paid leave, unemployment and workers' compensation	Passed chamber	12 January 2026

State	Bill	Title	Current status	Last action
NJ	S 2391	Provides dedicated funding for New Jersey Commission on Cancer Research from Workforce Development Partnership Fund.	In committee	13 January 2026
NJ	S 2442	Requires institutions of higher education to review employment history of prospective employees who will have regular contact with students to ascertain allegations of child abuse or sexual misconduct.	In committee	13 January 2026
NJ	S 2452	"Safer Students Act"; requires school districts, charter schools, nonpublic schools, contracted service providers, and institutions of higher education to review employment history of prospective employee for allegations of child abuse or sexual misconduct.	In committee	13 January 2026
NJ	S 2506	Prohibits payment to public employees at retirement for certain unused sick leave, provides for forfeiture of payment for unused sick leave for certain criminal convictions, and requires documentation for use of sick leave. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	S 2515	Allows credit against corporation business tax and gross income tax liability for employing persons with a developmental disability. Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	S 2550	Provides gross income tax exclusion for capital gains from sale of certain employer securities.	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	S 2611	Establishes program to incentivize hiring and continued employment of individuals with developmental disabilities. Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	S 266	Requires bidder on State contract to be evaluated on report of its gender-based pay equity and job equality standards for its employees. Discrimination, harassment and pay equity	In committee	13 January 2026
NJ	S 2664	"New Jersey Fair Workweek Act." Wages, hours and worker classification	In committee	13 January 2026
NJ	S 2681	Requires certain salary, compensation and benefit information to be included in certain job postings. Wages, hours and worker classification	In committee	13 January 2026
NJ	S 2689	Requires employer to provide certain accommodations to employee who is breast feeding. Discrimination, harassment and pay equity Companion: NJ A 767	■ Passed committee	2 March 2026
NJ	S 269	Concerns certain contracts to privatize State services.	In committee	13 January 2026
NJ	S 2734	Provides gross income tax exclusion for capital gains from sale of certain employer securities by qualified businesses that result in net positive benefit to State.	In committee	13 January 2026
NJ	S 2764	The "Farm Labor Equality Act."	In committee	15 February 2024

State	Bill	Title	Current status	Last action
NJ	S 2781	Includes minimum number of firefighting personnel for public employer as term and condition of employment for purpose of collective bargaining under certain circumstances; provides for dispute resolution procedure. Unions and collective bargaining Companion: NJ A 3400	■ Passed committee	5 February 2026
NJ	S 2782	Clarifies choice of independent contractor status for certain licensed or regulated professionals. Wages, hours and worker classification	■ Passed chamber	17 September 2026
NJ	S 2791	Requires State to provide recipients of State tax refunds, unemployment insurance benefits and State employee compensation certain payment options. Paid leave, unemployment and workers' compensation	■ Passed chamber	2 January 2026
NJ	S 2808	Creates new level of barbering license and apprenticeships in barbering, and establishes limits to hours of instruction for certain barbering training. Wages, hours and worker classification	In committee	13 January 2026
NJ	S 2826	Provides certain resources to county prosecutors for enforcement of law regarding failure to pay wages; makes appropriation. Wages, hours and worker classification	■ Passed committee	5 December 2024
NJ	S 283	Provides comparable salary increases and performance advancement adjustments for certain State employees assigned	In committee	13 January 2026

State	Bill	Title	Current status	Last action
		to titles with no range or rate. Wages, hours and worker classification		
NJ	S 2887	Provides certain volunteer and other workers with maximum compensation benefit for workers' compensation claim regardless of outside employment. Paid leave, unemployment and workers' compensation	■ Passed committee	3 March 2025
NJ	S 2890	Requires 90 days' notice of cancellation or nonrenewal of stop loss insurance for small employer health benefits plans.	In committee	13 January 2026
NJ	S 2942	Establishes public-private partnerships to develop artificial intelligence job training. AI in hiring and workplace monitoring	In committee	13 January 2026
NJ	S 2948	Provides that only registered design professionals or employees with certified fire escape contractors are authorized to install, service, repair, inspect, and maintain fire escapes.* Wages, hours and worker classification	■ Passed chamber	25 February 2025
NJ	S 2950	Revises law concerning family leave to extend protection by reducing employee threshold from 30 employees to 15 employees in definition of employer.* Paid leave, unemployment and workers' compensation	■ Passed committee	22 December 2025
NJ	S 2951	Authorizes provision of monetary awards to whistleblowers who report State tax law violations committed by employers in construction industry.	■ Passed chamber	24 July 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
NJ	S 2962	Requires contractor subject to prevailing wage law to provide orientation meeting to new employee on prevailing wage project. Wages, hours and worker classification	■ Enacted	30 June 2026
NJ	S 2963	Creates "New Jersey Private Contractor Registration Act"; makes an appropriation. Wages, hours and worker classification	In committee	18 March 2024
NJ	S 2978	Establishes protected leave under "Family Leave Act" and family temporary disability leave benefits for bereavement for death of child, miscarriage, stillbirth, and certain other circumstances.* Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	■ Passed committee	5 December 2024
NJ	S 3041	Prohibits cooperative from receiving public works contract when cooperative-approved vendor fails to pay prevailing wage; concerns cooperative purchasing agreements with other states; and permits contracting units to award certain indefinite contracts.* Wages, hours and worker classification	■ Enacted	23 December 2025
NJ	S 3054	Provides that earned sick leave law does not apply to certain workers in concrete industry. Paid leave, unemployment and workers' compensation	In committee	13 January 2026

State	Bill	Title	Current status	Last action
NJ	S 3057	Requires employer to allow employee suffering from menstrual disorder to work remotely in certain circumstances. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	S 3110	"New Jersey Earned Wage Access Services Act"; concerns regulation of earned wage access services. Wages, hours and worker classification	In committee	13 January 2026
NJ	S 3136	Creates State contract set-aside program for union business enterprises. Unions and collective bargaining Companion: NJ A 5889	■ Passed committee	26 June 2025
NJ	S 3139	Concerns conditions of employment of certain cannabis employees.**	■ Passed committee	22 December 2025
NJ	S 3144	Concerns submission of testimony in workers' compensation claims. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	S 3158	Requires State to provide recipients of State tax refunds, unemployment insurance benefits and State employee compensation certain payment options. Paid leave, unemployment and workers' compensation	■ Passed chamber	18 June 2026
NJ	S 3175	Removes registered apprenticeship program requisites of public work contractors; sets apprenticeship standards for prevailing wage projects. Wages, hours and worker classification	In committee	9 May 2024

State	Bill	Title	Current status	Last action
NJ	S 3183	Amends current child labor laws to protect minor working as vlogger in certain circumstances.* Workplace safety and health	■ Passed committee	12 January 2026
NJ	S 3187	Establishes criminal penalties for certain violations of the "New Jersey Prevailing Wage Act." Wages, hours and worker classification	■ Passed committee	12 January 2026
NJ	S 3214	Establishes "New Jersey Earn and Learn Program;" provides tax credits for employers providing structured apprenticeships and paid internships. Wages, hours and worker classification	■ Passed committee	2 March 2026
NJ	S 3249	Establishes additional manner of employer compliance to provide earned sick leave for certain employees subject to collective bargaining agreements. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	■ Passed committee	2 June 2025
NJ	S 3283	Requires DOLWD to make initial unemployment claim determination within two weeks of filing; establishes claimant hotline for pending unemployment claims. Paid leave, unemployment and workers' compensation	In committee	2 February 2026
NJ	S 3302	Expands prohibitions on employers concerning requirements for employees to attend or listen to communications related to political matters.	■ Passed committee	30 June 2025
NJ	S 3352	Requires same limitation on public employee contributions to medical and dependent care flexible	In committee	5 February 2026

State	Bill	Title	Current status	Last action
		spending accounts as provided by federal law. Paid leave, unemployment and workers' compensation		
NJ	S 3368	Establishes Office of Labor Law Enforcement. Wages, hours and worker classification	In committee	5 February 2026
NJ	S 3435	Requires official inspection facility employees covered by collective bargaining agreement to be offered employment following contract renewal or award of new contract; requires collective bargaining agreement to be binding in certain cases.* Unions and collective bargaining	■ Passed committee	12 January 2026
NJ	S 3452	Establishes protection from adverse employment action for authorized medical cannabis patients.	In committee	9 February 2026
NJ	S 3489	Provides employment protections for paid first responders diagnosed with post-traumatic stress disorder under certain conditions. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	12 February 2026
NJ	S 3509	Requires employers to include in job posting whether posting is for existing position and sets additional job posting requirements. Wages, hours and worker classification	■ Passed committee	3 March 2025
NJ	S 3520	Requires employer to provide one additional paid sick day per benefit year to paid first	In committee	28 June 2024

State	Bill	Title	Current status	Last action
		responders for healthcare diagnostic testing.		
NJ	S 3534	Allows gross income tax deduction for union dues paid to labor organizations. Unions and collective bargaining	In committee	19 February 2026
NJ	S 3564	Establishes "New Jersey Private Contractor Registration Act." Wages, hours and worker classification	■ Passed committee	11 May 2026
NJ	S 3571	Provides certain volunteer and other workers with maximum compensation benefit for workers' compensation claim regardless of outside employment. Paid leave, unemployment and workers' compensation	■ Passed committee	2 March 2026
NJ	S 3587	Bars nondisclosure agreements to settle sexual assault and harassment claims against certain State officers and employees and members of Legislature; bars use of campaign funds to settle claims. Discrimination, harassment and pay equity, Noncompetes and restrictive covenants	In committee	19 February 2026
NJ	S 3593	"New Jersey Works Act"; permits businesses to apply for tax credits for establishing approved pre-employment and work readiness training programs in partnership with schools, nonprofit organizations, or educational institutions.	■ Passed committee	2 March 2026
NJ	S 3599	Allocates $200 million to Department of Labor and Workforce Development to improve unemployment insurance	In committee	19 February 2026

State	Bill	Title	Current status	Last action
		infrastructure technology. Paid leave, unemployment and workers' compensation		
NJ	S 3601	Modifies laws regarding compensation and leaves of absence for certain public employees who served in the military; requires public employers follow certain policies and procedures for leaves of absence.	■ Passed committee	19 June 2025
NJ	S 3603	Provides employer and employee protections pursuant to use of legalized cannabis items. Discrimination, harassment and pay equity	In committee	19 February 2026
NJ	S 3604	Exempts certain workers and organizations from Domestic Workers' Bill of Rights. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	19 February 2026
NJ	S 3626	Establishes minimum student to employee ratio for calculating State support for employee fringe benefit costs at four-year public institutions of higher education.	In committee	19 September 2024
NJ	S 3756	Mandates Division of Developmental Disabilities service providers to complete workforce survey. Discrimination, harassment and pay equity	■ Passed committee	19 December 2024
NJ	S 3771	Concerns registration and operation of temporary nurse staffing agencies.	In committee	5 March 2026

State	Bill	Title	Current status	Last action
NJ	S 3772	Concerns valuation of board and lodging with respect to workers' compensation. Paid leave, unemployment and workers' compensation	■ Enacted	12 January 2026
NJ	S 3773	Concerns requirements to report separations from employment under employee leasing agreements. Companion: NJ A 5506	■ Enacted	21 August 2025
NJ	S 3779	Prohibits workplace discrimination based on menstruation, perimenopause, and menopause. Discrimination, harassment and pay equity	In committee	5 March 2026
NJ	S 3871	Establishes Artificial Intelligence Apprenticeship Program and artificial intelligence apprenticeship tax credit program. Wages, hours and worker classification, AI in hiring and workplace monitoring	In committee	18 November 2024
NJ	S 3876	Reduces taxable wage base applied to certain tax contributions. Wages, hours and worker classification	In committee	12 March 2026
NJ	S 3883	Requires same limitation on public employee contributions to flexible spending accounts as provided by federal law adjusted for inflation. Paid leave, unemployment and workers' compensation	In committee	18 November 2024
NJ	S 3884	Establishes "Occupational Heat-Related Illness and Injury Prevention Program" and occupational heat stress standard	In committee	18 November 2024

State	Bill	Title	Current status	Last action
		in DOLWD. Workplace safety and health		
NJ	S 3948	Concerns UI employer contribution reports.	In committee	16 March 2026
NJ	S 3949	Requires proportional distribution of payment between employers for health benefit payment obligations for certain retirees.	In committee	16 March 2026
NJ	S 3968	Increases certain compensation for poll workers; provides for overtime pay when polls stay open late. Wages, hours and worker classification	In committee	19 March 2026
NJ	S 3984	Requires workers' compensation, PIP, and health insurance coverage for the medical use of cannabis under certain circumstances. Paid leave, unemployment and workers' compensation	In committee	19 March 2026
NJ	S 3984	Establishes public-private partnerships to develop artificial intelligence job training. AI in hiring and workplace monitoring	In committee	19 December 2024
NJ	S 4004	Revises law on extended employment programs for persons with disabilities. Discrimination, harassment and pay equity	■ Passed committee	5 June 2025
NJ	S 4008	Requires certain school districts to partner with union apprenticeship programs for development of career exploration program. Wages, hours and worker classification, Unions and collective bargaining	In committee	19 March 2026

State	Bill	Title	Current status	Last action
NJ	S 4009	Directs DOLWD to develop and maintain industry-valued credential list.	■ Passed committee	18 December 2025
NJ	S 4012	Establishes "New Economy Opportunity Skills System Pilot Program" to strengthen alignment and collaboration between local workforce development boards, community colleges, and county vocational school districts; makes appropriation.*	■ Passed committee	18 December 2025
NJ	S 4022	Authorizes State employees to take administrative leave days in observance of Eid al-Fitr and Eid al-Adha; requires school districts to permit students excused absences for observance of Eid al-Fitr and Eid al-Adha. Paid leave, unemployment and workers' compensation	In committee	14 January 2025
NJ	S 4023	Establishes New Jersey Pathways to Career Opportunities Initiative Act.	■ Passed committee	18 December 2025
NJ	S 4033	Establishes fire protection requirements for short-term farm labor housing.	In committee	14 January 2025
NJ	S 4036	Makes $3 million supplemental appropriation for bonus awards for certain COVID-19 emergency essential frontline State workers of Local 195 International Federation of Professional and Technical Engineers. Wages, hours and worker classification	In committee	14 January 2025
NJ	S 4045	Clarifies that amateur sports official is independent contractor for purposes of State employment	In committee	23 March 2026

State	Bill	Title	Current status	Last action
		laws. Wages, hours and worker classification		
NJ	S 4053	Permits 30-calendar day extension to cure period for certain businesses to address and resolve certain violations.	In committee	23 March 2026
NJ	S 4057	Prohibits remote work for State employees. Paid leave, unemployment and workers' compensation	In committee	30 January 2025
NJ	S 4068	Restricts use of restrictive employment covenants for physicians and nurses.	In committee	30 January 2025
NJ	S 4075	Regulates use of artificial intelligence-based systems for electronic monitoring regarding employment and public services. AI in hiring and workplace monitoring	■ Passed committee	1 October 2026
NJ	S 4085	Establishes Second Chance Program in charge of providing opportunities through labor organizations for formerly incarcerated individuals. Unions and collective bargaining	In committee	4 May 2026
NJ	S 4118	Establishes Inclusive Workplaces Program in EDA to provide grants and tax credits to encourage employer investment in workspaces inclusive of neurodivergent employees; appropriates $2.5 million.	In committee	30 January 2025
NJ	S 4120	Provides corporation business tax credits and gross income tax credits to businesses employing and retaining certain neurodiverse individuals.	■ Passed committee	22 May 2025

State	Bill	Title	Current status	Last action
NJ	S 4137	Establishes "Occupational Heat-Related Illness and Injury Prevention Program" and occupational heat stress standard in DOLWD. Workplace safety and health	In committee	11 May 2026
NJ	S 4146	Requires certain employers to provide certain employees with notifications concerning federal Public Service Loan Forgiveness program.	In committee	11 May 2026
NJ	S 4164	Establishes "Employment First Commission."	In committee	11 May 2026
NJ	S 4180	Establishes measures to provide employment stability for high school coaches employed in school districts.	In committee	3 March 2025
NJ	S 4185	Provides certain employment protections for certified doulas.	In committee	11 May 2026
NJ	S 4194	Provides that earned sick leave law does not apply to certain workers in concrete industry. Paid leave, unemployment and workers' compensation	In committee	3 March 2025
NJ	S 4218	Establishes program in EDA to encourage employee ownership awareness and provide funding and advisory support.	■ Passed committee	30 June 2026
NJ	S 4221	Prohibits the employment of unauthorized aliens and requires employers to use E-Verify program. Discrimination, harassment and pay equity	In committee	3 March 2025

State	Bill	Title	Current status	Last action
NJ	S 4233	Addresses various concerns affecting post-release employment.	In committee	3 March 2025
NJ	S 4242	Establishes four-day workweek pilot program for certain State employees. Wages, hours and worker classification	In committee	14 May 2026
NJ	S 4264	Increases days of paid leave of absence for public employees who serve in a Reserve component of the United States Armed Forces.* Paid leave, unemployment and workers' compensation	■ Passed committee	11 June 2026
NJ	S 427	Requires Administrative Law Judges to be enrolled in Workers Compensation Judges Part of PERS. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	S 4272	Imposes contribution requirements on use of automated customer service kiosks by employers.	In committee	14 May 2026
NJ	S 4281	Permits partnerships and joint ventures to bid on certain public works and prevailing wage contracts if each party to partnership or joint venture is independently registered.* Wages, hours and worker classification	■ Passed committee	22 December 2025
NJ	S 4285	Concerns discrimination based on membership in a labor organization. Discrimination, harassment and pay equity, Unions and collective bargaining	■ Passed committee	1 October 2026

State	Bill	Title	Current status	Last action
NJ	S 4316	Requires businesses receiving financial assistance from EDA be prohibited from any gender gap payment practice to their employees.	In committee	21 May 2026
NJ	S 4340	Directs DOLWD to identify, and post on website, employment opportunities with minimal barriers to entry for persons returning to workforce after imprisonment. Discrimination, harassment and pay equity	In committee	28 May 2026
NJ	S 4340	Revises child labor laws concerning employment of minor in theatrical production. Wages, hours and worker classification, Workplace safety and health	■ Passed committee	12 January 2026
NJ	S 4346	Increases daily compensation for election workers and increases additional compensation rate for election workers managing signature copy registers. Wages, hours and worker classification	In committee	28 May 2026
NJ	S 4386	Prohibits non-compete clauses and no-poach agreements. Noncompetes and restrictive covenants	In committee	19 May 2025
NJ	S 4430	Prohibits local government agency from employing person on paid leave from local government agency of another county or municipality. Paid leave, unemployment and workers' compensation	In committee	8 June 2026
NJ	S 4438	"Public School Employees' Health Benefits Trust Act."	In committee	8 June 2026

State	Bill	Title	Current status	Last action
NJ	S 4443	Clarifies overtime compensation requirements for certain public employees engaged in law enforcement and fire protection activities. Wages, hours and worker classification	Passed committee	28 June 2026
NJ	S 4473	Requires employing board of education or contractor to notify DOE regarding termination of employee disqualified from employment. Wages, hours and worker classification	In committee	18 June 2026
NJ	S 4491	Requires election by certain public employees of certain health care benefit plans; prohibits payments by public employers for waiver of such plans. Paid leave, unemployment and workers' compensation	In committee	19 May 2025
NJ	S 4506	Exempts minor league baseball players from certain State wage laws under certain circumstances. Wages, hours and worker classification	Enacted	11 September 2025
NJ	S 4509	Expands employer provided commuter transportation benefit to include micromobility-sharing arrangements and transportation network company services.	In committee	24 June 2026
NJ	S 4526	Eliminates certain requirements for employers following separations from employment.	In committee	26 June 2026
NJ	S 4529	Excludes certain properties from definition of public work and payment of prevailing wage under certain conditions. Wages, hours and worker classification	In committee	26 June 2026

State	Bill	Title	Current status	Last action
NJ	S 4562	Permits payment of unused sick leave earned by certain local government officers and employees under certain circumstances. Paid leave, unemployment and workers' compensation	In committee	2 June 2025
NJ	S 4583	Establishes Office of Labor Law Enforcement. Wages, hours and worker classification	In committee	5 June 2025
NJ	S 461	Permits payment of unused sick leave earned by certain local government officers and employees under certain circumstances. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NJ	S 4633	Establishes Statewide youth apprenticeship program; appropriates $25 million annually. Wages, hours and worker classification	In committee	23 June 2025
NJ	S 4640	Establishes employee protections for certain employees of New Jersey City University in event of merger with Kean University.	In committee	23 June 2025
NJ	S 4650	Concerns eligibility for unemployment benefits for individuals who leave work for student teaching experience. Paid leave, unemployment and workers' compensation	In committee	23 June 2025
NJ	S 4675	Establishes workforce development training program for advanced transmission technology.	In committee	30 June 2025

State	Bill	Title	Current status	Last action
NJ	S 4709	Provides drivers in transportation network industry right to collectively bargain on labor terms and conditions; establishes oversight authority in Division of Private Employment Dispute Settlement. Unions and collective bargaining	In committee	1 October 2026
NJ	S 4774	Invalidates DOLWD rules and regulations concerning employment status test for independent contractors. Wages, hours and worker classification	In committee	5 October 2026
NJ	S 4787	Requires labor harmony agreement in public works projects. Wages, hours and worker classification	In committee	5 October 2026
NJ	S 4797	Clarifies applicability of "New Jersey Prevailing Wage Act" to public work projects. Wages, hours and worker classification	In committee	8 October 2026
NJ	S 4802	Includes minimum number of firefighting personnel for public employer as term and condition of employment for purpose of collective bargaining under certain circumstances; provides for dispute resolution procedure. Unions and collective bargaining	Passed committee	1 December 2025
NJ	S 4839	Clarifies choice of independent contractor status for certain licensed or regulated professionals. Wages, hours and worker classification	In committee	10 November 2025
NJ	S 4852	Prohibits certain employment actions against employees affected by a declared state of	In committee	10 November 2025

State	Bill	Title	Current status	Last action
		emergency. Paid leave, unemployment and workers' compensation		

State	Bill	Title	Current status	Last action
NJ	S 4854	"New Jersey Earned Wage Access Services Act"; concerns regulation of earned wage access services. Wages, hours and worker classification	In committee	10 November 2025
NJ	S 4864	Permits certain local units to enter into project labor agreements for public works projects below the $5 million threshold. Wages, hours and worker classification	■ Passed chamber	12 January 2026
NJ	S 4867	Creates "New Jersey Responsible AI Advancement and Workforce Protection Act."	In committee	13 November 2025
NJ	S 4882†	Requires employers to provide certain notices to tipped workers. Wages, hours and worker classification	Introduced	-
NJ	S 4923†	"Fair Wage Protection Act"; prohibits use of surveillance wage setting through use of wage setting algorithm. Wages, hours and worker classification, AI in hiring and workplace monitoring	Introduced	-
NJ	S 4928	Requires payment of prevailing wage for certain data center construction.	■ Passed chamber	12 January 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
NJ	S 4958	Requires payment of minimum wage to minors; requires payment of overtime to minors in certain circumstances; codifies certain exemptions to overtime payment requirements. Wages, hours and worker classification	In committee	8 December 2025
NJ	S 4993	Establishes protection from adverse employment action for authorized medical cannabis patients.	In committee	15 December 2025
NJ	S 5006	Expands certain employer reporting requirements to include entities that employ or contract with individuals for financial compensation, including ride-sharing and delivery technology platforms.	Passed committee	18 December 2025
NJ	S 533	Concerns training of employees about access to public facilities for individuals with service or guide dogs. Companion: NJ A 1894	Passed committee	18 June 2026
NJ	S 558	Classifies golf caddies as independent contractors for purposes of State employment laws. Wages, hours and worker classification	Passed committee	1 December 2025
NJ	S 571	Provides credits under corporation business tax and gross income tax for qualified wages of certain disabled	In committee	13 January 2026

State	Bill	Title	Current status	Last action
		veterans. Wages, hours and worker classification, Discrimination, harassment and pay equity		
NJ	S 784	Permits employers to prohibit use of cannabis by certain employees.	In committee	13 January 2026
NJ	S 788	Exempts volunteer first responder stipends from certain payroll and income taxes.* Wages, hours and worker classification Companion: NJ S 900	■ Passed chamber	2 January 2026
NJ	S 919	Amends "Domestic Workers' Bill of Rights Act" to exclude full-time students and au pairs from definition of domestic worker and remove joint and several liability provision from law. Wages, hours and worker classification	In committee	13 January 2026
NJ	S 987	Classifies golf caddies as independent contractors for purposes of State employment laws. Wages, hours and worker classification	In committee	13 January 2026
NJ	SCR 13	Amends Constitution to give public employees the right to collective bargaining. Unions and collective bargaining	In committee	13 January 2026
NJ	SR 128	Urges Congress to exempt unemployment insurance and certain leave benefits from federal taxation.	In committee	12 May 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
NJ	SR 36	Urges Congress to exempt unemployment insurance and certain leave benefits from federal taxation. Paid leave, unemployment and workers' compensation	In committee	13 January 2026
NM	HB 11	PAID FAMILY & MEDICAL LEAVE ACT Paid leave, unemployment and workers' compensation	■ Passed chamber	3 June 2025
NM	HB 126	PROHIBIT NONDISCLOSURE & NONDISPARAGEMENT Noncompetes and restrictive covenants	Introduced	24 March 2026
NM	HB 128	FIREFIGHTER OCCUPATIONAL DISEASE DISABLEMENT Paid leave, unemployment and workers' compensation	■ Enacted	6 March 2026
NM	HB 129	PUBLIC EMPLOYEE PROBATION PERIOD	■ Passed chamber	3 June 2025
NM	HB 132	POLICE OFFICER WORKERS COMP CONDITIONS Paid leave, unemployment and workers' compensation	Dead	24 March 2026
NM	HB 145	HIGH-WAGE JOB TAX CREDIT DATES Wages, hours and worker classification	■ Passed committee	24 March 2026
NM	HB 230	CANNABIS TESTING CERTAIN EMPLOYEES Companion: NM SB 269	■ Passed chamber	3 June 2025

State	Bill	Title	Current status	Last action
NM	HB 246	INCREASE MINIMUM WAGE Wages, hours and worker classification	Passed committee	3 June 2025
NM	HB 249	UNEMPLOYMENT & EMERGENCIES & DISASTERS Paid leave, unemployment and workers' compensation	Passed chamber	3 June 2025
NM	HB 255	PUBLIC SAFETY WORKFORCE BUILDING PROGRAM	Enacted	4 March 2026
NM	HB 264	STATE EMPLOYEE SALARIES, LEAVE & RETENTION Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed committee	3 June 2025
NM	HB 305	PUBLIC CONTRACT REIMBURSEMENTS & WAGES Wages, hours and worker classification	In committee	3 June 2025
NM	HB 331	CANNABIS BUSINESS & LABOR PEACE AGREEMENT Unions and collective bargaining	Passed committee	3 June 2025
NM	HB 337	HEALTH CARE WHISTLEBLOWER PROTECTION ACT Discrimination, harassment and pay equity	Passed committee	3 June 2025
NM	HB 368	HIGH WAGE JOBS TAX CREDIT "THRESHOLD JOB" Wages, hours and worker classification	Enacted	9 April 2025

State	Bill	Title	Current status	Last action
NM	HB 415	NOTICE OF USE OF EARNED SICK LEAVE Paid leave, unemployment and workers' compensation	Passed committee	3 June 2025
NM	HB 419†	CORRECTIONAL REENTRY WORKFORCE PROGRAM	Passed committee	3 June 2025
NM	HB 43	DISABILITY & SURVIVOR PENSIONS CHANGES Discrimination, harassment and pay equity	Enacted	4 March 2026
NM	HB 438†	EMPLOYEE PAYMENT FOR UNUSED LEAVE Paid leave, unemployment and workers' compensation	Passed committee	3 June 2025
NM	HB 446	PARENTAL LEAVE & FUND Paid leave, unemployment and workers' compensation	In committee	3 June 2025
NM	HB 47	SCHOOL EMPLOYEE INSURANCE PROGRAMS Companion: NM SB 125	Enacted	9 March 2026
NM	HB 522	WAGE INCREASES FOR CERTAIN EMPLOYEES Wages, hours and worker classification	In committee	3 June 2025
NM	HB 59	EARNED WAGE ACCESS SERVICES ACT Wages, hours and worker classification	In committee	3 June 2025
NM	HB 6	IRB PROJECT MINIMUM WAGE Wages, hours and worker classification	Enacted	10 April 2025
NM	HB 66	WORKERS' COMPENSATION CHANGES	Enacted	21 March 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
NM	HB 67	REASONABLE ASSURANCE FOR HIGHER ED EMPLOYEES	■ Passed chamber	3 June 2025
NM	HB 68	ONE-TO-ONE APPRENTICE TO JOURNEYMAN RATIOS Wages, hours and worker classification	■ Passed committee	3 June 2025
NM	HB 7	APPRENTICESHIP ASSISTANCE ACT TRANSFERS Wages, hours and worker classification	■ Enacted	5 March 2026
NM	HB 83	PERSONAL CARE SERVICES MEDICAID REIMBURSEMENT Companion: NM SB 140, NM SB 220	In committee	24 March 2026
NM	HB 84	EMPLOYEE FREE SPEECH ACT	■ Passed chamber	3 June 2025
NM	HB 98	STATE EMPLOYEE SALARY & RETENTION CHANGES Wages, hours and worker classification	In committee	24 March 2026
NM	HM 47	STUDY PUBLIC SCHOOL EMPLOYEE COMPENSATION	In committee	3 June 2025
NM	HM 7	STUDY STATE GOV'T WORK WITHOUT BENEFITS	■ Passed committee	24 March 2026
NM	SB 103	REPORT ON DIRECT CARE WORKFORCE	■ Passed committee	3 June 2025
NM	SB 129†	ADVERSE EMPLOYMENT ACTION & CANNABIS	■ Passed committee	24 March 2026
NM	SB 172	IMMIGRANT HEALTH CARE WORKFORCE DEVELOPMENT	In committee	3 June 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
NM	SB 188	PAID PARENTAL LEAVE FOR SCHOOL EMPLOYEES Paid leave, unemployment and workers' compensation	In committee	24 March 2026
NM	SB 317	YOUTH APPRENTICE INTERNSHIP OPPORTUNITY PGM Wages, hours and worker classification	In committee	3 June 2025
NM	SB 324	PROHIBIT CERTAIN EMPLOYMENT AGREEMENTS Noncompetes and restrictive covenants	In committee	3 June 2025
NM	SB 376	STATE EMPLOYEE HEALTH BENEFIT CONTRIBUTIONS Companion: NM HB 575	■ Enacted	8 April 2025
NM	SB 402	UNIFORM OFFICER SERVICE CREDIT	In committee	3 June 2025
NM	SB 448	SMALL BUSINESS INCOME TAX WITHHOLDINGS	In committee	3 June 2025
NM	SB 59	PUBLIC WORKS MINIMUM WAGE DEFINITIONS Wages, hours and worker classification	■ Enacted	10 April 2025
NM	SB 66	CRIMINAL OFFENDER EMPLOYMENT EXEMPTIONS	■ Enacted	8 April 2025
NV	AB 112	Removes an exemption from provisions providing certain employees with the right to use sick leave to assist family members. (BDR 53-318)	■ Vetoed	5 June 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
NV	AB 172-82†	Revises provisions governing collective bargaining for certain public employees. (BDR 23-700) Unions and collective bargaining	Introduced	6 February 2025
NV	AB 188†	Revises provisions relating to the Public Employees' Benefits Program. (BDR 23-673)	Vetoed	12 June 2025
NV	AB 191†	Revises provisions relating to collective bargaining. (BDR 23-889) Unions and collective bargaining	Passed committee	3 June 2025
NV	AB 21	Revises provisions relating to unemployment compensation. (BDR 53-308) Paid leave, unemployment and workers' compensation	Enacted	27 May 2025
NV	AB 224-82	Revises provisions governing collective bargaining. (BDR 23-155) Unions and collective bargaining	Introduced	6 February 2025
NV	AB 255	Prohibits certain provisions in certain employment contracts or similar agreements. (BDR 53-116) Noncompetes and restrictive covenants	In committee	12 April 2025
NV	AB 27	Revises provisions relating to the Public Employees' Retirement System. (BDR 23-436) Paid leave, unemployment and workers' compensation	In committee	12 April 2025

State	Bill	Title	Current status	Last action
NV	AB 356	Revises provisions relating to collective bargaining agreements. (BDR 23-935) Unions and collective bargaining	Enacted	11 June 2025
NV	AB 398†	Revises provisions governing compensation for certain employees of public schools. (BDR 34-189)	Enacted	6 June 2025
NV	AB 414	Revises provisions relating to occupational safety and health. (BDR 53-666) Workplace safety and health	Vetoed	11 June 2025
NV	AB 434	Prohibits certain employment practices. (BDR 53-188) Discrimination, harassment and pay equity	Vetoed	9 June 2025
NV	AB 547	Revises provisions relating to public employment. (BDR 23-994) Unions and collective bargaining	Enacted	30 May 2025
NV	AB 592	Revises provisions relating to the compensation of state employees. (BDR S-1229)	Enacted	28 May 2025
NV	AB 596	Makes appropriations and authorizations for certain compensation and benefits for state employees represented by a bargaining unit. (BDR S-1247) Unions and collective bargaining	Enacted	11 June 2025

State	Bill	Title	Current status	Last action
NV	SB 11	Revises provisions relating to the payment of extended unemployment benefits. (BDR 53-306) Paid leave, unemployment and workers' compensation	Enacted	27 May 2025
NV	SB 161	Revises provisions relating to local government employees. (BDR 23-34)	Enacted	29 May 2025
NV	SB 172	Prescribes certain rights for agricultural workers. (BDR 53-959)	Passed chamber	3 June 2025
NV	SB 204	Revises provisions relating to employment. (BDR 53-724)	In committee	12 April 2025
NV	SB 211	Revises provisions relating to collective bargaining for certain state employees. (BDR 23-563) Unions and collective bargaining	In committee	12 April 2025
NV	SB 260	Revises provisions relating to air quality. (BDR 53-961)	Enacted	11 June 2025
NV	SB 270	Revises provisions relating to governmental administration. (BDR 28-778)	In committee	12 April 2025
NV	SB 32	Revises provisions relating to the Public Employees' Benefits Program. (BDR 23-312)	In committee	12 April 2025
NV	SB 336	Establishes provisions relating to portable benefit accounts. (BDR 53-621) Paid leave, unemployment and workers' compensation	Passed chamber	17 May 2025
NV	SB 410	Revises provisions relating to public employees. (BDR 23-	Vetoed	2 June 2025

State	Bill	Title	Current status	Last action
		562)		
NV	SB 508	Makes appropriations for the implementation of certain collective bargaining agreements. (BDR S-1254) Unions and collective bargaining	In committee	3 June 2025
NV	SB 8	Revises provisions relating to employment. (BDR 53-35)	■ Enacted	20 November 2025
NV	SB 93†	Establishes certain labor standards for the award of grants of federal money by a state agency for certain purposes. (BDR 18-556) Wages, hours and worker classification	■ Vetoed	2 June 2025
State	Bill	Title	Current status	Last action
NY	A 1000†	Relates to split shifts and minimum wage Wages, hours and worker classification Companion: NY S 6694	In committee	7 January 2026
NY	A 10048	Increases the unemployment insurance minimum weekly benefit amount Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NY S 9381	In committee	30 January 2026
NY	A 1006	Relates to the minimum wage for employees with disabilities Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: NY S 28	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 10078†	Relates to classification of transportation network company drivers as employees Wages, hours and worker classification	In committee	30 January 2026
NY	A 10118	Relates to food delivery worker safety Workplace safety and health, AI in hiring and workplace monitoring Companion: NY S 9089	In committee	2 February 2026
NY	A 10127	Preserves the right to unemployment benefits for a voluntary separation due to unsafe or unhealthy working conditions Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity, Workplace safety and health	In committee	2 February 2026
NY	A 10183	Establishes the transitional wage insurance program Wages, hours and worker classification	In committee	12 February 2026
NY	A 10205	Provides for cost-of-living adjustments of disability benefits for an employee with a permanent total disability Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	12 February 2026
NY	A 10222	Relates to workers' compensation benefits for delivery network company workers Paid leave, unemployment and workers' compensation Companion: NY S 9813	In committee	12 February 2026

State	Bill	Title	Current status	Last action
NY	A 10251	Limits the use of automatic data systems in connection with employment	In committee	12 February 2026
NY	A 10270	Relates to paid leave for menopause Paid leave, unemployment and workers' compensation Companion: NY S 9244	In committee	20 February 2026
NY	A 10285	Establishes the office of special investigation for work-related fatalities Companion: NY S 7990	In committee	20 February 2026
NY	A 10295†	Requires employers to provide a leave of absence for an employee to use for preventative health care measures Paid leave, unemployment and workers' compensation Companion: NY S 9245	In committee	20 February 2026
NY	A 10296	Requires employers to provide a leave of absence for an employee to use for menopause Paid leave, unemployment and workers' compensation Companion: NY S 9247	In committee	20 February 2026
NY	A 10304	Relates to the calculation of a claimant's weekly unemployment insurance benefit Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NY S 9384	In committee	20 February 2026
NY	A 10342†	Relates to extending provisions of laws permitting certain deductions from wages Wages, hours and worker	■ Enacted	26 June 2026

State	Bill	Title	Current status	Last action
		classification Companion: NY S 10569		
NY	A 10343†	Relates to fees and expenses in unemployment insurance proceedings; extending effectiveness Paid leave, unemployment and workers' compensation Companion: NY S 10567	■ Enacted	23 October 2026
NY	A 10365	Enacts the remedial construction of New York labor law act Wages, hours and worker classification Companion: NY S 9330	■ Passed chamber	1 June 2026
NY	A 10412	Requires labor peace agreements in contracts for certain retail or distribution projects involving public agencies Unions and collective bargaining Companion: NY S 6214	In committee	3 March 2026
NY	A 10458†	Includes a dependent allowance with unemployment benefits Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NY S 9455	In committee	6 March 2026
NY	A 10507	Enacts the "living wage for all act"; repealer Wages, hours and worker classification	In committee	6 March 2026
NY	A 1058†	Requires that the average annual wage and average weekly wage of the state of New York be adjusted for inflation each year Wages, hours and worker classification, Paid leave,	In committee	5 January 2026

State	Bill	Title	Current status	Last action
		unemployment and workers' compensation		
NY	A 10597	Enacts the "Omnibus Prevailing Wage Enforcement Act" Wages, hours and worker classification Companion: NY S 2298	In committee	13 March 2026
NY	A 10626	Establishes a New York state prison labor board; repealer Wages, hours and worker classification Companion: NY S 1208	In committee	13 March 2026
NY	A 10740	Relates to owner liability for construction industry wage theft Wages, hours and worker classification	In committee	27 March 2026
NY	A 10811	Grants family leave benefits to persons who perform artistic and cultural work Paid leave, unemployment and workers' compensation	In committee	28 May 2026
NY	A 10917	Requires battery energy storage system owners and operators to demonstrate compliance with workforce reliability standards as a condition of state financial assistance; extends prevailing wage requirements Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: NY S 9915	In committee	8 April 2026
NY	A 10981	Prohibits non-compete agreements for certain medical professionals Noncompetes and restrictive	In committee	29 April 2026

State	Bill	Title	Current status	Last action
		covenants Companion: NY S 9228		
NY	A 11019	Requires that the average annual wage and average weekly wage of the state of New York be adjusted for inflation each year Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	21 April 2026
NY	A 11095	Ensures diversity and inclusion at certain state entities and combats harassment and discrimination in the workplace Discrimination, harassment and pay equity	In committee	24 April 2026
NY	A 11099	Enacts the "renewable energy project labor agreement act"; provides for the repeal of certain provisions upon expiration thereof	In committee	24 April 2026
NY	A 1112	Establishes regional minimum hourly base reimbursement rates for home care aides Companion: NY S 3599	In committee	7 January 2026
NY	A 11175	Relates to notification requirements of public employers regarding intentions to acquire or deploy any new application or technology that utilizes artificial intelligence AI in hiring and workplace monitoring Companion: NY S 10025	In committee	1 May 2026
NY	A 11191	Relates to judicial review of final decisions of the public employment relations board Companion: NY S 10301	In committee	1 May 2026

State	Bill	Title	Current status	Last action
NY	A 11198	Requires employers to pay employees accrued but unused vacation, paid time off, or other paid leave provided upon separation from employment Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	1 May 2026
NY	A 11216	Relates to providing reforms to the New York state worker adjustment and retraining notification act; repealer Wages, hours and worker classification Companion: NY A 7781, NY S 2595, NY S 9991	In committee	1 May 2026
NY	A 11245	Relates to authorizing workforce stabilization leave and alternative compensation for certain correctional employees during a qualifying emergency period Paid leave, unemployment and workers' compensation	In committee	1 May 2026
NY	A 11270	Enacts the "advancing rights for talent, independence, services and tenure (ARTIST) act"	In committee	4 May 2026
NY	A 11514	Requires employment entities to engage in cooperative dialogue with certain persons regarding reasonable accommodations Discrimination, harassment and pay equity Companion: NY S 9860	In committee	28 May 2026
NY	A 11534	Provides for compensation and other terms and conditions of employment of certain state officers and employees;	■ Enacted	5 June 2026

State	Bill	Title	Current status	Last action
		appropriation Wages, hours and worker classification, Unions and collective bargaining Companion: NY S 10629		
NY	A 1167	Relates to providing hazard payments to essential workers during a state disaster emergency Workplace safety and health	In committee	7 January 2026
NY	A 11696†	Permits paid family leave in four-hour increments Paid leave, unemployment and workers' compensation	In committee	2 September 2026
NY	A 11714†	Imposes higher percentage of interest and other civil penalties on certain employers or their workers compensation insurance carriers for non-payment of a bill for medical care or supplies Paid leave, unemployment and workers' compensation	In committee	16 September 2026
NY	A 1181†	Grants employee protections conferred by the labor law to cheerleaders Wages, hours and worker classification	In committee	7 January 2026
NY	A 1199	Establishes sexual harassment prevention training protocols within the private sector Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 1200	Provides for minimum wage requirements for miscellaneous industry workers and establishes a one fair wage reimbursement credit	In committee	6 March 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
NY	A 1214	Relates to prohibiting certain conditions or preconditions of employment Companion: NY S 7433	In committee	19 May 2026
NY	A 1253	Requires employers to annually report to the division of human rights the number of settlements with employees and other individuals regarding claims of discrimination on the basis of sex Discrimination, harassment and pay equity Companion: NY S 10215	In committee	7 January 2026
NY	A 1267	Establishes an essential workers' bill of rights Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity, Workplace safety and health Companion: NY S 2211	In committee	7 January 2026
NY	A 1289	Prohibits employers from asking job applicants about salary expectations and allowing job applicants to request the included benefits for the position they are applying for Wages, hours and worker classification Companion: NY S 5828	In committee	7 January 2026
NY	A 1361	Relates to restrictive covenants between employers and employees with respect to agreements not to compete Wages, hours and worker classification, Noncompetes and restrictive covenants	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 1394	Creates a joint committee to provide oversight on unemployment insurance Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 1424	Prohibits the enforcement of mandatory arbitration agreements clauses and joint-action waivers with respect to workplace disputes Companion: NY S 3868, NY S 9859	In committee	7 January 2026
NY	A 145	Relates to eligibility of tax credits based on a corporation's record of sexual harassment, sexual assault, and discrimination among and between employees of such corporation Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 1467†	Relates to paid family leave after a stillbirth Paid leave, unemployment and workers' compensation Companion: NY S 4463	In committee	7 January 2026
NY	A 1513	Relates to safe staffing for public employees of institutional settings Wages, hours and worker classification Companion: NY S 3349	In committee	7 January 2026
NY	A 166	Relates to securing payment of wages for work already performed; creates an employee lien Wages, hours and worker classification Companion: NY S 2131	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 1664	Relates to dysmenorrhea and use of sick leave Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 1695	Authorizes the awarding of punitive damages to persons aggrieved by sexual harassment Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 1697†	Relates to farm worker meal and lodging minimum wage credits Wages, hours and worker classification Companion: NY S 6542	In committee	7 January 2026
NY	A 172	Authorizes a study on the wages earned by aides to the developmentally disabled Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 1751†	Excludes from state income tax unemployment compensation benefits Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 1808†	Requires employers to provide up to ten additional days of unpaid leave for absences due to domestic violence, a family offense, sexual offense, stalking or human trafficking Paid leave, unemployment and workers' compensation Companion: NY S 6056	In committee	7 January 2026
NY	A 1858	Prohibits discrimination on the basis of a person's height or weight in opportunities of	In committee	7 April 2026

State	Bill	Title	Current status	Last action
		employment, housing, and access to public accommodations Discrimination, harassment and pay equity Companion: NY S 5503, NY S 9783		
NY	A 1941	Relates to protections and rights afforded to delivery network company workers Companion: NY S 5139	In committee	7 January 2026
NY	A 1952	Requires employers and employment agencies to notify candidates for employment if machine learning technology is used to make hiring decisions	In committee	7 January 2026
NY	A 1978	Requires employers to pay employees who are manual workers no less than semi-monthly Wages, hours and worker classification	In committee	7 January 2026
NY	A 1999	Creates the women and high-wage, high-demand, nontraditional jobs grant program; appropriation Wages, hours and worker classification	In committee	7 January 2026
NY	A 2014	Relates to collective bargaining rights for college athletes and authorizes the public employment relations board to exercise jurisdiction over collective bargaining matters Unions and collective bargaining Companion: NY S 4760	In committee	7 January 2026
NY	A 2118	Enacts the "Learning for Work" act; appropriation Wages, hours and worker	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		classification Companion: NY S 37		
NY	A 2175	Relates to the entitlement to unpaid leave of absence for victims of domestic violence Paid leave, unemployment and workers' compensation Companion: NY S 4097	In committee	7 January 2026
NY	A 218	Relates to flexible working arrangements Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 2272†	Limits the number of consecutive hours worked by certain employees of N.Y. city Unions and collective bargaining Companion: NY A 9608	In committee	8 September 2025
NY	A 2293	Relates to the right of public employees and employee organizations to strike; repealer Unions and collective bargaining Companion: NY S 938	In committee	7 January 2026
NY	A 2432	Relates to reducing work related musculoskeletal disorders Companion: NY S 808	■ Enacted	14 February 2025
NY	A 2456	Prohibits employers from requiring low-wage employees to enter into covenants not to compete and requires employers to notify potential employees of any requirement to enter into a covenant not to compete Wages, hours and worker classification	In committee	7 January 2026
NY	A 2594	Enacts the Good Jobs Guarantee Act for workforce training	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		Companion: NY S 563		
NY	A 2602	Regulates construction employers to keep their employees safe from exposure to extreme heat Workplace safety and health Companion: NY A 365	In committee	7 January 2026
NY	A 2676†	Provides for comparable salary and other benefits for certain state employees Wages, hours and worker classification, Unions and collective bargaining Companion: NY S 1750	In committee	7 January 2026
NY	A 2696†	Relates to minimum wage requirements for public employees Wages, hours and worker classification	In committee	7 January 2026
NY	A 299†	Requires public employers who opt out of providing paid family leave benefits to provide parental leave in the alternative Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NY S 1193	In committee	7 January 2026
NY	A 3005	Enacts into law major components of legislation necessary to implement the state public protection and general government budget for the 2025-2026 state fiscal year Paid leave, unemployment and workers' compensation Companion: NY S 3005	■ Enacted	9 May 2025

State	Bill	Title	Current status	Last action
NY	A 3009	Enacts into law major components of legislation which are necessary to implement the state fiscal plan for the 2025-2026 state fiscal year Companion: NY S 3009	■ Enacted	9 May 2025
NY	A 3123	Provides that the commissioner of labor shall notify the commissioner of taxation and finance of certain violations of the labor law Wages, hours and worker classification Companion: NY S 169	In committee	7 January 2026
NY	A 3160†	Relates to issuing a certificate of compliance to any employer who achieves a gender pay gap of 10% or less Wages, hours and worker classification	In committee	7 January 2026
NY	A 3164	Relates to requiring hotels and motels to notify employees of the presence of bedbugs on the premises and requires development of training on eradication of bedbugs	In committee	7 January 2026
NY	A 3168	Enacts CJ's Law--oil and gas drilling workplace safety act Unions and collective bargaining, Workplace safety and health	In committee	7 January 2026
NY	A 3176†	Requires that a state employee, who is transferred from one state agency to another because such employee's previous position was eliminated, be entitled to certain benefits Wages, hours and worker classification, Paid leave,	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		unemployment and workers' compensation Companion: NY S 1267		
NY	A 3189	Relates to creating a company climate report system to assess the workplace environment of companies doing business in New York Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 3202	Establishes the customized employment demonstration program whereby certain positions are divided into sub-positions by the civil service commission to provide for employment of disabled persons Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 3256	Requires employers to notify employees if they come into contact with other employees who have been infected with a virus that is causing a public health emergency	In committee	7 January 2026
NY	A 3265	Enacts the New York artificial intelligence bill of rights AI in hiring and workplace monitoring	In committee	7 January 2026
NY	A 3345†	Relates to prohibiting employers from seeking graduation dates from prospective employees Unions and collective bargaining Companion: NY S 6629	In committee	7 January 2026
NY	A 3354	Directs the commissioner of labor to conduct a labor market study of the home care and hospice workforce; and establishing a	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		temporary labor task force for home care and hospice services and occupations		
NY	A 3418	Relates to providing access to the workers' compensation system, timely and meaningful wage replacement benefits, and medical treatment; and to improve efficiency of the system and cost savings; repealer Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 3462†	Relates to benefits which a non-professional employee of an educational institution may receive; repealer	In committee	7 January 2026
NY	A 3482	Establishes a civil cause of action for employees who are subjected to an abusive work environment Companion: NY S 1893	In committee	7 January 2026
NY	A 3527	Provides for the regulation of all indoor and outdoor worksites Workplace safety and health Companion: NY S 3412	In committee	7 January 2026
NY	A 3582	Establishes an unemployment bridge program; establishes digital ad tax act; appropriation Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NY S 173	In committee	7 January 2026
NY	A 3584	Establishes the employee privacy act prohibiting employers from using the federal electronic	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		employment verification system to check the employment authorization status of an existing employee or an applicant Companion: NY S 3956		
NY	A 3596	Enacts "the prison wage act" relating to payment for labor performed by incarcerated individuals Wages, hours and worker classification Companion: NY S 439	In committee	7 January 2026
NY	A 3648	Relates to prohibiting retaliatory action by employers for the reporting of discrimination violations Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 3654	Relates to decreasing the length of the suspension period applicable to certain striking workers who seek to obtain unemployment insurance benefits Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: NY S 4476	In committee	7 January 2026
NY	A 3667	Relates to requiring employers submit an affirmative acknowledgement of implementing a sexual harassment prevention policy which meets or exceeds the minimum standards Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 368	Relates to requiring employers to obtain an acknowledgement of	■ Passed chamber	19 May 2026

State	Bill	Title	Current status	Last action
		receipt from employees of their sexual harassment prevention policy and sexual harassment prevention training program Discrimination, harassment and pay equity Companion: NY S 10057		
NY	A 3689†	Relates to wage reporting in the unemployment insurance law Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NY S 7371	In committee	7 January 2026
NY	A 3732	Relates to unlawful strikes by public employees Unions and collective bargaining Companion: NY S 7369	In committee	7 January 2026
NY	A 3779	Relates to restricting the use of electronic monitoring and automated employment decision tools AI in hiring and workplace monitoring Companion: NY S 10147	In committee	29 May 2026
NY	A 3883	Relates to exempting farm laborer internships earning college credit from the definition of employee and employment Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 3890	Provides for a disability benefit for employees of the New York city transit authority who are disabled by reason of an assault sustained in the course of employment Paid leave, unemployment and workers' compensation,	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
NY	A 3904	Relates to increasing the maximum benefit rate for unemployment insurance Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 3914	Establishes criteria for the sale of automated employment decision tools AI in hiring and workplace monitoring	In committee	7 January 2026
NY	A 392	Requires employers of retail, food service or cleaning employees to give such employees 7 day notice of their work schedule and a months notice of the minimum hours of work Wages, hours and worker classification Companion: NY S 3871	In committee	7 January 2026
NY	A 3945	Enacts "the rural caregiver relief act"; appropriation Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 3998	Relates to employee access to lactation rooms in the workplace Discrimination, harassment and pay equity Companion: NY S 8667	In committee	21 May 2026
NY	A 4019	Allows attendance at individualized education program (IEP) meetings to be covered under paid family leave Paid leave, unemployment and workers' compensation	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 4036	Requires that an organization applying for grant funding shall provide to arts agencies a certification that it will enter into a labor peace agreement with at least one bona fide labor organization Wages, hours and worker classification, Unions and collective bargaining Companion: NY S 3037, NY S 9931	In committee	7 January 2026
NY	A 4148	Enacts the "standing is tiring (sit) act" Companion: NY S 1698	In committee	7 January 2026
NY	A 4171	Relates to prioritizing union labor for certain transit projects of the metropolitan transportation authority Wages, hours and worker classification, Unions and collective bargaining Companion: NY S 3678	In committee	7 January 2026
NY	A 4189	Authorizes the comptroller of the city of New York to enforce and investigate certain violations of the state minimum wage Wages, hours and worker classification Companion: NY S 2226	In committee	7 January 2026
NY	A 4278	Enacts the Empowering People in Rights Enforcement (EMPIRE) Worker Protection Act Wages, hours and worker classification, Discrimination, harassment and pay equity, Workplace safety and health Companion: NY S 448, NY S 9821	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 4300†	Requires health benefits for state and retired state employees have the option to only cover the employee or retiree and their spouse or domestic partner Companion: NY A 9692	In committee	8 September 2025
NY	A 4358	Requires employers to engage in a good faith cooperative dialogue with employees who request accommodation due to a religious practice or observance Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 4368	Provides an exemption from workers' compensation coverage for certain members of a recognized religious sect Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 4394	Enacts the "omnibus learning for work act"; appropriation Wages, hours and worker classification	In committee	7 January 2026
NY	A 4428	Relates to establishing an immigrant workers' bill of rights Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 4457†	Relates to presumptions for injured workers in opioid overdose claims for compensation	In committee	7 January 2026
NY	A 455†	Relates to establishing a claim for fraudulent inducement to enter into an employment relationship Wages, hours and worker classification	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 4550†	Requires the department of labor to study the long-term impact of artificial intelligence on the state workforce AI in hiring and workplace monitoring	In committee	7 January 2026
NY	A 4629	Reduces the number of hours in a work week to thirty-two for employers with at least five hundred employees Unions and collective bargaining	In committee	7 January 2026
NY	A 4721†	Relates to the election to have federal and/or state income tax deducted and withheld from an individual's unemployment insurance benefits Paid leave, unemployment and workers' compensation Companion: NY S 10048	In committee	7 January 2026
NY	A 4727	Relates to paid family leave benefits Paid leave, unemployment and workers' compensation Companion: NY S 50	■ Enacted	19 December 2025
NY	A 4733	Relates to prevailing wages for certain New York city service contracts Wages, hours and worker classification	In committee	7 January 2026
NY	A 4738	Relates to apprenticeship training Wages, hours and worker classification Companion: NY S 293	In committee	7 January 2026
NY	A 4742	Provides that either party to a workers' compensation claim can request a hearing Paid leave, unemployment and	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		workers' compensation Companion: NY S 2234		
NY	A 4781	Relates to apprenticeship training Wages, hours and worker classification Companion: NY S 294	In committee	7 January 2026
NY	A 479	Entitles employees 45 years of age or older to take one day every ten years to undergo a colonoscopy	In committee	7 January 2026
NY	A 4812	Enacts the COVID-19 injured workers' protection act Paid leave, unemployment and workers' compensation, Workplace safety and health	In committee	7 January 2026
NY	A 4858	Enacts the "regional labor protection act of 2025" Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 4906	Relates to the workers' compensation benefit of certain disabled employees Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: NY S 3235	In committee	7 January 2026
NY	A 4950	Relates to employees covered under certain provisions relating to laborers, workers or mechanics Unions and collective bargaining	In committee	7 January 2026
NY	A 5022	Establishes the New York state worker protection and labor	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		enforcement fund Wages, hours and worker classification, Workplace safety and health Companion: NY S 2455		
NY	A 5054	Relates to the payment of fees allowed for representation in unemployment compensation cases Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 5055	Requires employees and independent contractors to notify employers and contractors upon receiving a positive result of a test for COVID-19 and provides penalties for violations Wages, hours and worker classification	In committee	7 January 2026
NY	A 5067	Requires entities receiving state funding for workforce development purposes to annually file a report with the department of labor	In committee	7 January 2026
NY	A 5322	Relates to paid sick leave provided by employers with full-time employee equivalents Paid leave, unemployment and workers' compensation Companion: NY S 1436	In committee	7 January 2026
NY	A 5332	Includes outside captive salespersons within the definition of an "employee"	In committee	7 January 2026
NY	A 5423	Establishes a four-day workweek pilot program for state employees Wages, hours and worker	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		classification Companion: NY S 9443		
NY	A 5429	Establishes the New York workforce stabilization act requiring certain businesses to conduct artificial intelligence impact assessments on the application and use of such artificial intelligence AI in hiring and workplace monitoring Companion: NY S 1854	In committee	7 January 2026
NY	A 5436	Relates to preventing discrimination and increasing awareness of rights for employees with menstrual-related conditions, perimenopausal-related conditions and menopausal-related conditions Discrimination, harassment and pay equity Companion: NY S 10265	In committee	28 January 2026
NY	A 5470	Establishes the rapid employment assistance and counseling hub (REACH) program to dispatch a mobile unit to provide information, assistance and other services concerning unemployment compensation insurance Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 5494	Relates to leave time for certain employees to volunteer as a poll worker Paid leave, unemployment and workers' compensation	Dead	19 May 2026

State	Bill	Title	Current status	Last action
NY	A 5573	Relates to civil actions brought by employees Workplace safety and health Companion: NY S 3946	In committee	7 January 2026
NY	A 5589	Relates to the convening of a human services employee wage board Wages, hours and worker classification Companion: NY S 3953	In committee	8 May 2026
NY	A 5618	Implements several programs to improve indoor air quality Wages, hours and worker classification Companion: NY S 3342	In committee	7 January 2026
NY	A 5667	Relates to the ability of an individual collecting unemployment to obtain part-time work Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 5726	Relates to employers' obligations to report wages for the purposes of unemployment benefits, the payment of unemployment benefits, and employer penalties for non-compliance Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NY S 4477	In committee	7 January 2026
NY	A 5731	Establishes a training wage equal to eighty-five percent of the state minimum wage or one hundred percent of the federal minimum wage	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
NY	A 5744†	Prohibits the addition or change to certain wage orders which would have the effect of requiring an employer to pay an employee for time not actually worked Wages, hours and worker classification	In committee	7 January 2026
NY	A 5761†	Provides for paid family leave following pregnancy outcome Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 5837	Requires employers contracted for work on certain state-funded projects verify employment eligibility of employees Wages, hours and worker classification	In committee	7 January 2026
NY	A 584	Enacts the "trapped at work act" Companion: NY S 4070	■ Enacted	19 December 2025
NY	A 5860	Relates to the right to unemployment benefits based on employment with certain educational institutions; repealer Paid leave, unemployment and workers' compensation Companion: NY S 5623	In committee	7 January 2026
NY	A 5889	Relates to enacting the worker healthcare protection act Unions and collective bargaining, Workplace safety and health	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 5913	Clarifies the meaning of actively seeking work for purposes of unemployment benefits Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 5983	Prohibits employers from retaliating against employees for confronting an individual to prevent a theft or the unlawful taking of goods, wares, or merchandise Discrimination, harassment and pay equity Companion: NY S 2382	Dead	7 January 2026
NY	A 6168	Increases the unemployment insurance minimum benefit amount Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 618†	Relates to the commissioner's duty to ensure employers inform employees about certain provisions in employment contracts Discrimination, harassment and pay equity, Noncompetes and restrictive covenants Companion: NY S 496	■ Passed chamber	4 February 2026
NY	A 641	Requires sexual harassment training for hotel and motel employees Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 6434	Relates to employer liability for on-duty assaults of employees Companion: NY S 642	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 6620	Requires employers provide its employees paid leave Paid leave, unemployment and workers' compensation Companion: NY S 5991	In committee	7 January 2026
NY	A 6658	Limits the number of hours certain public employees can work Companion: NY S 6625	In committee	8 September 2025
NY	A 6708	Relates to prevailing wage requirements applicable to construction projects performed under private contract; repealer Wages, hours and worker classification Companion: NY S 6378	In committee	7 January 2026
NY	A 6759	Establishes a correctional employee protective labor practices board Companion: NY S 6620	In committee	7 January 2026
NY	A 6852	Relates to minimum wage order increases Wages, hours and worker classification	In committee	7 January 2026
NY	A 6867	Relates to prevailing wage for covered airport workers Wages, hours and worker classification	In committee	7 January 2026
NY	A 6868	Increases the civil penalties for violations of child labor laws Wages, hours and worker classification, Workplace safety and health Companion: NY S 7653	■ Passed chamber	1 June 2026

State	Bill	Title	Current status	Last action
NY	A 6894	Creates a temporary commission to conduct a comprehensive study on the current utilization of paid family leave, make recommendations on how to increase access and the visibility of the program Paid leave, unemployment and workers' compensation Companion: NY S 1253	In committee	12 May 2026
NY	A 6895	Extends unfair labor practice protection to state grant recipients Wages, hours and worker classification, Unions and collective bargaining	In committee	7 January 2026
NY	A 6903	Requires public and not-for-profit libraries to provide certain workplace protections for employees Workplace safety and health Companion: NY S 7993	■ Passed chamber	5 March 2026
NY	A 6907	Requires employment and consumer dispute arbitrations to be submitted to neutral third party arbitrators, and establishes prohibited arbitration agreements and provisions	In committee	19 May 2026
NY	A 6920	Prohibits discrimination on the basis of a person's caste in opportunities of employment, housing, and access to public accommodations Discrimination, harassment and pay equity Companion: NY S 6531	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 6938	Relates to collective bargaining rights to farm laborers, repealing certain provisions of chapter 105 of the laws of 2019 and repealing certain provisions of the labor law and the workers' compensation law Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: NY S 3129	In committee	7 January 2026
NY	A 6950	Enacts "the construction reporting pay act" Wages, hours and worker classification Companion: NY S 4912, NY S 9843	■ Enacted	9 September 2026
NY	A 704	Relates to prohibiting employers from certain monitoring activities of employees working at home Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 7097†	Relates to the definition of employer for purposes of wage payment provisions Wages, hours and worker classification	In committee	7 January 2026
NY	A 7147	Relates to the definition of "direct relationship" for the purposes of article 23-A of the correction law regarding certain licensures and employment Companion: NY S 1213	In committee	23 April 2026
NY	A 7165	Relates to incarcerated individuals wages Wages, hours and worker	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		classification Companion: NY S 888		
NY	A 7179†	Relates to collective bargaining agreement disclosure Unions and collective bargaining	In committee	7 January 2026
NY	A 7187	Relates to unlawful discriminatory practices based upon delays in reporting workplace sexual harassment Discrimination, harassment and pay equity Companion: NY S 1810	In committee	7 January 2026
NY	A 7275	Establishes light duty during pregnancy and parental leave for railroad employees Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 728†	Relates to requiring the department of labor to conduct a study on the potential impact of driverless vehicles	In committee	7 January 2026
NY	A 7286	Allows Westchester county to require bidders for public works, construction or purchase contracts to hire and retain persons residing in certain targeted communities Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 7394	Relates to prevailing wage requirements applicable to public works and certain construction projects performed under private	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		contract Wages, hours and worker classification		
NY	A 7421	Authorizes the commissioner of labor and the workers' compensation board to issue stop-work orders Paid leave, unemployment and workers' compensation Companion: NY S 162	In committee	7 January 2026
NY	A 7424	Relates to terms and condition of employment, salary schedules, and other terms any agreement for members of certain collective negotiating units consisting of persons in the division of state police; repealer Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NY S 7646	■ Enacted	23 May 2025
NY	A 7577	Requires the establishment of workplace violence prevention plans for certain health care facilities Workplace safety and health	In committee	7 January 2026
NY	A 7604	Establishes a direct support wage enhancement to employees that provide direct care support or any other form of treatment, to individuals with developmental disabilities Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: NY S 4837	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 7624	Establishes the human services wage commission Wages, hours and worker classification Companion: NY S 5567	In committee	7 January 2026
NY	A 7743	Enacts provisions providing protection to employees from retaliatory actions by employers where such employees report improper business activities Discrimination, harassment and pay equity Companion: NY S 7453	In committee	7 January 2026
NY	A 7768	Prohibits employers from discriminating against individuals based on such individual's status as a caregiver Discrimination, harassment and pay equity Companion: NY S 6634	In committee	7 January 2026
NY	A 7826†	Relates to unemployment benefits for federal employees; presumptive eligibility for certain persons Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 791	Allows employees to receive paid sick leave to care for sick pets Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 8058	Requires certain workers have access to paid sick leave Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 8066	Provides for a grace period in which former employees of the department of corrections and	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		community supervision that participated in a strike may return to work Unions and collective bargaining Companion: NY S 7310		
NY	A 8127†	Enacts the "construction laborer insurance protection act (CLIPA)" Wages, hours and worker classification Companion: NY S 7997	In committee	7 January 2026
NY	A 8189†	Relates to benefits of temporarily partially disabled workers Companion: NY S 305	In committee	7 January 2026
NY	A 8223	Expands the scope of duties for public employers to prevent workplace violence Workplace safety and health Companion: NY S 7658	In committee	7 January 2026
NY	A 8336	Enacts the "faithless servant reform act" Discrimination, harassment and pay equity Companion: NY S 7776	In committee	31 March 2026
NY	A 8415	Relates to the applicability of the New York state labor relations act Unions and collective bargaining Companion: NY S 7992	In committee	7 January 2026
NY	A 846	Relates to providing more predictable and stable schedules for employees in low-wage occupations Wages, hours and worker classification Companion: NY S 3842, NY S 9812	In committee	7 January 2026
NY	A 8461†	Requires employers to include an epinephrine auto-injector device	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		where first aid kits are required by federal law		
NY	A 8465†	Relates to prevailing wage for those involved in hauling of concrete and asphalt Wages, hours and worker classification Companion: NY S 7485	Enacted	12 December 2025
NY	A 8482	Prohibits insurance carriers and employers from withholding certain benefits from injured workers based on attachment to the labor market Companion: NY A 6647, NY S 6376	Passed chamber	4 June 2026
NY	A 8512	Secures collective bargaining agreement validity during a change in operator or ownership Unions and collective bargaining Companion: NY S 9420	In committee	7 January 2026
NY	A 8521†	Relates to comparable salary and other benefits for state employees designated managerial or confidential Wages, hours and worker classification Companion: NY S 7655	In committee	7 January 2026
NY	A 8574†	Relates to the limitation of overtime compensation in final average salary calculations Wages, hours and worker classification Companion: NY S 6639	In committee	28 January 2026
NY	A 8582	Authorizes counties with a population of one million or more persons to use the alternative delivery method known as design-build contracts	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification Companion: NY S 5266		
NY	A 8623	Relates to staffing at state-operated facilities that deliver health care services Companion: NY S 8083	In committee	6 May 2026
NY	A 866	Relates to the employee status of an individual Companion: NY S 3487	In committee	7 January 2026
NY	A 87	Relates to prohibiting agreements between employers that directly restrict the current or future employment of any employee Companion: NY S 7437	In committee	7 January 2026
NY	A 886†	Authorizes local governments to pay higher levels of minimum wage Wages, hours and worker classification Companion: NY S 6604	In committee	7 January 2026
NY	A 8917	Prohibits employers from using workplace surveillance tools to surveil employees in private, off-duty areas or a worker's residence, vehicle or property AI in hiring and workplace monitoring	In committee	7 January 2026
NY	A 892	Requires employers to provide paid vacation time Paid leave, unemployment and workers' compensation Companion: NY S 3945	In committee	7 January 2026
NY	A 8931	Requires just cause for employment termination and restricts the use of electronic monitoring for disciplinary	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		purposes AI in hiring and workplace monitoring		
NY	A 8936	Relates to unemployment insurance financing reform; repealer Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	A 8950	Extends paid family leave benefits to members of the New York national guard Paid leave, unemployment and workers' compensation Companion: NY S 8727	In committee	6 April 2026
NY	A 8999	Relates to wage parity compensation for home care workers Wages, hours and worker classification	In committee	7 January 2026
NY	A 9009	Relates to penalties for discrimination against employees Discrimination, harassment and pay equity Companion: NY S 8967	In committee	7 January 2026
NY	A 9082	Relates to wage requirements for certain human services workers Wages, hours and worker classification Companion: NY S 8337	In committee	6 February 2026
NY	A 9109	Establishes the paid leave for immigration hearings act Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	7 January 2026
NY	A 912	Relates to prohibiting contract provisions that waive certain	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		substantive and procedural rights Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: NY S 7438		
NY	A 9134	Extends the authority and oversight of wage boards to include benefits and working conditions and changes the reference to such boards as workers' boards Wages, hours and worker classification Companion: NY S 8474	In committee	7 January 2026
NY	A 9159†	Relates to eligibility for paid sick leave Paid leave, unemployment and workers' compensation Companion: NY S 8677	In committee	7 January 2026
NY	A 93	Prohibits mandatory arbitration agreements in consumer and employment contracts; repealer Noncompetes and restrictive covenants	In committee	19 May 2026
NY	A 9309	Freezes minimum wage automatic escalators and annual inflation adjustments beginning in 2027; repealer Wages, hours and worker classification	In committee	7 January 2026
NY	A 9322	Directs the state civil service commission to amend the sick leave accrual rates for state employees designated managerial or confidential Paid leave, unemployment and workers' compensation Companion: NY S 8611	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	A 9398†	Requires employers publicly advertising a job posting to include whether such posting is for an existing vacancy or not Wages, hours and worker classification Companion: NY S 9209	In committee	7 January 2026
NY	A 9452	Relates to the prohibition of the use of employment promissory notes and other similar provisions Companion: NY S 8822	Enacted	13 February 2026
NY	A 949†	Permits telemedicine services for mental and behavioral health issues under the workers' compensation system Paid leave, unemployment and workers' compensation Companion: NY S 998	Passed chamber	29 May 2026
NY	A 9533	Enacts the automation displacement protection act AI in hiring and workplace monitoring Companion: NY S 8589	In committee	28 April 2026
NY	A 9555†	Extends the duration of unemployment insurance benefits Paid leave, unemployment and workers' compensation Companion: NY S 9383	In committee	14 January 2026
NY	A 9578	Relates to recovery of overpayments of unemployment benefits; repealer Paid leave, unemployment and workers' compensation Companion: NY S 444, NY S 9841	In committee	21 January 2026
NY	A 9581	Requires covered businesses to annually report to the department of labor regarding the impact of artificial intelligence on hiring and	Passed chamber	4 June 2026

State	Bill	Title	Current status	Last action
		the nature of artificial intelligence use AI in hiring and workplace monitoring Companion: NY S 8706		
NY	A 9582	Relates to requiring delivery network company workers have access to paid sick leave Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NY S 9814	In committee	21 January 2026
NY	A 9601	Prohibits the use of automated systems to make employment decisions unless there is a meaningful human review of the output of such automated system prior to the final employment decision	In committee	21 January 2026
NY	A 9633	Repeals the scaffolding law	In committee	21 January 2026
NY	A 9638	Prohibits the use of a wage-fixing algorithm in combination with personal or behavioral data to set or recommend wages or compensation Wages, hours and worker classification, AI in hiring and workplace monitoring Companion: NY S 9132	In committee	21 January 2026
NY	A 9641	Prohibits algorithmic wage-setting Wages, hours and worker classification, AI in hiring and workplace monitoring Companion: NY S 8872	In committee	21 January 2026

State	Bill	Title	Current status	Last action
NY	A 9643	Authorizes a claimant to receive a dependent allowance in addition to unemployment insurance benefits Paid leave, unemployment and workers' compensation Companion: NY S 9382	In committee	12 March 2026
State	Bill	Title	Current status	Last action
NY	A 9654	Enacts the New York Artificial Intelligence Civil Rights Act Discrimination, harassment and pay equity, AI in hiring and workplace monitoring	In committee	21 January 2026
NY	A 992	Includes bonus in the definition of wages for purposes of the labor law Wages, hours and worker classification Companion: NY S 6775	In committee	7 January 2026
NY	S 10290	Relates to restricting the use of electronic monitoring and automated employment decision tools AI in hiring and workplace monitoring Companion: NY S 185	In committee	11 May 2026
NY	S 10643	Relates to labor peace agreements and the cannabis industry wage board; repealer Wages, hours and worker classification, Unions and collective bargaining Companion: NY A 11562	■ Enacted	28 October 2026
NY	S 10648	Implements an agreement between the state and an employee organization; providing for the adjustment of salaries of	■ Enacted	5 June 2026

State	Bill	Title	Current status	Last action
		certain incumbents in the professional service in the state university; appropriation Wages, hours and worker classification, Unions and collective bargaining Companion: NY A 11570		
NY	S 10655	Relates to the compensation, benefits and other terms and conditions of employment of certain state officers and employees; repealer Companion: NY A 11576	Enacted	12 June 2026
NY	S 10722†	Prohibits healthcare non-compete agreements and certain restrictive covenants Noncompetes and restrictive covenants	In committee	16 October 2026
NY	S 1142	Relates to the statute of limitations for actions based on employment discrimination Discrimination, harassment and pay equity Companion: NY A 188	Passed chamber	18 March 2026
NY	S 1514	Relates to issuing stop-work orders for misclassification of employees Wages, hours and worker classification Companion: NY A 6664	Passed chamber	30 March 2026
NY	S 167	Provides that the commissioner of labor shall notify the chairperson of the state liquor authority of certain violations of the labor law Wages, hours and worker classification	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	S 1724	Relates to employee representation of state employees designated managerial or confidential Companion: NY A 10358, NY A 1979, NY S 9253	Vetoed	16 October 2025
NY	S 1734	Relates to benefits and supplemental wages Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 1997	Relates to the protection of the health, safety and employment rights of employees suffering employment loss as the result of the sale or closure of a coal electric generation facility Paid leave, unemployment and workers' compensation, Workplace safety and health	In committee	7 January 2026
NY	S 2076	Requires that notice of initial determination for unemployment benefits be provided Paid leave, unemployment and workers' compensation Companion: NY A 3068	Passed chamber	29 May 2026
NY	S 2078	Requires or allows licensing entities to suspend business licenses for certain businesses that are charged or convicted of wage theft Wages, hours and worker classification Companion: NY A 7405	Passed chamber	20 April 2026
NY	S 2081	Relates to payment of wages and certain costs and damages	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
NY	S 2095†	Relates to a leave of absence for military spouses Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 210	Relates to employer contributions to the unemployment insurance fund and establishes the unemployment insurance solvency reserve fund Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 2151	Prohibits mandatory arbitration agreements in consumer and employment contracts; repealer Noncompetes and restrictive covenants	In committee	7 January 2026
NY	S 2236	Enacts the wage payment integrity act Wages, hours and worker classification Companion: NY A 2222	■ Passed chamber	30 March 2026
NY	S 2264	Requires subsidiaries of certain transportation authorities and their employees to submit all unresolvable contract negotiations to binding arbitration Companion: NY A 8436	■ Passed chamber	29 April 2026
NY	S 2271†	Prohibits an employer, licensing agency or employment agency from requesting or requiring that a prospective employee disclose certain personal information Companion: NY A 1037	■ Passed chamber	9 March 2026

State	Bill	Title	Current status	Last action
NY	S 2499	Relates to employment discrimination relating to family leave Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: NY A 5799	Passed chamber	23 March 2026
NY	S 2503	Relates to paid family leave benefits for certain public employees Paid leave, unemployment and workers' compensation, Unions and collective bargaining	In committee	7 January 2026
NY	S 2536	Relates to the inclusion of certain off-site custom fabrication as public work for the purposes of payment of prevailing wage Wages, hours and worker classification Companion: NY A 2747	Enacted	20 December 2025
NY	S 2558	Relates to discrimination and retaliation against employees who claim workers' compensation benefits Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	7 January 2026
NY	S 2585†	Relates to the definition of a public employer and public employee	In committee	7 January 2026
NY	S 2596	Relates to an individual's right to request a hearing regarding an unemployment insurance benefits claim Paid leave, unemployment and	Passed chamber	5 May 2026

State	Bill	Title	Current status	Last action
		workers' compensation Companion: NY A 3053		
NY	S 3006	Enacts into law major components of legislation necessary to implement the state education, labor, housing and family assistance budget for the 2025-2026 state fiscal year Wages, hours and worker classification Companion: NY A 3006	■ Enacted	9 May 2025
NY	S 3460	Relates to granting employees access to personnel records Companion: NY A 2107	■ Enacted	9 September 2026
NY	S 3523	Bans the use of employer data information Wages, hours and worker classification	In committee	7 January 2026
NY	S 3642	Relates to wage claims for manual workers Wages, hours and worker classification	In committee	7 January 2026
NY	S 3952	Establishes local wage enforcement authority in the city of New York Wages, hours and worker classification	In committee	7 January 2026
NY	S 3954†	Classifies worksite employees of professional employers as employees of the professional employer for certain insurance purposes Wages, hours and worker classification	In committee	7 January 2026
NY	S 3973	Relates to project labor agreement feasibility studies and	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		apprenticeship agreements Wages, hours and worker classification, Discrimination, harassment and pay equity		
NY	S 4047	Requires employers to provide notice of insurance requirements for injured employees to such employees in their native language	In committee	7 January 2026
NY	S 4048	Increases the minimum wage annually; repealer Wages, hours and worker classification	In committee	7 January 2026
NY	S 413	Relates to the resolution of certain claims by certain employees Wages, hours and worker classification Companion: NY A 293	■ Passed chamber	25 March 2026
NY	S 4140	Enacts the protection in the workplace act Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 4144	Requires state agencies to provide labor organizations with certified payroll records of the contractors hired to perform public work by such agency Wages, hours and worker classification, Unions and collective bargaining	In committee	7 January 2026
NY	S 415	Provides for minimum wage requirements for miscellaneous industry workers and establishes a one fair wage reimbursement credit Wages, hours and worker classification	In committee	4 March 2026

State	Bill	Title	Current status	Last action
NY	S 4299	Authorizes the care and treatment of injured employees by duly licensed or certified acupuncturists under the workers' compensation program Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 4304	Enacts the "paid sick leave act" Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 4319	Establishes restrictions on consumer and employment contracts Noncompetes and restrictive covenants	In committee	7 January 2026
NY	S 4376	Provides family leave in the event of a stillbirth or miscarriage Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 4394	Establishes criteria for the sale of automated employment decision tools AI in hiring and workplace monitoring	In committee	7 January 2026
NY	S 4424	Enacts the anti-waiver of employment rights act Companion: NY A 5411	■ Passed chamber	13 May 2026
NY	S 4473	Clarifies that the statutory damages available for certain wage violations are not punitive in nature and are designed to compensate workers Wages, hours and worker classification Companion: NY A 5000	■ Passed chamber	4 June 2026

State	Bill	Title	Current status	Last action
NY	S 4478	Requires the department of labor to provide a document on workplace rights to any minor seeking working papers Workplace safety and health Companion: NY A 5607	■ Passed chamber	9 March 2026
NY	S 4509	Provides the carrier or employer a credit against permanent partial disability benefits for temporary partial disability payments made in excess of 130 weeks Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: NY A 191, NY A 3542, NY S 4973	■ Passed chamber	7 January 2026
NY	S 4514	Requires the commissioner of labor to prepare an annual report on the cost of living, poverty rates and adequacy of the current minimum wage in the state Wages, hours and worker classification Companion: NY A 7770	■ Passed chamber	17 March 2026
NY	S 4515	Requires employers of domestic workers to provide annual sick leave to such workers Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: NY A 4996	■ Passed chamber	12 May 2026
NY	S 4516	Relates to the overpayment of wages Wages, hours and worker classification	■ Passed chamber	7 January 2026

State	Bill	Title	Current status	Last action
NY	S 4519†	Relates to awards to employees who prevail in actions on kick-back claims	■ Passed chamber	7 January 2026
NY	S 4611	Provides grounds for attachment and relates to procedures where employees may hold shareholders of non-publicly traded corporations personally liable for wage theft Wages, hours and worker classification Companion: NY A 4994	■ Passed chamber	7 January 2026
NY	S 4641	Prohibits non-compete agreements and certain restrictive covenants Noncompetes and restrictive covenants Companion: NY A 10023, NY S 9759	■ Passed chamber	9 June 2025
NY	S 4644	Allows employees that refuse a coronavirus vaccine to be eligible for unemployment insurance Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 4734	Relates to requiring certain employers to provide workforce demographics and equity measurements to the division of human rights annually Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	S 4785	Establishes local labor requirements as part of the approval to receive a real property tax business investment exemption Wages, hours and worker classification	In committee	7 January 2026
NY	S 4925	Relates to requiring training to reduce abusive conduct and bullying in the workplace Discrimination, harassment and pay equity, Workplace safety and health Companion: NY A 4936	Passed chamber	11 March 2026
NY	S 502	Relates to retaliatory actions by employers against employees for certain disclosures Discrimination, harassment and pay equity	In committee	7 January 2026
NY	S 5176†	Relates to establishing when a tip credit applies to employees working at tipped and non-tipped occupations on the same day Wages, hours and worker classification	In committee	7 January 2026
NY	S 5254†	Protects certain employees from a reduction of wages due to their involvement in the investigation of a violation of a workplace violence protection program Wages, hours and worker classification, Workplace safety and health Companion: NY A 6612	Enacted	5 September 2025
NY	S 5379	Relates to prevailing wage requirements applicable to brownfield remediation work performed under private contract	Vetoed	12 December 2025

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification Companion: NY A 4914		
NY	S 5404	Provides for nondisclosure and non-disparagement agreements Wages, hours and worker classification, Noncompetes and restrictive covenants	In committee	7 January 2026
NY	S 5425	Requires employment and consumer dispute arbitrations to be submitted to neutral third party arbitrators, and establishes prohibited arbitration agreements and provisions Companion: NY S 9791	In committee	13 March 2025
NY	S 5463†	Relates to penalties for violation of certain wage payment violations Wages, hours and worker classification	In committee	7 January 2026
NY	S 5559	Relates to remedies for unlawful discharge or discrimination for the exercise of an employee's right to be absent from employment for jury duty Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: NY A 2533, NY S 9773	■ Passed chamber	20 March 2025
NY	S 5990	Relates to mandatory employer disclosures regarding employee compensation and benefits Wages, hours and worker classification Companion: NY A 5906	■ Passed chamber	1 June 2026
NY	S 60	Clarifies methods for the payment of wages and authorizes	In committee	7 January 2026

State	Bill	Title	Current status	Last action
		the payment of wages by use of payroll cards Wages, hours and worker classification		
NY	S 6101	Relates to providing leave for victims of abuse Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 6108†	Includes public employment in wage payment provisions Wages, hours and worker classification	In committee	7 January 2026
NY	S 6190	Relates to employees' right to review personnel records Unions and collective bargaining	In committee	7 January 2026
NY	S 6235	Relates to equal pay disclosure with respect to state contracts Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	7 March 2025
NY	S 6310	Prohibits unlawful hiring discrimination by employers and employment agencies based upon an individual's unemployment status Discrimination, harassment and pay equity	In committee	7 January 2026
NY	S 6575	Relates to employee petitions to participate in a shared work program and to employer responses to such petitions	In committee	7 January 2026
NY	S 6637	Enacts the safeguarding employees and accountability for termination act	In committee	7 January 2026

State	Bill	Title	Current status	Last action
NY	S 740	Requires retail worker employers to develop and implement programs to prevent workplace violence Workplace safety and health Companion: NY A 1678	■ Enacted	14 February 2025
NY	S 7461	Relates to disqualification from receiving unemployment benefits when the claimant's employer maintained, refused or failed to cure a health or safety condition that made the environment unsuitable Paid leave, unemployment and workers' compensation Companion: NY S 9842	In committee	17 April 2025
NY	S 7598	Requires the provision of paid family leave and certain other employee benefits when an employee is under a mandatory or precautionary order of medically-necessary quarantine or isolation Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 7842	Directs the state civil service commission to design and implement a pilot location pay compensation program for state employees designated managerial or confidential Wages, hours and worker classification	In committee	7 January 2026
NY	S 7950	Relates to the establishment of a fraud assessment commission, an assessment for workers' compensation fraud investigations and the workers' compensation fraud investigation	■ Vetoed	5 December 2025

State	Bill	Title	Current status	Last action
		fund Paid leave, unemployment and workers' compensation Companion: NY A 8429		
NY	S 8034†	Relates to disputes between employers and recognized employee organizations Unions and collective bargaining Companion: NY A 8590	■ Enacted	5 September 2025
NY	S 8036	Relates to liability for unlawful discriminatory practices based upon the conduct of an employee or agent Discrimination, harassment and pay equity, Unions and collective bargaining	In committee	7 January 2026
NY	S 822	Relates to the disclosure of automated employment decision-making tools and maintaining an artificial intelligence inventory Unions and collective bargaining, AI in hiring and workplace monitoring Companion: NY A 433	■ Enacted	14 February 2025
NY	S 8383	Relates to terms and conditions of employment for members of certain collective negotiating units; appropriates funds Unions and collective bargaining Companion: NY A 8799	■ Enacted	26 June 2025
NY	S 8384	Relates to terms and conditions of employment for members of the collective negotiating unit consisting of investigators, senior investigators, and investigative specialists in the state police; repealer Paid leave, unemployment and	■ Enacted	26 June 2025

State	Bill	Title	Current status	Last action
		workers' compensation Companion: NY A 8800		
NY	S 8441	Authorizes certain injured employees or their legal representative to claim workers' compensation or to maintain an action in the courts for damages on account of such injury Paid leave, unemployment and workers' compensation	In committee	7 January 2026
NY	S 8752	Requires contractors and subcontractors performing construction work for covered renewable energy systems to have apprenticeship agreements Wages, hours and worker classification Companion: NY A 9454	■ Enacted	13 February 2026
NY	S 8789	Defines "employer" for purposes of the fair credit reporting act; relates to the requesting or use for employment purposes of the consumer credit history of an applicant for employment or employee; repealer Companion: NY A 9475	■ Enacted	13 February 2026
NY	S 8795	Extends paid family leave benefits to certain construction employees Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: NY A 9466	■ Enacted	13 February 2026
NY	S 8831	Relates to the use of automated employment decision-making tools and artificial intelligence systems by certain state and local entities; repealer	■ Enacted	13 February 2026

State	Bill	Title	Current status	Last action
		AI in hiring and workplace monitoring Companion: NY A 9487		
NY	S 8928	Enacts the artificial intelligence workforce impact transparency act AI in hiring and workplace monitoring	In committee	16 January 2026
NY	S 9005	Enacts into law major components of legislation necessary to implement the state public protection and general government budget for the 2026-2027 state fiscal year Companion: NY A 10005	■ Enacted	27 May 2026
NY	S 9028	Prohibits employers from engaging in discrimination on the basis of a protected class when using artificial intelligence in certain employment practices Wages, hours and worker classification, Discrimination, harassment and pay equity, AI in hiring and workplace monitoring	In committee	23 January 2026
NY	S 9049	Authorizes the office of children and family services to grant temporary, limited flexibility in staff-to-child ratios and group size requirements during documented workforce shortages	In committee	16 March 2026
NY	S 9331	Relates to access to prescription medication and coordination with workers' compensation board regulations governing network pharmacy use Paid leave, unemployment and workers' compensation Companion: NY A 10413	■ Passed chamber	11 May 2026

State	Bill	Title	Current status	Last action
NY	S 9432	Provides that arbitration awards in consumer and employment disputes, where the arbitration is conducted pursuant to a contract, shall include all issues in dispute and findings thereon Companion: NY A 8421	Passed chamber	5 June 2026
OH	HB 122	Create tax credit for employers providing organ donors paid leave Paid leave, unemployment and workers' compensation	Passed chamber	25 June 2025
OH	HB 136	Prohibit sexual orientation or gender identity discrimination Discrimination, harassment and pay equity Companion: OH SB 70	In committee	5 March 2025
OH	HB 150	Enact the Clock Out Kids Act Wages, hours and worker classification	In committee	19 March 2025
OH	HB 152	Regulate the provision of earned wage access services Wages, hours and worker classification Companion: OH SB 117	In committee	19 March 2025
OH	HB 191	Require school district, ESC teachers be paid at least $50,000 Wages, hours and worker classification	In committee	26 March 2025
OH	HB 225	Phase out subminimum wage for individuals with disabilities Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: OH SB 142	In committee	9 April 2025

State	Bill	Title	Current status	Last action
OH	HB 231	Enact the Paid Parental Leave Act Paid leave, unemployment and workers' compensation	In committee	30 April 2025
OH	HB 246	Require certain construction industry employers to use E-verify Discrimination, harassment and pay equity	Enacted	20 March 2026
OH	HB 321	Revise Unemployment Compensation Law Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	4 June 2025
OH	HB 323	Require employers to report sexual assault re: minor employees Workplace safety and health	In committee	4 June 2025
OH	HB 34	Increase the state minimum wage Wages, hours and worker classification Companion: OH SB 234	In committee	5 February 2025
OH	HB 376	Reduce the maximum weeks an individual may receive unemployment Paid leave, unemployment and workers' compensation	In committee	15 September 2025
OH	HB 473	Bar public employer from paying employee retirement contributions Paid leave, unemployment and workers' compensation	In committee	1 October 2025
OH	HB 510	Prohibit requiring employees to join, pay dues to employee org. Wages, hours and worker classification, Unions and collective	In committee	15 October 2025

State	Bill	Title	Current status	Last action
		bargaining Companion: OH HB 965		
OH	HB 512	Modify law re: project labor agreements in public contracts	In committee	15 October 2025
OH	HB 513	Let certain entities apply Prevailing Wage to public projects Wages, hours and worker classification	In committee	15 October 2025
OH	HB 588	Apply employment portions of Civil Rights Law to unpaid interns Discrimination, harassment and pay equity	In committee	19 November 2025
OH	HB 593	Regards paid family leave insurance Paid leave, unemployment and workers' compensation	Passed chamber	10 June 2026
OH	HB 624	Regards employment under Ohio's overtime and minimum wage laws Wages, hours and worker classification	In committee	4 February 2026
OH	HB 701	Regards juvenile offenders, qualification for employment	In committee	18 February 2026
OH	HB 726	Waive certain unemployment claim work-seeking requirements Paid leave, unemployment and workers' compensation	In committee	4 March 2026
OH	HB 788	Regards paid military leave for law enforcement officers Paid leave, unemployment and workers' compensation	In committee	25 March 2026

State	Bill	Title	Current status	Last action
OH	HB 797	Enact the Ohio Students and Families Workforce Strengthening Act Wages, hours and worker classification	In committee	13 May 2026
OH	HB 81	Make appropriations for Bureau of Workers' Comp for FY 2026-27 Paid leave, unemployment and workers' compensation	Enacted	27 June 2025
OH	HB 828	Regards use of automated employment decision tools AI in hiring and workplace monitoring	In committee	13 May 2026
OH	HB 840	Regards pay, workers' comp for transportation network drivers Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	13 May 2026
OH	HB 869	Establish family and medical leave insurance benefits Paid leave, unemployment and workers' compensation	In committee	20 May 2026
OH	HB 921	Require additional Ohio employers to use E-verify Discrimination, harassment and pay equity	In committee	20 May 2026
OH	SB 11	Prohibit post-employment agreement restraining career or business	In committee	29 January 2025
OH	SB 183	Require certain construction industry employers to use E-verify Discrimination, harassment and pay equity	In committee	30 April 2025

State	Bill	Title	Current status	Last action
OH	SB 241	Regards specified workers' compensation employer appeals Paid leave, unemployment and workers' compensation	In committee	1 October 2025
OH	SB 263	Regards professional employer organizations and Unemployment Law Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	17 September 2026
OH	SB 33	Allow employers to post certain labor law notices on the internet Wages, hours and worker classification Companion: OH HB 94	Enacted	21 July 2025
OH	SB 343	Regards workers' compensation coverage - urban search and rescue Paid leave, unemployment and workers' compensation	Passed chamber	27 May 2026
OH	SB 347	Regards the BWC drug free workplace program Paid leave, unemployment and workers' compensation	In committee	11 February 2026
OH	SB 396	Establish family and medical leave insurance benefits Paid leave, unemployment and workers' compensation	In committee	25 March 2026
OH	SB 423	Regards employment status of health care workers for certain laws Companion: OH HB 277	Passed chamber	16 June 2026
OH	SB 51†	Establish legislative oversight of executive unemployment action	In committee	29 January 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
OH	SB 73	Enact Creating a Respectful and Open World for Natural Hair Act Discrimination, harassment and pay equity	In committee	12 February 2025
OH	SB 74	Create the fair paycheck workplace certificate Wages, hours and worker classification	In committee	12 February 2025
OH	SB 77†	Require a system to anonymously report wage discrimination Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	12 February 2025
OH	SB 8	Prohibit paid public employee leave for certain union activities Paid leave, unemployment and workers' compensation, Unions and collective bargaining	In committee	29 January 2025

State	Bill	Title	Current status	Last action
OK	HB 1112	School employees; minimum salary schedule increase; support employees wage increase; effective date; emergency. Wages, hours and worker classification	In committee	4 February 2025
OK	HB 1138	Law enforcement; modifying duties of the Human Capital Management Division and the Civil Service Division of the Office of Management and Enterprise Services; effective date.	■ Enacted	29 May 2025
OK	HB 1187	Oklahoma Employees Insurance and Benefits Act; opt-out option;	■ Enacted	5 May 2025

State	Bill	Title	Current status	Last action
		removing group insurance; effective date.		
OK	HB 1245	Retirement; Oklahoma Public Employees Retirement System; term; retirement benefit computation; monthly pension; employee contributions; effective date. Paid leave, unemployment and workers' compensation	■ Passed chamber	1 April 2026
OK	HB 1258	Public retirement systems; Defined Contribution Retirement Plan for Teachers; Teachers' Retirement System of Oklahoma; defined contribution system; participation; election; service accrual; employee contribution amount; salary deductions; employer matching contributions; costs... Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	19 February 2025
OK	HB 1274	Teachers' Retirement System of Oklahoma; postretirement employment; earnings limitations; effective date; emergency.	In committee	4 February 2025
OK	HB 1424	Cities and towns; unfair labor practice; Public Employees Relations Board; arbitrator selection; fees and expenses; effective date. Wages, hours and worker classification Companion: OK HB 1627	■ Passed chamber	16 April 2025
OK	HB 1540	Appropriations; Oklahoma Workforce Education Partnership Revolving Fund; effective date; emergency.	■ Passed chamber	28 April 2025

State	Bill	Title	Current status	Last action
OK	HB 1601	Schools; creating the Advancing Rights for Caregiving, Health, and Extended Recovery (Maternity Leave Protection for Teachers) Act; effective date. Paid leave, unemployment and workers' compensation	Enacted	7 May 2025
OK	HB 1714	Employment of individuals who lawfully consume cannabis; protection; employment; effective date.	In committee	4 February 2025
OK	HB 1769	Insurance; purchase of benefits by school district employees; enrollment period; effective date. Companion: OK SB 1342	Passed chamber	1 April 2025
OK	HB 1842	Workers' compensation; mental health-related injuries; first responders; service weapon; CLEET certification; effective date. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
OK	HB 1887†	Public health and safety; definitions; surgical smoke policies for health care employers; effective date. Workplace safety and health	In committee	4 February 2025
OK	HB 1962	Labor; status verification system; hiring; penalties; effective date.	In committee	2 February 2026
OK	HB 1963	Labor; Oklahoma Healthy Families and Workplaces Act; effective date.	In committee	4 February 2025
OK	HB 2086	Labor; Oklahoma Earned Wage Access Services Act; definitions; requirements; prohibitions;	Passed committee	24 February 2025

State	Bill	Title	Current status	Last action
		effective date. Wages, hours and worker classification		
OK	HB 2116	Public retirement systems; Oklahoma Law Enforcement Retirement System; participation; employees; agency; codification; emergency. Paid leave, unemployment and workers' compensation	Passed chamber	1 April 2026
OK	HB 2196	Education; Larry Dickerson Education Flexible Benefits Allowance Act; school employee dependents; effective date; emergency. Companion: OK HB 3485	In committee	17 February 2025
OK	HB 2210	Career and technology education; youth apprenticeship programs; Department of Career and Technology Education to oversee and implement program; oversight to the Secretary of Education; effective date; emergency. Wages, hours and worker classification	Passed chamber	7 April 2026
OK	HB 2212	Labor; Oklahoma Registered Apprenticeship Program; Oklahoma Workforce Commission; definitions; oversight; eligibility; funding; tax credit; effective date. Wages, hours and worker classification	In committee	4 February 2025
OK	HB 2217	Workers' Compensation; benefits; fees; effective date. Paid leave, unemployment and workers' compensation	Passed committee	6 February 2025
OK	HB 2230†	Labor; Oklahoma Minimum Wage Act of 2025; effective date. Wages, hours and worker classification	In committee	17 February 2025

State	Bill	Title	Current status	Last action
OK	HB 2256	Education; Apprentice Scholarship Program Revolving Fund; Oklahoma State Board of Career and Technology Education; grants; effective date. Wages, hours and worker classification	In committee	11 February 2025
OK	HB 2288	Teachers' Retirement System; postretirement employment; earning limitations; retired member; earnings without reduction in retirement benefits; effective date; emergency. Paid leave, unemployment and workers' compensation	Enacted	4 May 2026
OK	HB 2711†	Workers' compensation; Oklahoma Workers' Compensation Act of 2025; effective date. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
OK	HB 2958†	State employee compensation; salary increase; exclusions; effective date; emergency. Wages, hours and worker classification	Passed committee	17 February 2026
OK	HB 3127	Medical marijuana; policy for applicants and employees; exceptions; effective date. Discrimination, harassment and pay equity	Enacted	20 April 2026
OK	HB 3138	Schools; public schools; students; higher education; prohibiting certain name usage; pronouns; prohibiting adverse employment action; prohibiting student disciplinary action; private cause of action; legal remedies; limitations; effective date.	In committee	3 February 2026

State	Bill	Title	Current status	Last action
OK	HB 3225	Public retirement systems; Oklahoma Public Employees Retirement System; Oklahoma Pension Legislation Actuarial Analysis Act; defined contribution plan; accounts; service credit; defined benefit plan; election; effective dates. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
OK	HB 3235	Employment rights; disability; employers; complaints; civil action; damages; penalty; effective date. Discrimination, harassment and pay equity	In committee	4 February 2026
OK	HB 3313	Retirement; Retirement Freedom Act; minimum employer contribution amount; employer matching; vesting schedule for certain funds; reemployed participants; effective date.	Passed chamber	1 April 2026
OK	HB 3340†	State employee compensation; salary increase; exclusions; effective date; emergency. Wages, hours and worker classification Companion: OK HB 3570	In committee	3 February 2026
OK	HB 3382†	State employee compensation; salary amounts; exclusions; effective date. Wages, hours and worker classification	In committee	3 February 2026
OK	HB 3467	Education employees; maternity leave; adoption; purpose; effective date; emergency. Paid leave, unemployment and workers' compensation	Enacted	12 May 2026

State	Bill	Title	Current status	Last action
OK	HB 3487†	labor; public schools; nonsalaried employees; minimum wage; codification; effective date. Wages, hours and worker classification	In committee	3 February 2026
OK	HB 3657	Labor; employment definitions; payment references for certain agricultural services; Workforce Commission; data; confidential; effective date.	Passed chamber	23 April 2026
OK	HB 3672	State employee benefits; flexible benefits allowance; effective date. Paid leave, unemployment and workers' compensation	In committee	10 February 2026
OK	HB 3682	Smoking; Oklahoma Clean Indoor Air Act; terms; prohibiting smoking in certain places; exceptions; signage; promulgation of rules; State Department of Health; effective date.	Passed committee	18 February 2026
OK	HB 3725	Labor; e-verification; Department of Labor; requirements; penalties; codification; effective date.	In committee	3 February 2026
OK	HB 3823	State government; creating the Oklahoma Employee Benefits Expansion Act of 2026; providing for noncodification; and providing an effective date. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
OK	HB 3838	Vaccine discrimination; legislative findings; legislative intent; terms; discriminatory practice; exemptions; effective date. Discrimination, harassment and pay equity	In committee	3 February 2026

State	Bill	Title	Current status	Last action
OK	HB 3844†	Labor; state minimum wage; effective date. Wages, hours and worker classification	In committee	3 February 2026
OK	HB 3964	State government employees; stillborn; bereavement pay; effective date. Wages, hours and worker classification	In committee	6 February 2026
OK	HB 3965	State government; maternity leave; state employees; effective date. Paid leave, unemployment and workers' compensation	In committee	6 February 2026
OK	HB 4084	Professions and occupations; Oklahoma Worker Heat and Protection Act; definitions; safety requirements; water requirements; safety training; codification; effective date. Workplace safety and health	In committee	3 February 2026
OK	HB 4111	Labor; Oklahoma Workplace Competitiveness and Safety Act of 2026; Oklahoma Occupational Safety and Health Administration; definitions; powers; duties; funds; transfer; effective date; emergency. Workplace safety and health	In committee	3 February 2026
OK	HB 4146	School employees; paid maternity leave; expanding eligibility to employment at any school district or technology center school district for at least one year; effective date; emergency. Paid leave, unemployment and workers' compensation	■ Passed committee	19 February 2026

State	Bill	Title	Current status	Last action
OK	HB 4156	Teachers; employment contracts; job description and duties category; prohibiting certain provisions; permitting compensated additional duties outside of contract hours; effective date; emergency. Noncompetes and restrictive covenants	In committee	3 February 2026
OK	HB 4202	Workers compensation; reimbursement; magnetic resonance imaging; emergency. Paid leave, unemployment and workers' compensation	Passed chamber	28 April 2026
OK	HB 4253	School employees; professional educators' association access; equal access.	Passed chamber	1 April 2026
OK	HB 4360	Schools; requiring librarians with Master's degrees to be paid five percent above the prevailing wage of certified personnel in their district; effective date. Wages, hours and worker classification	In committee	3 February 2026
OK	HB 4452	School employees; prohibiting specified existing organizations from continuing to represent employees; modifying prohibition against payroll deductions on behalf of certain employees; effective date; emergency. Wages, hours and worker classification	In committee	3 February 2026
OK	HB 4463	Workplace safety; Oklahoma Health Care Workplace Incentive Safety Act; committee; membership; duties; codification; effective date. Workplace safety and health	In committee	11 February 2026

State	Bill	Title	Current status	Last action
OK	HB 4481†	Labor; public employees; collective bargaining; effective date. Unions and collective bargaining	In committee	3 February 2026
OK	HJR 1023	Workers' compensation; approving certain fee schedule; effective date; emergency. Paid leave, unemployment and workers' compensation	Enacted	13 May 2026
OK	HJR 1085†	Oklahoma constitution; right to work; repeal; ballot title; filing. Unions and collective bargaining	In committee	3 February 2026
OK	SB 1013	Workers' compensation; expanding certain rights and remedies. Effective date. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
OK	SB 1233	State government; creating the State Employee Compensation Board. Effective date.	In committee	3 February 2026
OK	SB 1268†	Oklahoma Minimum Wage Act; increasing minimum wage amount; providing for additional increase over certain time period. Effective date. Wages, hours and worker classification	In committee	3 February 2026
OK	SB 1277	Employment benefits; modifying conditions for disqualification; specifying work search actions. Effective date. Paid leave, unemployment and workers' compensation	Enacted	12 May 2026
OK	SB 1289	State employee compensation; providing for salary increase for certain employees. Effective date.	In committee	3 February 2026

State	Bill	Title	Current status	Last action
		Emergency. Wages, hours and worker classification		
OK	SB 1303	Workers' compensation; transferring property and records. Effective date. Emergency. Paid leave, unemployment and workers' compensation	Enacted	13 May 2026
OK	SB 1337	Education employees; providing certain amount of paternity leave for certain employees. Effective date. Emergency. Paid leave, unemployment and workers' compensation Companion: OK SB 1201, OK SB 1202, OK SB 1203	Passed committee	2 March 2026
OK	SB 1403	Quality jobs incentives; expanding qualifying industries; modifying wage requirements; modifying period to claim rebate. Effective date. Wages, hours and worker classification	Passed chamber	5 May 2026
OK	SB 1469	Wages; creating the Oklahoma Earned Wage Access Services Act; requiring the Department of Consumer Credit to administer act; establishing certain duties of earned wage access services providers. Effective date. Wages, hours and worker classification	Passed committee	26 February 2026
OK	SB 1480	Career and technology education; directing the Oklahoma Department of Career and Technology Education to establish certain pilot program beginning in certain school year. Effective date. Emergency.	Passed chamber	7 April 2026

State	Bill	Title	Current status	Last action
OK	SB 1494	School district employees; requiring appropriation of certain funding for flexible benefit allowances for school district employees of certain districts. Effective date. Emergency.	In committee	23 February 2026
OK	SB 1498	Labor; prohibiting certain hiring practices; permitting certain policies during the hiring process; providing exceptions to applicability of provisions. Effective date.	In committee	3 February 2026
OK	SB 1539	Workplace safety; requiring employers and representative employees to take certain actions to address workplace bullying; prohibiting certain actions; providing certain remedies. Effective date. Discrimination, harassment and pay equity, Workplace safety and health	In committee	3 February 2026
OK	SB 1575	Quality Jobs Program incentives; limiting net benefit rate; modifying claims period and threshold wage. Effective date. Wages, hours and worker classification	In committee	3 February 2026
OK	SB 1771	Oklahoma Workforce Commission; permitting the collection of certain data. Effective date.	Passed chamber	4 May 2026
OK	SB 1800	School employees; requiring certain notification; providing for certain suspension. Effective date. Emergency.	In committee	3 February 2026
OK	SB 182	Oklahoma Public Employees Retirement System; modifying retirement date and compensation amount for certain members.	Passed committee	2 March 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
OK	SB 1830	Oklahoma Quality Jobs Program Act; prohibiting entities with certain employees from receiving payments. Effective date.	In committee	3 February 2026
OK	SB 1850	Labor; creating the Oklahoma Taxpayer and Citizen Protection Act: requiring employers to verify employees upon hiring. Effective date.	In committee	3 February 2026
OK	SB 1924	Oklahoma Employees Insurance and Benefits Act; increasing opt-out amount for certain employees. Effective date. Emergency.	In committee	3 February 2026
OK	SB 1937	Labor organizations; prohibiting certain employers from receiving economic development incentives. Effective date. Unions and collective bargaining	Passed chamber	7 April 2026
OK	SB 1944	Administrative Workers' Compensation Act; modifying definition. Effective date. Paid leave, unemployment and workers' compensation	Enacted	13 May 2026
OK	SB 1947	Oklahoma Employees Insurance and Benefits Act; authorizing opt out options for certain persons; requiring employees to receive certain funds in lieu of flexible benefit amount. Effective date.	In committee	3 February 2026
OK	SB 1960	Government workplace practices; prohibiting municipalities, counties, and state agencies from taking certain actions. Emergency.	In committee	3 February 2026

State	Bill	Title	Current status	Last action
OK	SB 2016	Technology center school districts; directing the Oklahoma Department of Career and Technology Education to take certain actions in its administration of certain federal funds. Effective date.	In committee	3 February 2026
OK	SB 2076	State government; prohibiting state contracts with certain companies; allowing for waiver of certain applicability. Effective date. Emergency.	In committee	3 February 2026
OK	SB 250†	Oklahoma Minimum Wage Act; allowing for alternative computation for wage under certain circumstances. Effective date. Wages, hours and worker classification	Enacted	27 May 2025
OK	SB 277	Paid leave; creating the Oklahoma State Paid Family and Medical Leave Insurance Act; providing for eligibility and duration of benefits; specifying qualifications. Effective date. Paid leave, unemployment and workers' compensation	Passed committee	24 February 2026
OK	SB 314	Education employees; clarifying that certain employees of institutions of higher education receive certain paid parental leave. Effective date. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
OK	SB 325	Bitcoin; authorizing employee compensation to be made in Bitcoin; authorizing vendor payments to be made in Bitcoin;	In committee	4 February 2025

State	Bill	Title	Current status	Last action
		prescribing procedures. Effective date.		
OK	SB 35†	Oklahoma Minimum Wage Act; increasing minimum wage amount. Effective date. Wages, hours and worker classification	In committee	4 February 2025
OK	SB 370	School employees; prohibiting school districts from requiring employees to participate in certain activities or distribute certain informational materials. Effective date. Emergency.	In committee	4 February 2025
OK	SB 389	Workers' compensation; granting Attorney General concurrent authority with the Oklahoma Workers' Compensation Commission to investigate and enforce certain violations; authorizing certain inspections. Emergency. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
OK	SB 411	School employees; requiring notification from law enforcement upon arrest or investigation of school employee for certain offenses. Effective date. Emergency.	In committee	4 February 2025
OK	SB 481	Public employees; prohibiting certain public employees from engaging in certain actions and using certain resources for certain purposes. Effective date. Emergency,	■ Passed committee	4 March 2026
OK	SB 506	School employee payroll deductions; requiring certain authorization for certain dues and	In committee	4 February 2025

State	Bill	Title	Current status	Last action
		political contributions. Emergency. Unions and collective bargaining		
OK	SB 508	Schools; making certain whistleblower protections applicable to support employees. Effective date. Emergency. Discrimination, harassment and pay equity	Passed committee	12 March 2025
OK	SB 55†	Oklahoma Minimum Wage Act; increasing minimum wage amount. Effective date. Wages, hours and worker classification	In committee	4 February 2025
OK	SB 563†	County employee leave; authorizing board of county commissioners to develop certain leave policy; allowing county employees to use leave to serve as certain election officials. Effective date. Paid leave, unemployment and workers' compensation	Passed chamber	22 April 2025
OK	SB 586	Oklahoma Quality Jobs Program Act; modifying definition to establish certain relationship between employer and leased or contracted employee. Effective date.	Enacted	12 May 2025
OK	SB 615	State employee compensation; creating salary limit for certain state employees; providing exemptions. Effective date. Emergency. Wages, hours and worker classification	Passed committee	11 February 2025
OK	SB 62	Schools; prohibiting school districts from making school employee payroll deductions for certain dues and contributions.	Dead	4 March 2025

State	Bill	Title	Current status	Last action
		Effective date. Emergency. Wages, hours and worker classification, Unions and collective bargaining		
OK	SB 642	Worker's compensation; expanding rights and remedies granted to certain persons; authorizing agreement between contractors to provide certain insurance coverage. Emergency. Wages, hours and worker classification	Enacted	27 May 2025
OK	SB 655	Labor; creating the Oklahoma Taxpayer and Citizen Protection Act; requiring the use of E-Verify by employers. Effective date.	In committee	4 February 2025
OK	SB 662	Workforce development; authorizing the Oklahoma Workforce Commission to implement certain programs. Effective date.	Enacted	27 May 2025
OK	SB 664	Construction Industries Board; modifying eligibility of certain educational institutions to enter into certain contracts. Effective date.	In committee	10 February 2025
OK	SB 724	Labor; creating the Expanding Public Sector Career Opportunities Act; prohibiting public employers from certain hiring practices. Effective date.	In committee	4 February 2025
OK	SB 725	Workforce development; requiring the Governor's Council for Workforce and Economic Development to prepare report regarding employment. Effective date.	In committee	4 February 2025

State	Bill	Title	Current status	Last action
OK	SB 744	Labor; prohibiting employers from taking certain adverse actions against certain employees. Effective date. Emergency.	Passed committee	27 February 2025
OK	SB 781	Wages; creating the Oklahoma Earned Wages Access Services Act; allowing an earned wage access services provider to provide certain services. Effective date. Wages, hours and worker classification	In committee	4 February 2025
OK	SB 783	Labor; prohibiting an employer from requiring a nondisclosure agreement from an employee relating to sexual harassment in the workplace. Effective date. Discrimination, harassment and pay equity, Noncompetes and restrictive covenants	In committee	4 February 2025
OK	SB 851	School employees; modifying the access statewide professional educators' associations have to school employees. Effective date. Emergency.	In committee	5 February 2025
OK	SB 87	Paid leave for state employees; providing paid parental leave for certain state employees. Effective date. Paid leave, unemployment and workers' compensation	In committee	4 February 2025
OK	SB 89	State employees; directing Office of Management and Enterprise Services to establish procedure for conversion of certain unused leave. Effective date. Paid leave, unemployment and workers' compensation	In committee	4 February 2025

State	Bill	Title	Current status	Last action
OK	SB 911	Employment Security Act of 1980; modifying conditional factors. Effective date. Paid leave, unemployment and workers' compensation	Enacted	13 May 2025
OK	SB 924	Employment Security Act of 1980; modifying procedures for claims. Effective date. Paid leave, unemployment and workers' compensation Companion: OK SB 1348	Vetoed	12 May 2025
OK	SB 95	Workers' compensation; amending definitions. Effective date. Paid leave, unemployment and workers' compensation	Enacted	7 May 2025

State	Bill	Title	Current status	Last action
OR	HB 2024	Relating to the behavioral health workforce; and declaring an emergency. Wages, hours and worker classification, Workplace safety and health	Enacted	13 August 2025
OR	HB 2031	Relating to the definition of "appropriate bargaining unit" for purposes of public employee collective bargaining; prescribing an effective date. Unions and collective bargaining Companion: OR HB 3652, OR HB 3886	In committee	28 June 2025
OR	HB 2125	Relating to unemployment benefits for weather-related emergencies; prescribing an effective date. Paid leave, unemployment and workers' compensation	Passed chamber	28 June 2025

State	Bill	Title	Current status	Last action
OR	HB 2126	Relating to union representation in certain proceedings; declaring an emergency. Unions and collective bargaining	In committee	28 June 2025
OR	HB 2188	Relating to repeal of the paid family leave benefits program. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	HB 2198	Relating to unemployment insurance benefits for nonprofessional educational workers. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	HB 2203	Relating to the safety of behavioral health workers; declaring an emergency.	Passed committee	28 June 2025
OR	HB 2236	Relating to employment; and prescribing an effective date. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	24 June 2025
OR	HB 2240†	Relating to workers' compensation. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	HB 2241†	Relating to unemployment insurance. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	HB 2243†	Relating to laws concerning job-protected leave from work. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	HB 2244†	Relating to workplace safety. Workplace safety and health	In committee	28 June 2025

State	Bill	Title	Current status	Last action
OR	HB 2246†	Relating to the Employment Department. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	HB 2248	Relating to the Bureau of Labor and Industries; and prescribing an effective date.	■ Enacted	20 May 2025
OR	HB 2249†	Relating to apprenticeships; prescribing an effective date. Wages, hours and worker classification	■ Passed committee	28 June 2025
OR	HB 2254	Relating to wages. Wages, hours and worker classification	In committee	28 June 2025
OR	HB 2271	Relating to employer taxes. Paid leave, unemployment and workers' compensation	■ Enacted	13 August 2025
OR	HB 2314	Relating to a memorandum of understanding concerning oversight of agricultural labor housing standards; prescribing an effective date. Workplace safety and health	In committee	28 June 2025
OR	HB 2516	Relating to benefits packages for school employees; prescribing an effective date. Companion: OR SB 446	In committee	28 June 2025
OR	HB 2541	Relating to rights of certain agricultural workers to express milk in the workplace; and declaring an emergency.	■ Enacted	20 May 2025
OR	HB 2544	Relating to the Agricultural Workforce Labor Standards Board; declaring an emergency. Wages, hours and worker classification	In committee	28 June 2025

State	Bill	Title	Current status	Last action
OR	HB 2545	Relating to labor standards for agricultural workers; declaring an emergency. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	28 June 2025
OR	HB 2548†	Relating to labor standards for agricultural workers; and declaring an emergency. Wages, hours and worker classification	■ Enacted	13 August 2025
OR	HB 2552	Relating to violence in health care settings; prescribing an effective date. Workplace safety and health	In committee	28 June 2025
OR	HB 2570	Relating to confidentiality of identifying information of employees who participate in workplace safety inspections. Workplace safety and health	In committee	28 June 2025
OR	HB 2688	Relating to the application of a prevailing rate of wage to off-site custom work for use in public works; and prescribing an effective date. Wages, hours and worker classification	■ Enacted	13 August 2025
OR	HB 2694	Relating to a registry for union representatives. Unions and collective bargaining	In committee	28 June 2025
OR	HB 2708	Relating to workforce development; prescribing an effective date.	In committee	28 June 2025
OR	HB 2711	Relating to emergency benefits for independent contractors; prescribing an effective date. Wages, hours and worker classification	In committee	28 June 2025

State	Bill	Title	Current status	Last action
OR	HB 2742	Relating to persons with disabilities. Discrimination, harassment and pay equity, Unions and collective bargaining	In committee	28 June 2025
OR	HB 2745	Relating to benefit payments during employer compliance investigations; declaring an emergency. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	28 June 2025
OR	HB 2746	Relating to disclosures of certain information concerning employment-related matters; prescribing an effective date. Wages, hours and worker classification	Passed committee	28 June 2025
OR	HB 2786	Relating to compensation for accrued leave upon termination of employment. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	HB 2790	Relating to sick leave for mental health. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	28 June 2025
OR	HB 2791	Relating to workers' compensation. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	28 June 2025
OR	HB 2793†	Relating to actions by a hospital on labor organizing.	In committee	28 June 2025
OR	HB 2800	Relating to professional employer organizations under workers' compensation law; and prescribing an effective date. Wages, hours and worker classification,	Enacted	6 June 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
OR	HB 2825	Relating to preferences for veterans in public employment selection processes. Discrimination, harassment and pay equity Companion: OR HB 2874	In committee	28 June 2025
OR	HB 2845	Relating to veterans; declaring an emergency. Discrimination, harassment and pay equity	Passed committee	28 June 2025
OR	HB 2866	Relating to labor organization representation. Wages, hours and worker classification, Unions and collective bargaining	In committee	28 June 2025
OR	HB 2889	Relating to small employer compliance with the Oregon Safe Employment Act.	In committee	28 June 2025
OR	HB 2893	Relating to screening of replacement workers during a labor dispute in an industry involving hazardous materials. Workplace safety and health	In committee	28 June 2025
OR	HB 2911	Relating to a paid sick leave tax credit; prescribing an effective date. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	HB 2938	Relating to the payment of wages upon termination. Wages, hours and worker classification, Unions and collective bargaining	In committee	28 June 2025
OR	HB 2944	Relating to penalties for failure to comply with certain requirements under the laws governing public employee collective bargaining. Unions and collective bargaining	Enacted	20 June 2025

State	Bill	Title	Current status	Last action
OR	HB 2957	Relating to time limitations associated with violations over which the Bureau of Labor and Industries has enforcement authority; and declaring an emergency.	Enacted	25 July 2025
OR	HB 2962	Relating to minimum wage rates; prescribing an effective date. Wages, hours and worker classification	In committee	28 June 2025
OR	HB 2972†	Relating to funding for staffing workforce reentry programs; prescribing an effective date.	Passed committee	28 June 2025
OR	HB 3011	Relating to the Early Childhood Education Workforce Development Fund; declaring an emergency.	Passed committee	28 June 2025
OR	HB 3021	Relating to laws administered by the Employment Department; and prescribing an effective date. Paid leave, unemployment and workers' compensation	Enacted	20 May 2025
OR	HB 3022	Relating to information collected by state agencies; and prescribing an effective date. Paid leave, unemployment and workers' compensation	Enacted	20 May 2025
OR	HB 3024	Relating to the reduction of unemployment benefits due to disqualification; and prescribing an effective date. Paid leave, unemployment and workers' compensation	Enacted	25 July 2025
OR	HB 3029	Relating to workforce development.	Passed committee	28 June 2025
OR	HB 3142	Relating to employment subject to unemployment insurance taxes; prescribing an effective date.	In committee	28 June 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation Companion: OR SB 622		
OR	HB 3176	Relating to staffing plans for home health care entities; prescribing an effective date. Unions and collective bargaining	In committee	28 June 2025
OR	HB 3181	Relating to a task force on youth apprenticeships; declaring an emergency. Wages, hours and worker classification	Passed committee	28 June 2025
OR	HB 3187	Relating to age-based employment discrimination; and prescribing an effective date. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	11 June 2025
OR	HB 3216	Relating to a system for submitting certified statements required for reporting compliance with the prevailing wage laws; declaring an emergency. Wages, hours and worker classification	Passed committee	28 June 2025
OR	HB 3227	Relating to restrictive covenants in employment contracts for medical professionals; prescribing an effective date. Discrimination, harassment and pay equity, Noncompetes and restrictive covenants	In committee	28 June 2025
OR	HB 3252	Relating to administrative rules regarding agricultural labor housing; declaring an emergency. Workplace safety and health	In committee	28 June 2025
OR	HB 3274	Relating to youth career-training opportunities.	In committee	28 June 2025

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
OR	HB 3297†	Relating to employment.	In committee	28 June 2025
OR	HB 3374	Relating to medical services for injured workers; prescribing an effective date. Companion: OR SB 445	In committee	28 June 2025
OR	HB 3434	Relating to unemployment insurance benefits for employees unemployed due to a labor dispute; declaring an emergency. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	HB 3457†	Relating to the use of the E-Verify employment verification system in employment. Discrimination, harassment and pay equity	In committee	28 June 2025
OR	HB 3491†	Relating to the family and medical leave insurance program. Paid leave, unemployment and workers' compensation Companion: OR SB 1142, OR SB 67	In committee	28 June 2025
OR	HB 3516†	Relating to the Attorney General. Workplace safety and health	In committee	28 June 2025
OR	HB 3550	Relating to an exemption for certain minor league baseball players from certain laws governing employment conditions. Wages, hours and worker classification, Unions and collective bargaining	■ Enacted	11 June 2025
OR	HB 3634	Relating to the water workforce; declaring an emergency.	■ Passed committee	28 June 2025
OR	HB 3669	Relating to workforce development.	■ Passed committee	28 June 2025

State	Bill	Title	Current status	Last action
OR	HB 3750	Relating to funding the operations of the Bureau of Labor and Industries; declaring an emergency.	In committee	28 June 2025
OR	HB 3762†	Relating to the salary threshold for determining overtime exemption status. Wages, hours and worker classification	In committee	28 June 2025
OR	HB 3772†	Relating to protected labor relations activities. Unions and collective bargaining Companion: OR SB 1010	In committee	28 June 2025
OR	HB 3777	Relating to conduct of elections. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	HB 3778	Relating to the withdrawal of the federally approved state plan concerning workplace safety; declaring an emergency. Workplace safety and health	In committee	28 June 2025
OR	HB 3789	Relating to union misrepresentation. Unions and collective bargaining	■ Enacted	24 June 2025
OR	HB 3826	Relating to workforce development in the trucking industry; declaring an emergency.	■ Passed committee	28 June 2025
OR	HB 3838	Relating to the Home and Community-Based Services Workforce Standards Board. Wages, hours and worker classification, Workplace safety and health	■ Passed committee	28 June 2025
OR	HB 3881	Relating to workforce requirements for public improvements constructed by educational institutions; prescribing an effective date. Wages, hours and worker classification	■ Passed committee	28 June 2025

State	Bill	Title	Current status	Last action
OR	HB 3957	Relating to construction labor contractors; prescribing an effective date. Wages, hours and worker classification Companion: OR SB 1200	In committee	28 June 2025
OR	HB 3979	Relating to labor disputes involving public employees. Unions and collective bargaining	In committee	28 June 2025
OR	HB 4011	Relating to mandatory subjects of collective bargaining for school districts. Unions and collective bargaining	In committee	7 March 2026
OR	HB 4012	Relating to labor contractors; and prescribing an effective date. Wages, hours and worker classification	Enacted	17 March 2026
OR	HB 4013	Relating to labor standards. Wages, hours and worker classification, Workplace safety and health	Enacted	17 March 2026
OR	HB 4027	Relating to the Bureau of Labor and Industries; and prescribing an effective date.	Enacted	6 April 2026
OR	HB 4066	Relating to education; and declaring an emergency. Unions and collective bargaining	Enacted	6 April 2026
OR	HB 4069	Relating to the safety of behavioral health workers; and prescribing an effective date.	Enacted	6 April 2026
OR	HB 4089	Relating to criminal offenses related to work. Wages, hours and worker classification	Enacted	6 April 2026
OR	HB 4093	Relating to protections for persons with disabilities. Discrimination, harassment and pay equity	Passed committee	7 March 2026

State	Bill	Title	Current status	Last action
OR	HB 4094	Relating to compensation for certain unused paid time off upon termination of employment; prescribing an effective date. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed committee	7 March 2026
OR	HB 4109	Relating to unemployment insurance benefits. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	In committee	7 March 2026
OR	HB 4119	Relating to workers' compensation. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	7 March 2026
OR	HB 4158	Relating to wage requirements for individuals performing companionship services. Wages, hours and worker classification	In committee	7 March 2026
OR	HB 4162†	Relating to cannabis worker unionization. Unions and collective bargaining	Enacted	6 April 2026
OR	SB 1044	Relating to employment; declaring an emergency. Wages, hours and worker classification	In committee	28 June 2025
OR	SB 1052	Relating to employment; prescribing an effective date.	In committee	28 June 2025
OR	SB 1086	Relating to an apprenticeship program for building inspectors; and prescribing an effective date. Wages, hours and worker classification	Enacted	6 June 2025
OR	SB 1138	Relating to the Home and Community-Based Services	In committee	28 June 2025

State	Bill	Title	Current status	Last action
		Workforce Standards Board. Workplace safety and health		
OR	SB 1139	Relating to noncompetition agreements. Noncompetes and restrictive covenants Companion: OR SB 468	In committee	28 June 2025
OR	SB 1140	Relating to English-only policies in the workplace.	In committee	28 June 2025
OR	SB 1166	Relating to transportation network companies; declaring an emergency. Wages, hours and worker classification	Passed committee	28 June 2025
OR	SB 1190	Relating to mandatory overtime. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	SB 143	Relating to administration of public funds; and prescribing an effective date. Wages, hours and worker classification	Enacted	2 July 2025
OR	SB 1505	Relating to the Home and Community-Based Services Workforce Standards Board. Workplace safety and health	In committee	7 March 2026
OR	SB 1506	Relating to the Bureau of Labor and Industries; prescribing an effective date.	Passed committee	7 March 2026
OR	SB 151†	Relating to wage theft. Wages, hours and worker classification Companion: OR SB 227	In committee	28 June 2025
OR	SB 1512	Relating to workforce development.	Enacted	17 March 2026
OR	SB 1518	Relating to worker protections. Wages, hours and worker classification, Workplace safety and health	Enacted	4 March 2026

State	Bill	Title	Current status	Last action
OR	SB 1519	Relating to total disability. Wages, hours and worker classification, Discrimination, harassment and pay equity	Enacted	6 April 2026
OR	SB 1520	Relating to the administration of moneys within the Paid Family and Medical Leave Insurance Fund; and prescribing an effective date. Paid leave, unemployment and workers' compensation	Enacted	4 March 2026
OR	SB 1566	Relating to the prevailing rate of wage; prescribing an effective date. Wages, hours and worker classification	In committee	7 March 2026
OR	SB 24	Relating to health care staffing by the Department of Corrections. Wages, hours and worker classification, Unions and collective bargaining	Passed committee	28 June 2025
OR	SB 310	Relating to labor disputes involving public education employers.	In committee	27 June 2025
OR	SB 313	Relating to an implementation plan for statewide collective bargaining for licensed educators; prescribing an effective date. Unions and collective bargaining	In committee	28 June 2025
OR	SB 397†	Relating to employer time-rounding policies. Wages, hours and worker classification	In committee	28 June 2025
OR	SB 426	Relating to wages. Wages, hours and worker classification	Enacted	20 June 2025
OR	SB 460	Relating to an exemption of pre-apprenticeship participants from the application of the prevailing rate of wage; prescribing an effective date. Wages, hours and worker classification	In committee	28 June 2025

State	Bill	Title	Current status	Last action
OR	SB 488	Relating to the repeal of provisions related to requirements for agricultural overtime. Wages, hours and worker classification Companion: OR SB 625	In committee	28 June 2025
OR	SB 527	Relating to behavioral health workforce training for students; declaring an emergency.	Passed committee	28 June 2025
OR	SB 588	Relating to disability benefits under the Public Employees Retirement System; and declaring an emergency. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	6 June 2025
OR	SB 606	Relating to occupational disease. Paid leave, unemployment and workers' compensation	Passed committee	28 June 2025
OR	SB 613	Relating to the repeal of certain provisions related to pay equity; declaring an emergency. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	28 June 2025
OR	SB 658	Relating to employment preference for veterans. Discrimination, harassment and pay equity	In committee	28 June 2025
OR	SB 68†	Relating to job-protected leave that is unpaid. Paid leave, unemployment and workers' compensation	In committee	28 June 2025

State	Bill	Title	Current status	Last action
OR	SB 69	Relating to laws concerning job-protected leave from work; and prescribing an effective date. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	■ Enacted	20 May 2025
OR	SB 7	Relating to strikes by transit workers. Unions and collective bargaining	In committee	28 June 2025
OR	SB 70†	Relating to the Bureau of Labor and Industries.	In committee	28 June 2025
OR	SB 704	Relating to worker classification. Wages, hours and worker classification	In committee	28 June 2025
OR	SB 706†	Relating to wages; declaring an emergency. Wages, hours and worker classification	In committee	28 June 2025
OR	SB 731†	Relating to public employer policies regarding language pay differentials. Wages, hours and worker classification	■ Enacted	6 June 2025
OR	SB 748	Relating to unemployment insurance. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	SB 754	Relating to penalties for failure to comply with certain requirements under the laws governing public employee collective bargaining. Unions and collective bargaining	In committee	28 June 2025
OR	SB 758	Relating to the application of a prevailing rate of wage to offsite custom work for use in public works; prescribing an effective date. Wages, hours and worker classification	In committee	28 June 2025

State	Bill	Title	Current status	Last action
OR	SB 766	Relating to minimum wage. Wages, hours and worker classification	In committee	28 June 2025
OR	SB 858	Relating to the administration of the family and medical leave insurance program; and prescribing an effective date. Paid leave, unemployment and workers' compensation	■ Enacted	20 May 2025
OR	SB 859	Relating to accounting adjustments concerning the paid leave program; and prescribing an effective date. Paid leave, unemployment and workers' compensation	■ Enacted	20 May 2025
OR	SB 86	Relating to multiemployer sick time policies; prescribing an effective date. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	SB 900†	Relating to laws concerning job-protected leave from work. Paid leave, unemployment and workers' compensation	In committee	28 June 2025
OR	SB 903†	Relating to the payment of certain bonuses under the pay equity requirements. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	28 June 2025
OR	SB 904	Relating to self-insured employers.	■ Enacted	6 June 2025
OR	SB 906	Relating to transparency concerning employer deductions from wages. Wages, hours and worker classification	■ Enacted	6 June 2025
OR	SB 916	Relating to unemployment insurance benefits for employees unemployed due to a labor dispute. Wages, hours and worker classification,	■ Enacted	2 July 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation, Unions and collective bargaining		
OR	SB 922	Relating to the payment of tips received by employees in the food service industry. Wages, hours and worker classification	In committee	28 June 2025
OR	SB 968	Relating to deductions from employee wages. Wages, hours and worker classification	■ Enacted	8 August 2025
OR	SB 990	Relating to exempting certain jurisdictions within the state from the requirement to pay a prevailing rate of wage. Wages, hours and worker classification	In committee	28 June 2025

State	Bill	Title	Current status	Last action
PA	HB 1023	An Act amending the act of January 17, 1968 (P.L.11, No.5), known as The Minimum Wage Act of 1968, providing for employment in executive capacity, for employment in administrative capacity and for employment in professional capacity. Wages, hours and worker classification	In committee	24 March 2025
PA	HB 1029	An Act amending the act of June 1, 1937 (P.L.1168, No.294), known as the Pennsylvania Labor Relations Act, further providing for definitions; providing for notice and regulations; further providing for unfair labor practices and for representatives and elections; providing for... Wages, hours and worker	In committee	24 March 2025

State	Bill	Title	Current status	Last action
		classification, Unions and collective bargaining		
PA	HB 1056	An Act providing for criteria for independent contractors in the traveling sales industry and for the powers and duties of the Department of Labor and Industry; and imposing penalties. Wages, hours and worker classification	In committee	26 March 2025
PA	HB 1157	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in preliminary provisions, further providing for definitions. Paid leave, unemployment and workers' compensation	■ Passed committee	23 April 2025
PA	HB 1166	An Act amending the act of July 19, 1979 (P.L.130, No.48), known as the Health Care Facilities Act, providing for health care worker platforms; and imposing duties on the Department of Health.	In committee	7 April 2025
PA	HB 1191†	An Act amending Title 66 (Public Utilities) of the Pennsylvania Consolidated Statutes, in railroads, providing for prohibition on blocking of crossings, for limitation on length of freight or work trains, for authorization to monitor safety practices and operations by collective... Unions and collective bargaining, Workplace safety and health	■ Passed chamber	30 March 2026
PA	HB 1243†	An Act amending the act of December 5, 1936 (2nd Sp.Sess.,	In committee	17 April 2025

State	Bill	Title	Current status	Last action
		1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in preliminary provisions, further providing for definitions; in contributions by employers and employees, further providing for trigger determination and... Paid leave, unemployment and workers' compensation		
PA	HB 1255†	A Joint Resolution proposing an amendment to the Constitution of the Commonwealth of Pennsylvania, providing for workers' rights.	In committee	17 April 2025
PA	HB 1321†	An Act amending Title 51 (Military Affairs) of the Pennsylvania Consolidated Statutes, in Pennsylvania National Guard, Pennsylvania Guard and militia, providing for leaves of absence for military spouses, for anti-retaliation protection and for employment protection. Discrimination, harassment and pay equity	In committee	28 April 2025
PA	HB 1334	An Act making appropriations from the Workmen's Compensation Administration Fund to the Department of Labor and Industry and the Department of Community and Economic Development to provide for the expenses of administering the Workers' Compensation Act, The Pennsylvania... Paid leave, unemployment and workers' compensation Companion: PA SB 162, PA SB 287	■ Enacted	27 June 2025

State	Bill	Title	Current status	Last action
PA	HB 1349†	An Act amending Title 74 (Transportation) of the Pennsylvania Consolidated Statutes, in administrative practice and procedure, providing for project labor agreement.	In committee	30 April 2025
PA	HB 1358	An Act amending Title 48 (Lodging and Housing) of the Pennsylvania Consolidated Statutes, in hotels, providing for protection of hotel employees; and imposing penalties.	■ Passed chamber	14 July 2025
PA	HB 145	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for ineligibility for compensation. Paid leave, unemployment and workers' compensation	■ Passed chamber	15 October 2025
PA	HB 1549	An Act amending the act of January 17, 1968 (P.L.11, No.5), known as The Minimum Wage Act of 1968, further providing for definitions, for minimum wages and for exemptions. Wages, hours and worker classification Companion: PA SB 19, PA SB 852	■ Passed chamber	18 June 2025
PA	HB 1568	An Act amending the act of July 14, 1961 (P.L.637, No.329), known as the Wage Payment and Collection Law, further providing for employees who are separated from payroll before paydays. Wages, hours and worker classification	In committee	9 June 2025

State	Bill	Title	Current status	Last action
PA	HB 1580†	An Act providing for regulations for employers to protect employees from heat-related injury or heat-related illness caused by heat stress; imposing duties on the Department of Labor and Industry and the Secretary of Labor and Industry; establishing the Heat Protection… Workplace safety and health	In committee	2 September 2025
PA	HB 1586	An Act amending the act of March 4, 1971 (P.L.6, No.2), known as the Tax Reform Code of 1971, in personal income tax, providing for tax paid on overtime wages. Wages, hours and worker classification	In committee	10 June 2025
PA	HB 1617	An Act amending the act of July 14, 1961 (P.L.637, No.329), known as the Wage Payment and Collection Law, further providing for definitions; and providing for specific liability. Wages, hours and worker classification Companion: PA SB 678	In committee	16 June 2025
PA	HB 1629	An Act amending Title 71 (State Government) of the Pennsylvania Consolidated Statutes, providing for public worker safety and protection. Workplace safety and health	■ Passed committee	10 September 2025

State	Bill	Title	Current status	Last action
PA	HB 1687	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for rate and amount of compensation. Paid leave, unemployment and workers' compensation	In committee	1 July 2025
PA	HB 1688	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for rate and amount of compensation. Paid leave, unemployment and workers' compensation	In committee	1 July 2025
PA	HB 1690	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for qualifications required to secure compensation. Paid leave, unemployment and workers' compensation	In committee	1 July 2025
PA	HB 1691	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for qualifications required to secure compensation. Paid leave, unemployment and workers' compensation	In committee	1 July 2025
PA	HB 1692	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as	In committee	1 July 2025

State	Bill	Title	Current status	Last action
		the Unemployment Compensation Law, in contributions by employers and employees, further providing for relief from charges; and, in compensation, further providing for ineligibility for... Paid leave, unemployment and workers' compensation		
PA	HB 1726†	An Act amending the the act of October 24, 2012 (P.L.1209, No.151), known as the Child Labor Act, further providing for definitions, for occupations and establishments, for employment of minors in a performance and for duties of employer; repealing provisions relating to work... Workplace safety and health	In committee	14 July 2025
PA	HB 1758	An Act amending Title 35 (Health and Safety) of the Pennsylvania Consolidated Statutes, in volunteer firefighters, repealing provisions relating to employment sanctions; and providing for volunteer emergency responders employer tax credit. Workplace safety and health	In committee	23 July 2025
PA	HB 1810	An Act providing for workplace violence prevention and emergency preparedness standards for retail employers and employees; imposing duties on the Department of Labor and Industry; and imposing penalties. Workplace safety and health	In committee	19 August 2025
PA	HB 1825†	An Act amending the act of October 27, 1955 (P.L.744, No.222), known as the	■ Passed chamber	29 December 2025

State	Bill	Title	Current status	Last action
		Pennsylvania Human Relations Act, further providing for powers and duties of the Commission; and providing for employer policies and procedures.		
PA	HB 1855	An Act requiring an employer to provide paid leave to an employee due to a climate-related emergency; establishing the Climate-related Emergency Paid Leave Fund; and imposing duties on the Department of Labor and Industry. Paid leave, unemployment and workers' compensation	In committee	10 September 2025
PA	HB 186	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in determination of compensation, appeals, reviews and procedure, further providing for determination of compensation appeals and for decision of referee... Paid leave, unemployment and workers' compensation	In committee	16 January 2025
PA	HB 1879	An Act amending the act of July 23, 1970 (P.L.563, No.195), known as the Public Employe Relations Act, in scope of bargaining, further providing for proper subjects of collective bargaining. Unions and collective bargaining	In committee	25 September 2025
PA	HB 1923†	An Act providing for regulation of the meat packing and food processing industry by creating facility health and safety	■ Passed chamber	7 October 2026

State	Bill	Title	Current status	Last action
		committees in the workplace; establishing the industry workers' rights coordinator within the Department of Labor and Industry; and imposing penalties. Workplace safety and health		
PA	HB 1995	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for rate and amount of compensation. Paid leave, unemployment and workers' compensation	■ Passed chamber	24 November 2025
PA	HB 200†	An Act establishing family and medical leave benefits, the Paid Family and Medical Leave Account and the Paid Family and Medical Leave Grant Program; conferring powers and imposing duties on the Department of Labor and Industry; and imposing penalties. Paid leave, unemployment and workers' compensation	■ Passed chamber	1 April 2026
PA	HB 2049	An Act amending the act of June 2, 1915 (P.L.736, No.338), known as the Workers' Compensation Act, in liability and compensation, further providing for computation of benefits. Paid leave, unemployment and workers' compensation	■ Passed chamber	18 June 2026
PA	HB 2105†	An Act providing for employer self-audit program to foster collaboration with employers to voluntarily remedy unpaid wages owed to an affected employee or	In committee	17 December 2025

State	Bill	Title	Current status	Last action
		cure a negligent violation that was the result of an employer inadvertently violating a labor act. Wages, hours and worker classification		
PA	HB 2133	An Act providing for rights of employees and for filing complaints.	In committee	12 January 2026
PA	HB 2135†	An Act providing for accommodation of pregnancy-related and menopause-related conditions by employers. Discrimination, harassment and pay equity	■ Passed chamber	26 October 2026
PA	HB 2190	An Act amending the act of July 23, 1970 (P.L.563, No.195), known as the Public Employe Relations Act, in collective bargaining impasse, further providing for arbitration; and, in strikes, further providing for prohibited strikes. Unions and collective bargaining	■ Passed committee	12 July 2026
PA	HB 23	An Act amending the act of January 17, 1968 (P.L.11, No.5), known as The Minimum Wage Act of 1968, further providing for definitions and for minimum wages; providing for eligibility and coverage; further providing for exemptions, for duty of employer, for enforcement and rules... Wages, hours and worker classification	In committee	10 October 2025
PA	HB 2331†	An Act providing for the investigations by the Department of Labor and Industry of employee injuries at warehouse	In committee	30 March 2026

State	Bill	Title	Current status	Last action
		distribution centers; and imposing penalties.		
PA	HB 2332	An Act requiring certain warehouses to provide written descriptions of employment quotas; imposing powers and duties on the Department of Labor and Industry; and imposing penalties.	In committee	30 March 2026
PA	HB 2404†	An Act making appropriations from the Workmen's Compensation Administration Fund to the Department of Labor and Industry and the Department of Community and Economic Development to provide for the expenses of administering the Workers' Compensation Act, The Pennsylvania... Paid leave, unemployment and workers' compensation Companion: PA SB 1162	■ Enacted	12 June 2026
PA	HB 241	An Act amending Title 53 (Municipalities Generally) of the Pennsylvania Consolidated Statutes, in preemptions, providing for employer mandates by municipalities.	In committee	22 January 2025
PA	HB 2455	An Act amending the act of April 9, 1929 (P.L.177, No.175), known as The Administrative Code of 1929, in powers and duties of the Department of Public Instruction and its departmental administrative boards and commissions, further providing for collective bargaining. Unions and collective bargaining	■ Passed chamber	9 July 2026

State	Bill	Title	Current status	Last action
PA	HB 2558	An Act prohibiting enforcement of covenants not to compete in broadcast employment agreements. Noncompetes and restrictive covenants	■ Passed chamber	9 July 2026
PA	HB 262	An Act amending the act of July 23, 1970 (P.L.563, No.195), known as the Public Employe Relations Act, in employee rights, providing for rights and privileges, for civil actions, for limitation of rights and remedies and for notice.	In committee	22 January 2025
PA	HB 263	An Act amending the act of July 23, 1970 (P.L.563, No.195), known as the Public Employe Relations Act, in definitions, further providing for the definition of "maintenance of membership"; in employee rights, further providing for lawful activities and providing for rights and... Unions and collective bargaining	In committee	22 January 2025
PA	HB 265	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for benefits based on service for educational institutions. Paid leave, unemployment and workers' compensation	■ Passed chamber	12 May 2025
PA	HB 2669	An Act providing for employer disclosure when employee layoffs occur due to an employer's use of artificial intelligence or other technological change; and	In committee	24 June 2026

State	Bill	Title	Current status	Last action
		imposing civil penalties. AI in hiring and workplace monitoring		
PA	HB 2700	An Act amending the act of December 17, 1959 (P.L.1913, No.694), known as the Equal Pay Law, further providing for title of act and for definitions; providing for disclosure of wage and benefit information; further providing for penalties; and imposing penalties for... Wages, hours and worker classification, Discrimination, harassment and pay equity, Noncompetes and restrictive covenants	In committee	15 July 2026
PA	HB 2733	An Act providing for prenatal care benefits and for prenatal care leave account; conferring powers and imposing duties on the Department of Labor and Industry; and imposing penalties. Paid leave, unemployment and workers' compensation	In committee	18 August 2026
PA	HB 274†	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for qualifications required to secure compensation and for ineligibility for compensation, providing for eligibility... Paid leave, unemployment and workers' compensation	■ Enacted	22 December 2025
PA	HB 276	An Act providing for interagency cooperation regarding employee misclassification; and establishing the Employee Misclassification	■ Passed chamber	18 June 2025

State	Bill	Title	Current status	Last action
		Working Group. Wages, hours and worker classification		
PA	HB 2843†	An Act amending the act of October 27, 1955 (P.L.744, No.222), known as the Pennsylvania Human Relations Act, further providing for powers and duties of the commission; and providing for employer policies and procedures.	In committee	7 October 2026
PA	HB 2858†	An Act providing for construction worker and site supervisor training requirements; and conferring powers and imposing duties on the Department of Labor and Industry.	In committee	16 October 2026
PA	HB 2871	An Act amending the act of October 27, 1955 (P.L.744, No.222), known as the Pennsylvania Human Relations Act, further providing for findings and declaration of policy, for right to freedom from discrimination in employment, housing and public accommodation, for definitions, for... Discrimination, harassment and pay equity	In committee	21 October 2026
PA	HB 308	An Act providing for workplace health and safety standards for public employees; providing for powers and duties of the Secretary of Labor and Industry; establishing the Pennsylvania Occupational Safety and Health Review Board; providing for workplace inspections; and imposing... Workplace safety and health	Passed chamber	30 April 2025

State	Bill	Title	Current status	Last action
PA	HB 318†	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for ineligibility for compensation. Paid leave, unemployment and workers' compensation	In committee	27 January 2025
PA	HB 367†	An Act providing for employee's right to request a flexible working arrangement; imposing duties on the Department of Labor and Industry; and imposing penalties.	In committee	27 January 2025
PA	HB 421	An Act protecting workers from training repayment agreement provisions; conferring powers and imposing duties on the Department of Labor and Industry; and imposing penalties. Noncompetes and restrictive covenants	In committee	30 January 2025
PA	HB 439	An Act amending the act of October 27, 1955 (P.L.744, No.222), known as the Pennsylvania Human Relations Act, further providing for definitions.	■ Enacted	25 November 2025
PA	HB 470	An Act providing for meal breaks or rest periods for employees; and imposing penalties.	In committee	4 February 2025
PA	HB 500	An Act amending the act of March 4, 1971 (P.L.6, No.2), known as the Tax Reform Code of 1971, in Pennsylvania Economic Development for a Growing Economy (PA EDGE) Tax Credits, repealing provisions relating to local resource manufacturing,	■ Passed chamber	22 May 2025

State	Bill	Title	Current status	Last action
		providing for Reliable Energy Investment... Wages, hours and worker classification Companion: PA SB 500		
PA	HB 504	An Act providing for community energy facilities; imposing duties on the Pennsylvania Public Utility Commission, electric distribution companies and subscriber organizations; and providing for prevailing wage and labor requirements. Wages, hours and worker classification Companion: PA SB 504	■ Passed chamber	22 May 2025
PA	HB 551	An Act providing for paid leave time for a pregnancy loss or related reason; and imposing penalties. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	11 February 2025
PA	HB 567	An Act providing for assumption of employment relationship, for terms of yearly employment contract, for prohibition on waivers or limitations of employment protections, for elements of wrongful discharge, for remedies for wrongful discharge and for probationary period of...	In committee	12 February 2025
PA	HB 590	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in administration of act, providing for emergency unemployment compensation	In committee	12 February 2025

State	Bill	Title	Current status	Last action
		assistance. Paid leave, unemployment and workers' compensation		
PA	HB 594	An Act amending the act of October 27, 1955 (P.L.744, No.222), known as the Pennsylvania Human Relations Act, further providing for definitions; providing for use of automated employment decision tool; and further providing for civil penalties. AI in hiring and workplace monitoring	In committee	12 February 2025
PA	HB 610†	An Act amending the act of April 9, 1929 (P.L.177, No.175), known as The Administrative Code of 1929, in public works employment verification, further providing for definitions, for duty of public works contractors and subcontractors, for verification form, for violations, for... Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	20 February 2025
PA	HB 630	An Act amending the act of December 17, 1959 (P.L.1913, No.694), known as the Equal Pay Law, further providing for definitions and for wage rates; providing for additional violations; further providing for powers of secretary, for collection of unpaid wages, for records and... Wages, hours and worker classification, Discrimination, harassment and pay equity	■ Passed chamber	16 May 2025
PA	HB 64†	An Act prohibiting the penalization of employees for	■ Passed committee	23 March 2026

State	Bill	Title	Current status	Last action
		nonparticipation in religious or political matters; providing for notice requirements; establishing the Captive Audience Meeting Enforcement Fund; and imposing penalties.		
PA	HB 677	An Act amending the act of July 14, 1961 (P.L.604, No.304), known as The Apprenticeship and Training Act, further providing for powers and duties; providing for supervision; and abrogating a regulation. Wages, hours and worker classification	In committee	20 February 2025
PA	HB 678	An Act providing for the registration of labor brokers; imposing duties on the Department of Labor and Industry and the Secretary of Labor and Industry; establishing the Labor Broker Registration Account; and imposing penalties. Wages, hours and worker classification	■ Passed committee	29 September 2026
PA	HB 716	An Act amending the act of July 14, 1961 (P.L.637, No.329), known as the Wage Payment and Collection Law, further providing for notification; providing for duty of employer; and imposing criminal and civil penalties. Wages, hours and worker classification	In committee	24 February 2025
PA	HB 718†	An Act amending the act of July 14, 1961 (P.L.637, No.329), known as the Wage Payment and Collection Law, further providing for definitions; providing for duty of department to report and for investigations; further providing for civil remedies and penalties,	In committee	24 February 2025

State	Bill	Title	Current status	Last action
		for liquidated... Wages, hours and worker classification		
PA	HB 721†	An Act amending the act of October 13, 2010 (P.L.506, No.72), known as the Construction Workplace Misclassification Act, further providing for definitions, for improper classification of employees and for criminal penalties; providing for private right of action; further... Wages, hours and worker classification, Discrimination, harassment and pay equity	■ Passed chamber	22 May 2025
PA	HB 777†	An Act amending the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949, in preliminary provisions, providing for minimum hourly wage or living wage for education support professionals; in duties and powers of boards of school directors, further... Wages, hours and worker classification	In committee	18 March 2025
PA	HB 805	An Act amending the the act of October 24, 2012 (P.L.1209, No.151), known as the Child Labor Act, further providing for administration and for penalties. Workplace safety and health	In committee	4 March 2025
PA	HB 812	An Act amending Title 35 (Health and Safety) of the Pennsylvania Consolidated Statutes, establishing the Protecting Hospital Workers from Workplace Violence Grant Program and the Protecting Hospital Workers from Workplace Violence Grant Fund;	In committee	5 March 2025

State	Bill	Title	Current status	Last action
		providing for duties of Department... Workplace safety and health		
PA	HB 815	An Act requiring notification of employees, the Department of Labor and Industry and municipalities when mass layoffs and business closings occur; and providing for civil penalties and for powers and duties of the Department of Labor and Industry.	In committee	5 March 2025
PA	HB 863	An Act providing for legal protections from abusive work environments and for remedies.	In committee	11 March 2025
PA	HB 884	An Act establishing the Four-Day Workweek Pilot Program; providing for tax credits to qualifying employers; and imposing duties on the Department of Labor and Industry and the Department of Revenue. Wages, hours and worker classification	In committee	11 March 2025
PA	HB 899	An Act providing for the right for employees to paid sick leave from employers and for civil penalties and remedies. Paid leave, unemployment and workers' compensation	In committee	13 March 2025
PA	HB 903	An Act prohibiting the employment of unauthorized employees; requiring meat packing and food preparation industry employers to verify the Social Security numbers of employees; imposing duties on the Department of Labor and Industry; and imposing penalties.	In committee	13 March 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
PA	HB 904	An Act providing for school-to-work programs; establishing the CareerBound Program; providing for the CareerBound Tax Credit Program; and conferring powers and imposing duties on the Department of Community and Economic Development and the Department of Labor and Industry.	In committee	13 March 2025
PA	HB 905	An Act prohibiting the employment of unauthorized employees; requiring hotel and lodging industry employers to verify the Social Security numbers of employees; imposing duties on the Department of Labor and Industry; and imposing penalties. Discrimination, harassment and pay equity	In committee	13 March 2025
PA	HB 933	An Act amending the act of October 13, 2010 (P.L.506, No.72), known as the Construction Workplace Misclassification Act, further providing for improper classification of employees, for administrative penalties, for stop-work orders, for certain agreement prohibited and for use... Wages, hours and worker classification	In committee	17 March 2025
PA	HB 964	An Act providing for employment leave for victims and victims' families because of violence; prohibiting certain acts by	In committee	19 March 2025

State	Bill	Title	Current status	Last action
		employers; prescribing penalties; and providing for a cause of action. Paid leave, unemployment and workers' compensation		
PA	SB 101	An Act amending the act of December 18, 2001 (P.L.949, No.114), known as the Workforce Development Act, in preliminary provisions, further providing for definitions; and, in local workforce development areas and regions and local workforce development boards, further providing…	■ Passed chamber	25 June 2025
PA	SB 1076	An Act requiring a percentage of workers on a public works project to be hired from the local labor market; imposing duties on the Department of Labor and Industry; and imposing penalties. Wages, hours and worker classification	In committee	9 January 2026
PA	SB 1085†	An Act establishing the Direct Care Worker Wage Advisory Board and providing for its powers and duties; providing for minimum wage for direct care workers and for a direct care worker registry; and imposing penalties. Wages, hours and worker classification	In committee	10 December 2025
PA	SB 113	An Act providing for guidelines and procedures governing certain investigations and interrogations of correctional and forensic employees; authorizing certain civil suits by correctional officers; and providing for impact of collective bargaining	■ Passed committee	2 April 2025

State	Bill	Title	Current status	Last action
		agreements and for summary... Unions and collective bargaining Companion: PA HB 970		
PA	SB 1188	An Act amending the act of April 9, 1929 (P.L.177, No.175), known as The Administrative Code of 1929, in powers and duties of the Department of Public Instruction and its departmental administrative boards and commissions, further providing for collective bargaining. Unions and collective bargaining	In committee	13 February 2026
PA	SB 1204	An Act providing for regulations for employers to protect employees from heat-related injury or heat-related illness caused by heat stress; imposing duties on the Department of Labor and Industry and the Secretary of Labor and Industry; establishing the Heat Protection... Workplace safety and health	In committee	2 March 2026
PA	SB 1241	An Act providing for mandatory Statewide paid parental leave for eligible employees; establishing the Paid Parental Leave Account and the Small Business Grant Program; imposing duties on the Department of Labor and Industry; making an appropriation; and imposing penalties. Paid leave, unemployment and workers' compensation	In committee	23 March 2026
PA	SB 1250	An Act providing for legal protections from abusive work environments and for remedies.	In committee	30 March 2026

State	Bill	Title	Current status	Last action
PA	SB 1257†	An Act providing for small necessities leave for eligible employees relating to children and elderly relatives of an eligible employee; and imposing duties on the Department of Labor and Industry. Paid leave, unemployment and workers' compensation	In committee	1 April 2026
PA	SB 1268	An Act amending the act of June 1, 1937 (P.L.1168, No.294), known as the Pennsylvania Labor Relations Act, further providing for definitions; providing for notice and regulations; further providing for unfair labor practices and for representatives and elections; providing for... Wages, hours and worker classification, Unions and collective bargaining	In committee	17 April 2026
PA	SB 13	An Act providing for mandatory Statewide employer-paid sick leave for employees and for civil penalties and remedies. Paid leave, unemployment and workers' compensation	In committee	28 May 2025
PA	SB 1301	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in preliminary provisions, further providing for definitions. Paid leave, unemployment and workers' compensation	In committee	23 April 2026
PA	SB 1304	An Act amending the act of June 2, 1915 (P.L.736, No.338), known as the Workers' Compensation Act, in liability and	In committee	1 May 2026

State	Bill	Title	Current status	Last action
		compensation, further providing for computation of benefits. Paid leave, unemployment and workers' compensation		
PA	SB 1333†	An Act prohibiting employers from using consumer reporting under certain circumstances; and providing for enforcement.	In committee	21 May 2026
PA	SB 142	An Act prohibiting enforcement of covenants not to compete in broadcast employment agreements. Noncompetes and restrictive covenants	■ Passed committee	30 June 2026
PA	SB 150	An Act amending the act of October 27, 1955 (P.L.744, No.222), known as the Pennsylvania Human Relations Act, further providing for title of the act, for findings and declaration of policy, for right to freedom from discrimination in employment, housing and public accommodation... Discrimination, harassment and pay equity	In committee	3 June 2025
PA	SB 153	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for ineligibility for compensation. Paid leave, unemployment and workers' compensation	■ Passed chamber	29 January 2025
PA	SB 176	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation	■ Passed committee	8 December 2025

State	Bill	Title	Current status	Last action
		Law, in compensation, providing for eligibility related to domestic violence. Paid leave, unemployment and workers' compensation		
PA	SB 237	An Act amending the act of December 17, 1959 (P.L.1913, No.694), known as the Equal Pay Law, further providing for definitions, for wage rates and for collection of unpaid wages. Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: PA SB 889	In committee	4 February 2025
PA	SB 276	An Act promoting family health and economic security by eliminating discrimination and ensuring reasonable workplace accommodations for workers whose ability to perform the functions of a job are limited by pregnancy, childbirth or a related medical condition; and imposing... Discrimination, harassment and pay equity	In committee	20 February 2025
PA	SB 29	An Act prohibiting discrimination against individuals based on unemployment status; providing for powers and duties of the Department of Labor and Industry; and imposing a penalty. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	22 January 2025
PA	SB 316	An Act amending the act of October 27, 1955 (P.L.744,	In committee	26 February 2025

State	Bill	Title	Current status	Last action
		No.222), known as the Pennsylvania Human Relations Act, further providing for definitions.		
PA	SB 321	An Act relating to transfers of operations, terminations of operations, mass layoffs and changes in control.	In committee	26 February 2025
PA	SB 341	An Act amending the act of July 14, 1961 (P.L.637, No.329), known as the Wage Payment and Collection Law, further providing for definitions; providing for duty of department to report; further providing for civil remedies and penalties, for liquidated damages and for criminal... Wages, hours and worker classification	In committee	26 February 2025
PA	SB 342	An Act providing for family and medical leave for eligible employees. Paid leave, unemployment and workers' compensation	In committee	26 February 2025
PA	SB 346	An Act providing for workplace health and safety standards for public employees; providing for powers and duties of the Secretary of Labor and Industry; establishing the Pennsylvania Occupational Safety and Health Review Board; providing for workplace inspections; and imposing... Workplace safety and health	In committee	26 February 2025
PA	SB 361	An Act providing for duties of public employers relating to public employee information.	In committee	28 February 2025

State	Bill	Title	Current status	Last action
PA	SB 397	An Act amending the act of July 23, 1970 (P.L.563, No.195), known as the Public Employe Relations Act, in employee rights, providing for reporting of dues and for annual report; in Pennsylvania Labor Relations Board, providing for report availability; and, in collective... Unions and collective bargaining	In committee	6 March 2025
PA	SB 406†	An Act providing for regulation of the meat packing and food processing industry by creating facility health and safety committees in the workplace; establishing the industry workers' rights coordinator within the Department of Labor and Industry; and imposing penalties. Workplace safety and health	■ Passed committee	6 October 2026
PA	SB 413	An Act providing for statutory construction of Pennsylvania wage and hour laws. Wages, hours and worker classification	In committee	10 March 2025
PA	SB 439	An Act amending the act of July 14, 1961 (P.L.604, No.304), known as The Apprenticeship and Training Act, further providing for powers and duties; providing for supervision; and abrogating a regulation. Wages, hours and worker classification	In committee	17 March 2025
PA	SB 443	An Act amending the act of June 3, 1937 (P.L.1333, No.320), known as the Pennsylvania Election Code, in preparation for and conduct of primaries and elections, providing for employment leave for voters.	In committee	14 March 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
PA	SB 487	An Act providing for notification of wage theft and for protection for employees who report wage theft; imposing duties on the Department of Labor and Industry; establishing the Wage Theft Notification and Protection Restricted Account; and imposing penalties and other relief. Wages, hours and worker classification	In committee	21 March 2025
PA	SB 495	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for qualifications required to secure compensation and for ineligibility for compensation. Paid leave, unemployment and workers' compensation	In committee	21 March 2025
PA	SB 545	An Act amending the act of January 17, 1968 (P.L.11, No.5), known as The Minimum Wage Act of 1968, further providing for exemptions and for duty of employer. Wages, hours and worker classification	In committee	9 April 2025
PA	SB 548	An Act providing for fair workweek employment standards and for powers and duties of the Department of Labor and Industry; and imposing penalties. Wages, hours and worker classification	In committee	4 April 2025
PA	SB 562	An Act amending the act of December 5, 1936 (2nd Sp.Sess.,	In committee	4 April 2025

State	Bill	Title	Current status	Last action
		1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in compensation, further providing for benefits based on service for educational institutions. Paid leave, unemployment and workers' compensation		
PA	SB 586	An Act providing for criteria for independent contractors and for powers and duties of the Department of Labor and Industry and the Secretary of Labor and Industry; and imposing penalties. Wages, hours and worker classification	In committee	9 April 2025
PA	SB 588	An Act establishing the Prevailing Wage Co-Enforcement Program; and providing for duties of the Department of Labor and Industry and participants in the Prevailing Wage Co-Enforcement Program. Wages, hours and worker classification	In committee	9 April 2025
PA	SB 602	An Act providing for the registration of labor brokers; imposing duties on the Department of Labor and Industry and the Secretary of Labor and Industry; establishing the Labor Broker Registration Account; and imposing penalties.	In committee	9 April 2025
PA	SB 621	An Act amending the act of March 4, 1971 (P.L.6, No.2), known as the Tax Reform Code of 1971, prohibiting tax deductions for anti-union activities. Unions and collective bargaining	In committee	11 April 2025
PA	SB 651	A Joint Resolution proposing an amendment to the Constitution of	In committee	2 May 2025

State	Bill	Title	Current status	Last action
		the Commonwealth of Pennsylvania, providing for workers' rights.		
PA	SB 679	An Act amending the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949, in preliminary provisions, providing for minimum hourly wage or living wage for education support professionals; in duties and powers of boards of school directors, further... Wages, hours and worker classification	In committee	28 April 2025
PA	SB 69	An Act establishing Recovery-to-work as a pilot program within the Department of Labor and Industry; and providing for local recovery-to-work pilot programs, for incentives to encourage business participation and for powers and duties of the Department of Labor and Industry.	■ Passed committee	27 October 2025
PA	SB 709	An Act providing for violence prevention committees in health facilities, for duties of committees, for workplace violence reporting requirements and for powers and duties of the Department of Labor and Industry; and imposing fines and administrative penalties. Workplace safety and health	In committee	5 May 2025
PA	SB 72	An Act amending the act of October 13, 2010 (P.L.506, No.72), known as the Construction Workplace Misclassification Act, further providing for definitions, for	■ Passed committee	12 August 2025

State	Bill	Title	Current status	Last action
		improper classification of employees and for criminal penalties; providing for private right of action; and further... Wages, hours and worker classification, Discrimination, harassment and pay equity		
PA	SB 743	An Act amending the act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment Compensation Law, in administration of act, further providing for State Unemployment Compensation Advisory Counsel. Paid leave, unemployment and workers' compensation	■ Passed committee	30 June 2026
PA	SB 757	An Act providing for notice and disclosure of proposed collective bargaining agreements and related documents and for open records. Unions and collective bargaining	In committee	22 May 2025
PA	SB 801	An Act amending the act of June 2, 1915 (P.L.736, No.338), known as the Workers' Compensation Act, providing for diseases with long latency periods between occupational exposure and manifestation of the disease and further providing for liability. Paid leave, unemployment and workers' compensation	In committee	3 June 2025
PA	SB 817	An Act amending the act of March 4, 1971 (P.L.6, No.2), known as the Tax Reform Code of 1971, providing for prevailing wage	In committee	3 June 2025

State	Bill	Title	Current status	Last action
		and apprenticeship requirements. Wages, hours and worker classification		
PA	SB 855	An Act amending the act of August 15, 1961 (P.L.987, No.442), known as the Pennsylvania Prevailing Wage Act, further providing for duty of contractor; providing for registration of contractors and subcontractors, for registration fees, for proof of registration and for duties of... Wages, hours and worker classification	In committee	18 June 2025
PA	SB 894	An Act amending the act of June 2, 1915 (P.L.736, No.338), known as the Workers' Compensation Act, in liability and compensation, providing for registration of status as independent contractor. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	24 June 2025
PA	SB 906	An Act establishing the Pennsylvania Family and Medical Leave Program and the Family and Medical Leave Fund; conferring powers and imposing duties on the Department of Labor and Industry; creating a right of action; and imposing penalties. Paid leave, unemployment and workers' compensation	■ Passed committee	22 June 2026
PA	SB 976	An Act amending Title 48 (Lodging and Housing) of the Pennsylvania Consolidated Statutes, in hotels, providing for	In committee	25 August 2025

State	Bill	Title	Current status	Last action
		protection of hotel employees; and imposing penalties.		
PR	PC 1411	Para enmendar la Ley Núm. 9 de 20 de enero de 2018, conocida como la “Ley sobre el Cálculo de las Propinas”, a los fines de ampliar su política pública para proteger la voluntad del consumidor respecto al destinatario de una propina; reconocer la titularidad del empleado o... Wages, hours and worker classification	In committee	12 October 2026
RI	HB 5029	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MINIMUM WAGES Wages, hours and worker classification, Unions and collective bargaining Companion: RI HB 5508, RI SB 125, RI SB 310	Enacted	24 June 2025
RI	HB 5047	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WAREHOUSE WORKER PROTECTION ACT Unions and collective bargaining, Workplace safety and health	Dead	12 February 2025
RI	HB 5132	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WORKPLACE PSYCHOLOGICAL SAFETY ACT Discrimination, harassment and pay equity, Unions and collective bargaining	Dead	12 February 2025
RI	HB 5136	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MINIMUM WAGES Wages, hours and worker	Dead	29 January 2025

State	Bill	Title	Current status	Last action
		classification, Unions and collective bargaining		
RI	HB 5187	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - LABOR RELATIONS ACT Wages, hours and worker classification, Unions and collective bargaining Companion: RI SB 124	■ Enacted	2 July 2025
RI	HB 5227	AN ACT RELATING TO EDUCATION - - COUNCIL ON ELEMENTARY AND SECONDARY EDUCATION Unions and collective bargaining Companion: RI SB 987	■ Enacted	26 June 2025
RI	HB 5257	AN ACT RELATING TO HEALTH AND SAFETY - - NURSING HOME WORKFORCE STANDARDS BOARD ACT Unions and collective bargaining, Workplace safety and health Companion: RI SB 118	Dead	27 March 2025
RI	HB 5266	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - CERTIFIED SCHOOL TEACHERS' ARBITRATION Unions and collective bargaining Companion: RI SB 127	■ Enacted	26 June 2025
RI	HB 5366	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - PAYMENT OF WAGES Wages, hours and worker classification Companion: RI SB 69	Dead	12 February 2025
RI	HB 5448	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - EMPLOYMENT SECURITY - - GENERAL PROVISIONS	■ Enacted	26 June 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: RI SB 622		
RI	HB 5505	AN ACT RELATING TO PUBLIC PROPERTY AND WORKS - - LABOR AND PAYMENT OF DEBTS BY CONTRACTORS Wages, hours and worker classification Companion: RI SB 1113	■ Enacted	17 June 2025
RI	HB 5506	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - LABOR RELATIONS ACT - - EMPLOYEE FREE SPEECH RIGHTS Unions and collective bargaining Companion: RI SB 126	■ Enacted	2 July 2025
RI	HB 5507	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MINIMUM WAGES Wages, hours and worker classification, Unions and collective bargaining Companion: RI SB 215	Dead	5 March 2025
RI	HB 5678	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MINIMUM WAGES - - OVERTIME Wages, hours and worker classification, Unions and collective bargaining Companion: RI SB 589	Dead	9 April 2025
RI	HB 5679	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - PAYMENT OF WAGES Wages, hours and worker classification, Unions and collective bargaining Companion: RI SB 70	■ Enacted	1 July 2025

State	Bill	Title	Current status	Last action
RI	HB 5680	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - EMPLOYMENT SECURITY - - BENEFITS Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: RI SB 587	Dead	9 April 2025
RI	HB 5939	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - PAYMENT OF WAGES - - FREQUENCY OF PAYMENT Wages, hours and worker classification, Unions and collective bargaining	Dead	5 March 2025
RI	HB 5940	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - THE RHODE ISLAND OPPORTUNITY FOR EMPLOYEE OWNERSHIP ACT Unions and collective bargaining Companion: RI SB 752	Dead	19 March 2025
RI	HB 5941	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - PORTABLE BENEFIT PLAN Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Dead	19 March 2025
RI	HB 5944	AN ACT RELATING TO HOLIDAYS AND DAYS OF SPECIAL OBSERVANCE - - WORK ON HOLIDAYS AND SUNDAYS Unions and collective bargaining Companion: RI SB 858	Dead	2 April 2025
RI	HB 6065	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - TEMPORARY DISABILITY	■ Enacted	1 July 2025

State	Bill	Title	Current status	Last action
		INSURANCE- -BENEFITS Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity, Unions and collective bargaining Companion: RI SB 829		
RI	HB 6066	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - TEMPORARY DISABILITY INSURANCE - - GENERAL PROVISIONS Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity, Unions and collective bargaining Companion: RI SB 974	■ Enacted	26 June 2025
RI	HB 6161	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FAIR EMPLOYMENT PRACTICES Discrimination, harassment and pay equity, Unions and collective bargaining Companion: RI SB 361	■ Enacted	24 June 2025
RI	HB 6319	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WORKERS' COMPENSATION - - GENERAL PROVISIONS Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: RI SB 1060	■ Enacted	23 June 2025
RI	HB 7030	AN ACT RELATING TO HEALTH AND SAFETY - - HEALTHCARE WORKER PLATFORM ACT Workplace safety and health Companion: RI SB 2107	■ Enacted	22 June 2026

State	Bill	Title	Current status	Last action
RI	HB 7040†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MUNICIPAL POLICE ARBITRATION Unions and collective bargaining Companion: RI SB 3119	■ Enacted	22 June 2026
RI	HB 7041	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FIREFIGHTERS' ARBITRATION Unions and collective bargaining Companion: RI SB 2925	■ Enacted	18 June 2026
RI	HB 7042	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - LABOR RELATIONS ACT Unions and collective bargaining	Dead	15 April 2026
RI	HB 7121†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WORKPLACE PSYCHOLOGICAL SAFETY ACT Discrimination, harassment and pay equity, Unions and collective bargaining	Dead	5 February 2026
RI	HB 7147†	AN ACT RELATING TO PUBLIC PROPERTY AND WORKS - - LABOR AND PAYMENT OF DEBTS BY CONTRACTORS Wages, hours and worker classification	Dead	18 March 2026
RI	HB 7158	AN ACT RELATING TO PUBLIC OFFICERS AND EMPLOYEES - - INSURANCE BENEFITS Companion: RI SB 2454	Dead	30 April 2026

State	Bill	Title	Current status	Last action
RI	HB 7290	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - RESTRICTIONS ON SELF-SERVICE CHECKOUT STATIONS ACT Unions and collective bargaining Companion: RI SB 2342	■ Enacted	18 June 2026
RI	HB 7362	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - HEALTH AND SAFE FAMILIES WORKPLACES ACT- - WORKWEEK Wages, hours and worker classification, Unions and collective bargaining	Dead	5 February 2026
RI	HB 7364	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WAREHOUSE WORKER PROTECTION ACT Unions and collective bargaining, Workplace safety and health Companion: RI SB 2504	■ Enacted	18 June 2026
RI	HB 7365	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - PORTABLE BENEFIT PLAN Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Dead	5 March 2026
RI	HB 7440	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - EMPLOYMENT SECURITY - - BENEFITS Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Dead	5 March 2026

State	Bill	Title	Current status	Last action
RI	HB 7441	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MINIMUM WAGES Wages, hours and worker classification, Unions and collective bargaining Companion: RI HB 7769, RI HB 7770, RI HB 7771, RI SB 2325, RI SB 2620, RI SB 2923, RI SB 2930	Dead	30 January 2026
RI	HB 7442	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - INSPECTION OF PERSONNEL FILES Unions and collective bargaining Companion: RI SB 2498	Dead	5 February 2026
RI	HB 7490	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MINIMUM WAGES- -OVERTIME Wages, hours and worker classification, Unions and collective bargaining	Dead	18 March 2026
RI	HB 7561	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - TEMPORARY DISABILITY INSURANCE - - BENEFITS Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity, Unions and collective bargaining	Dead	5 March 2026

State	Bill	Title	Current status	Last action
RI	HB 7767	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - ARTIFICIAL INTELLIGENCE USE AND FAIR EMPLOYMENT PRACTICES Discrimination, harassment and pay equity, Unions and collective bargaining, AI in hiring and workplace monitoring	Dead	15 April 2026
RI	HB 7768	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FAIR EMPLOYMENT PRACTICES Discrimination, harassment and pay equity, Unions and collective bargaining Companion: RI SB 3200	Dead	15 April 2026
RI	HB 7772†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MINIMUM WAGES - - HEALTHCARE WORKER OVERTIME PAY Wages, hours and worker classification, Unions and collective bargaining	Dead	18 March 2026
RI	HB 7773	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WORKERS' COMPENSATION - - PROCEDURE Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Dead	30 March 2026
RI	HB 7958†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FAIR EMPLOYMENT PRACTICES Discrimination, harassment and pay equity, Unions and collective bargaining	Dead	15 April 2026

State	Bill	Title	Current status	Last action
RI	HB 7959†	AN ACT RELATING TO LABOR AND LABOR RELATIONS -- PAYMENT OF WAGES Wages, hours and worker classification	Dead	18 March 2026
RI	HB 7961	AN ACT RELATING TO LABOR AND LABOR RELATIONS -- PAYMENT OF WAGES Wages, hours and worker classification, Unions and collective bargaining	Dead	18 March 2026
RI	HB 7962	AN ACT RELATING TO LABOR AND LABOR RELATIONS -- EMPLOYMENT SECURITY Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: RI SB 2929	■ Enacted	19 June 2026
RI	HB 7964†	AN ACT RELATING TO LABOR AND LABOR RELATIONS -- THE RHODE ISLAND OPPORTUNITY FOR EMPLOYEE OWNERSHIP ACT Unions and collective bargaining	Dead	30 March 2026
RI	HB 7966†	AN ACT RELATING TO HEALTH AND SAFETY -- THE EXTREME TEMPERATURE WORKER PROTECTION ACT Workplace safety and health	Dead	30 March 2026
RI	HB 7967†	AN ACT RELATING TO LABOR AND LABOR RELATIONS -- LABOR RELATIONS ACT- -NO LIMITATION ON HEALTHCARE BENEFIT PROVIDERS Unions and collective bargaining	Dead	15 April 2026
RI	HB 7968	AN ACT RELATING TO LABOR AND LABOR RELATIONS -- TEMPORARY DISABILITY INSURANCE -- GENERAL	Dead	5 March 2026

State	Bill	Title	Current status	Last action
		PROVISIONS Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity, Unions and collective bargaining		
RI	HB 7969†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - DIVISION OF OCCUPATIONAL SAFETY Unions and collective bargaining, Workplace safety and health Companion: RI SB 2736	Dead	30 March 2026
RI	HB 7971†	AN ACT RELATING TO PUBLIC PROPERTY AND WORKS - - LABOR AND PAYMENT OF DEBTS BY CONTRACTORS Wages, hours and worker classification	In committee	25 April 2026
RI	HB 7972	AN ACT RELATING TO PUBLIC PROPERTY AND WORKS - - STATE PURCHASES Companion: RI SB 2735	■ Enacted	18 June 2026
RI	HB 8311	AN ACT RELATING TO HEALTH AND SAFETY - - DIVISION OF OCCUPATIONAL HEALTH Workplace safety and health Companion: RI SB 2320	Dead	30 March 2026
RI	HB 8330	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - HEALTHY AND SAFE FAMILIES AND WORKPLACES ACT Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: RI SB 2928	Dead	30 March 2026
RI	HB 8331	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - THE	Dead	15 April 2026

State	Bill	Title	Current status	Last action
		TRADES WORKER JUSTICE AND SAFETY ACT Discrimination, harassment and pay equity, Unions and collective bargaining		
RI	HB 8504	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FAIR EMPLOYMENT PRACTICES Discrimination, harassment and pay equity, Unions and collective bargaining Companion: RI SB 2921	■ Enacted	10 June 2026
RI	HB 8524	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WORKERS' COMPENSATION- - GENERAL PROVISIONS Paid leave, unemployment and workers' compensation, Unions and collective bargaining Companion: RI SB 3297	■ Enacted	23 June 2026
RI	HB 8578	AN ACT RELATING TO HUMAN SERVICES - - FAMILY CAREGIVERS SUPPORT ACT OF 2013 Discrimination, harassment and pay equity	Dead	2 June 2026
RI	HR 5367	HOUSE RESOLUTION CREATING A SPECIAL LEGISLATIVE COMMISSION TO STUDY THE MANNER IN WHICH HEALTH INSURANCE, DISABILITY INSURANCE, UNEMPLOYMENT INSURANCE, RETIREMENT PLANS AND OTHER TRADITIONAL EMPLOYER PROVIDED BENEFITS ARE ACCORDED TO UBER AND LYFT DRIVERS, SELF EMPLOYED... Paid leave, unemployment and	Dead	12 February 2025

State	Bill	Title	Current status	Last action
		workers' compensation, Discrimination, harassment and pay equity		
RI	HR 7367	HOUSE RESOLUTION CREATING A SPECIAL LEGISLATIVE COMMISSION TO STUDY AND PROVIDE RECOMMENDATIONS TO REDUCE THE FORTY-HOUR WORKWEEK TO A THIRTY-TWO-HOUR WORKWEEK Wages, hours and worker classification	Dead	5 February 2026
RI	HR 7368	HOUSE RESOLUTION CREATING A SPECIAL LEGISLATIVE COMMISSION TO STUDY THE MANNER IN WHICH HEALTH INSURANCE, DISABILITY INSURANCE, UNEMPLOYMENT INSURANCE, RETIREMENT PLANS AND OTHER TRADITIONAL EMPLOYER PROVIDED BENEFITS ARE ACCORDED TO UBER AND LYFT DRIVERS, SELF-DIRECTED PERSONAL... Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Dead	5 March 2026
RI	SB 1058	AN ACT RELATING TO LABOR AND LABOR RELATIONS -- WAREHOUSE WORKER PROTECTION ACT Unions and collective bargaining, Workplace safety and health	■ Passed chamber	3 June 2025
RI	SB 1059	AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MUNICIPAL EMPLOYEES' ARBITRATION Wages, hours and worker classification, Unions and collective	■ Passed chamber	4 June 2025

State	Bill	Title	Current status	Last action
		bargaining Companion: RI HB 5135		
RI	SB 153	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - EMPLOYMENT OF CHILDREN - - VLOGS Unions and collective bargaining	Dead	11 February 2025
RI	SB 2160†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - RHODE ISLAND NONCOMPETITION AGREEMENT ACT Unions and collective bargaining, Noncompetes and restrictive covenants	■ Passed chamber	1 April 2026
RI	SB 2166†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MINIMUM WAGES - - OVERTIME Wages, hours and worker classification, Unions and collective bargaining	Dead	6 May 2026
RI	SB 2170†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - EMPLOYMENT SECURITY - - BENEFITS Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Dead	13 May 2026
RI	SB 2172†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - LABOR RELATIONS ACT Unions and collective bargaining	Dead	13 May 2026
RI	SB 2174†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - LABOR RELATIONS ACT - - NO LIMITATION ON HEALTHCARE BENEFIT PROVIDERS Unions and collective bargaining	■ Passed chamber	29 May 2026

State	Bill	Title	Current status	Last action
RI	SB 2324	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - CONSUMER CREDIT HISTORY EMPLOYMENT PROTECTION ACT - - DECEPTIVE TRADE PRACTICES Unions and collective bargaining	Dead	29 April 2026
RI	SB 2408	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MINIMUM WAGES Wages, hours and worker classification, Unions and collective bargaining	Dead	6 May 2026
RI	SB 2409	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MUNICIPAL EMPLOYEES' ARBITRATION Wages, hours and worker classification, Unions and collective bargaining Companion: RI HB 7082	■ Passed chamber	17 April 2026
RI	SB 2499	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - ARTIFICIAL INTELLIGENCE USE AND FAIR EMPLOYMENT PRACTICES Discrimination, harassment and pay equity, Unions and collective bargaining, AI in hiring and workplace monitoring	■ Passed chamber	5 June 2026
RI	SB 2502	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WORKPLACE PSYCHOLOGICAL SAFETY ACT Discrimination, harassment and pay equity, Unions and collective bargaining Companion: RI HB 8505	■ Passed chamber	29 May 2026

State	Bill	Title	Current status	Last action
RI	SB 2623	AN ACT RELATING TO PUBLIC OFFICERS AND EMPLOYEES - - ORGAN-DONATION LEAVE ACT Paid leave, unemployment and workers' compensation Companion: RI HB 7159	■ Passed chamber	9 June 2026
RI	SB 2737	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - TEMPORARY DISABILITY INSURANCE - - GENERAL PROVISIONS Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity, Unions and collective bargaining	■ Passed chamber	29 May 2026
RI	SB 2739†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WORKERS' COMPENSATION - - PROCEDURE Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Dead	29 April 2026
RI	SB 2740†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MINIMUM WAGES - - HEALTHCARE WORKER OVERTIME PAY Wages, hours and worker classification, Unions and collective bargaining	Dead	6 May 2026
RI	SB 2743†	AN ACT RELATING TO PUBLIC PROPERTY AND WORKS - - LABOR AND PAYMENT OF DEBTS BY CONTRACTORS Wages, hours and worker classification	In committee	23 March 2026

State	Bill	Title	Current status	Last action
RI	SB 2744†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - THE RHODE ISLAND OPPORTUNITY FOR EMPLOYEE OWNERSHIP ACT Unions and collective bargaining	■ Floor vote	7 May 2026
RI	SB 285	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - CONSUMER CREDIT HISTORY EMPLOYMENT PROTECTION ACT - - DECEPTIVE TRADE PRACTICES Unions and collective bargaining	Dead	6 May 2025
RI	SB 2924	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - LABOR RELATIONS ACT Unions and collective bargaining Companion: RI HB 7291	■ Passed chamber	29 May 2026
RI	SB 2926†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FAIR EMPLOYMENT PRACTICES Discrimination, harassment and pay equity, Unions and collective bargaining	Dead	29 April 2026
RI	SB 2927	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - TEMPORARY DISABILITY INSURANCE - - GENERAL PROVISIONS Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity, Unions and collective bargaining	Dead	29 April 2026
RI	SB 2932	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - PAYMENT OF WAGES Wages, hours and worker	Dead	25 March 2026

State	Bill	Title	Current status	Last action
		classification, Unions and collective bargaining		
RI	SB 302	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - RHODE ISLAND NONCOMPETITION AGREEMENT ACT Unions and collective bargaining, Noncompetes and restrictive covenants	■ Passed chamber	18 June 2025
RI	SB 586	AN ACT RELATING TO HEALTH AND SAFETY - - DIVISION OF OCCUPATIONAL HEALTH Workplace safety and health Companion: RI HB 5305	■ Passed chamber	4 June 2025
RI	SB 754†	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - MUNICIPAL POLICE ARBITRATION Unions and collective bargaining Companion: RI HB 5134	■ Passed chamber	7 May 2025
RI	SB 856	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - FIREFIGHTERS' ARBITRATION Unions and collective bargaining Companion: RI HB 5133	■ Passed chamber	7 May 2025
RI	SB 898	AN ACT RELATING TO HEALTH AND SAFETY - - HEALTHCARE WORKER PLATFORM ACT Workplace safety and health	Dead	6 May 2025
RI	SB 959	AN ACT RELATING TO LABOR AND LABOR RELATIONS - - WORKPLACE PSYCHOLOGICAL SAFETY ACT Discrimination, harassment and pay equity, Unions and collective bargaining	■ Passed chamber	16 May 2025

State	Bill	Title	Current status	Last action
SC	H 3160	Uniform Antidiscrimination Act Discrimination, harassment and pay equity	In committee	14 January 2025
SC	H 3224	Criminal convictions on employment applications	In committee	14 January 2025
SC	H 3226	Minimum wage Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	14 January 2025
SC	H 3261	Workers compensation for first responders Paid leave, unemployment and workers' compensation	In committee	13 January 2026
SC	H 3477	Maximum potential employment benefits Paid leave, unemployment and workers' compensation	■ Passed chamber	24 February 2026
SC	H 3479	Skills-Based Hiring Act Wages, hours and worker classification	In committee	14 January 2025
SC	H 3512	South Carolina State Employee Equal Pay for Equal Work Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	5 February 2025
SC	H 3732	Employee privacy rights	In committee	15 January 2025
SC	H 3734	Collective bargaining by political subdivisions Wages, hours and worker classification, Unions and collective bargaining	In committee	15 January 2025
SC	H 3735	Wage boards Wages, hours and worker classification	In committee	15 January 2025

State	Bill	Title	Current status	Last action
SC	H 3809	Minimum wage Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	28 January 2025
SC	H 4603	Small Business Livable Wage Tax Credit Act Wages, hours and worker classification	In committee	20 January 2026
SC	H 4750	Injured Workers Transparency Act Paid leave, unemployment and workers' compensation	In committee	4 February 2026
SC	H 4751	Overtime wages Wages, hours and worker classification	In committee	13 January 2026
SC	H 4797	New Employee Verification Requirements	In committee	13 January 2026
SC	H 4820	Workers Compensation Total Disability Calculation Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	In committee	20 January 2026
SC	H 5279	Penalties for Violating Employment Citizenship Requirements	In committee	26 February 2026
SC	H 5357	Inmate minimum wage Wages, hours and worker classification	In committee	11 March 2026
SC	H 5665	Funeral director and embalmer apprentices Wages, hours and worker classification	In committee	6 May 2026
SC	S 1007	Franchise businesses Wages, hours and worker classification	In committee	12 March 2026

State	Bill	Title	Current status	Last action
SC	S 130	Workers' Compensation Commission Hearings Paid leave, unemployment and workers' compensation	In committee	14 January 2025
SC	S 350	A JOINT RESOLUTION TO APPROVE REGULATIONS OF THE DEPARTMENT OF LABOR, LICENSING AND REGULATION - OFFICE OF OCCUPATIONAL SAFETY AND HEALTH, RELATING TO WORKER WALKAROUND REPRESENTATIVE DESIGNATION PROCESS, DESIGNATED AS Workplace safety and health	In committee	5 March 2025
SC	S 825	Family Protection Act	In committee	21 January 2026
SD	HB 1166	enhance penalties for the violation of right-to-work statutes and to provide a penalty therefor.	Dead	27 February 2025
SD	HB 1217	limit the use of taxpayer funds and resources by a public education employer to support a labor organization or affiliate and to provide a penalty therefor. Unions and collective bargaining	In committee	18 February 2026
SD	HB 1230	modify requirements for payment of the employer's investment in South Dakota's future fee.	Dead	23 February 2026
SD	HB 1270	provide an apprenticeship pathway to practice law in South Dakota. Wages, hours and worker classification	In committee	23 February 2026
SD	HCR 6002	Urging the United States Congress and the President of the United States to remove the requirement of a project labor agreement for	In committee	24 February 2025

State	Bill	Title	Current status	Last action
		federal construction projects. Unions and collective bargaining		
SD	SB 26	reduce employer contribution rates and increase the administrative fee rate for reemployment assistance. Paid leave, unemployment and workers' compensation	■ Enacted	31 March 2025
SD	SB 63	establish the state office of apprenticeship within the Department of Labor and Regulation. Wages, hours and worker classification	■ Enacted	25 February 2026
SD	SB 67	establish the state office of apprenticeship within the Department of Labor and Regulation. Wages, hours and worker classification	Dead	3 February 2025
SD	SB 86	authorize purchasing agency verification and monitoring of workers' compensation insurance coverage obtained by public improvement contractors. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, AI in hiring and workplace monitoring	In committee	27 January 2026
TN	HB 1096	Economic and Community Development - As enacted, prohibits an employer seeking to receive an economic development incentive from the state from entering into a community benefits agreement or similar legal contract if the agreement or contract imposes obligations or conditions... Discrimination, harassment and pay	■ Enacted	4 April 2025

State	Bill	Title	Current status	Last action
		equity Companion: TN SB 1074		
TN	HB 1216	Employees, Employers - As introduced, increases the hourly minimum wage to $20.00, or the federal minimum wage established pursuant to the Fair Labor Standards Act of 1938, whichever rate is greater. - Amends TCA Title 8, Chapter 23; Title 12, Chapter 4, Part 4 and Title 50... Wages, hours and worker classification Companion: TN SB 1190	In committee	20 February 2026
TN	HB 128	Workers Compensation - As enacted, increases, from 30 to 35, the minimum age for an individual to serve as a judge on the workers' compensation appeals board; increases, from two to three, the number of additional terms to which a judge of the workers' compensation appeals board... Paid leave, unemployment and workers' compensation Companion: TN SB 1309	■ Enacted	4 April 2025
TN	HB 1313	Employees, Employers - As introduced, changes the maximum penalty amount from $7,000 for each violation by an employer of the Occupational Safety and Health Act of 1972, and from $70,000 for each willful and repeated violation of the act, to the maximum penalty allowed by the... Workplace safety and health Companion: TN SB 1289	In committee	12 February 2025

State	Bill	Title	Current status	Last action
TN	HB 1384	Employees, Employers - As introduced, enacts the "Pay Stub Protection Act," which requires an employer to provide a statement to an employee on the employer's payday that contains certain information about the employee and the employee's wages and hours worked during the... Wages, hours and worker classification Companion: TN SB 1257	■ Passed committee	19 March 2025
TN	HB 1399	Salaries and Benefits - As introduced, increases, from $7.25 to $20, the minimum hourly wage for employees within this state. - Amends TCA Section 8-23-203; Title 12 and Title 50, Chapter 2. Wages, hours and worker classification Companion: TN SB 1357	In committee	11 February 2026
TN	HB 1727	State Employees - As introduced, requires certain government employers to provide job-protected unpaid leave for a qualifying medical emergency to employees that meet certain criteria. - Amends TCA Title 5; Title 6; Title 7; Title 8; Title 49 and Title 50. Paid leave, unemployment and workers' compensation Companion: TN SB 2060	In committee	22 January 2026
TN	HB 2004	Employees, Employers - As introduced, requires private-sector employers to compensate employees for accumulated paid leave upon separation from service from employment. - Amends TCA Title 8 and Title 50, Chapter 2.	In committee	4 March 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation Companion: TN SB 2300		
TN	HB 2006	Employees, Employers - As introduced, enacts the "Workers' Right to Live Act," which places mandatory reporting requirements on employers concerning workplace fatalities and imposes penalties on employers for workplace fatalities that were a result of employer negligence; makes... Paid leave, unemployment and workers' compensation Companion: TN SB 2513	In committee	4 February 2026
TN	HB 2213	Employees, Employers - As introduced, creates the "Anti-Retaliation for Reporting Unsafe Work Act." - Amends TCA Title 50. Discrimination, harassment and pay equity Companion: TN SB 2392	■ Passed committee	18 March 2026
TN	HB 2248	Salaries and Benefits - As introduced, requires employers to pay employees an hourly wage of at least $20 beginning January 1, 2027, with annual adjustments by the commissioner of labor and workforce development based on increases in the consumer price index; establishes posting... Wages, hours and worker classification Companion: TN SB 2495	In committee	18 March 2026
TN	HB 2455	Economic and Community Development - As introduced, creates a condition of eligibility for certain economic development	In committee	4 March 2026

State	Bill	Title	Current status	Last action
		incentives that employers certify that they pay employees working on the development project for which the incentive was granted at least $21.99 an hour... Wages, hours and worker classification Companion: TN SB 2505		
TN	HB 2524	Criminal Offenses - As introduced, creates the new criminal offenses of systematic unauthorized employment and aggravated systematic unauthorized employment; establishes the tort of unfair competition. - Amends TCA Title 29 and Title 39. Companion: TN SB 2396	In committee	5 February 2026
TN	HB 2541	Salaries and Benefits - As enacted, expresses the public policy that the prevailing wage rate be paid to workers on non-state contracts for construction projects on public highways; makes other revisions to the Prevailing Wage Act for State Highway Construction Projects... Wages, hours and worker classification Companion: TN SB 2229	■ Enacted	27 May 2026
TN	HB 2542†	Unemployment Compensation - As enacted, removes a requirement that work be deemed suitable for a claimant if certain criteria are met and a claimant's gross weekly wages equal or exceed certain threshold percentages of the claimant's weekly wage for insured work for the quarter... Wages, hours and worker classification, Paid leave, unemployment and workers'	■ Enacted	27 May 2026

State	Bill	Title	Current status	Last action
		compensation Companion: TN SB 1874		
TN	HB 2617	Labor and Workforce Development, Dept. of - As introduced, requires the governor to approve all eligible workforce training programs for the purposes of federal workforce Pell grants and coordinate approval of eligible workforce training programs with other state and federal... Companion: TN SB 2193	■ Passed committee	15 April 2026
TN	HB 431	Taxes, Excise - As introduced, enacts the "CEO Pay Disparity Tax Act," which imposes a pay disparity surcharge in the amount of an additional 0.1 percent to the standard 6.5 percent excise tax rate on each company whose top executive is paid at least 100 times more than the... Wages, hours and worker classification Companion: TN SB 405	In committee	19 March 2025
TN	HB 438†	Employees, Employers - As introduced, increases, from two to three, the number of conspicuous places in which an employer is required to post and maintain notices setting forth the regular pay day established by the employer. - Amends TCA Title 4; Title 5; Title 6; Title 7... Wages, hours and worker classification Companion: TN SB 423	Introduced	5 February 2025
TN	HB 622	Local Government, General - As enacted, enacts "Dismantle DEI in Employment Act." - Amends TCA Title 5; Title 6; Title 7; Title 8 and	■ Enacted	27 May 2025

State	Bill	Title	Current status	Last action
		Title 49. Companion: TN SB 1083		
TN	HB 632	State Employees - As introduced, authorizes an employee who has been employed full-time with this state for at least 12 months to receive up to 15 hours of paid leave for certain qualified volunteer work. - Amends TCA Title 8. Paid leave, unemployment and workers' compensation Companion: TN SB 808	In committee	26 February 2025
TN	HB 680	Employees, Employers - As introduced, prohibits an agricultural employer from retaliating against an agricultural employee who asserts a protected right or based on the agricultural employee's immigration status; creates related protections and penalties related to agricultural... Discrimination, harassment and pay equity Companion: TN SB 698	In committee	10 February 2025
TN	HB 791	Employees, Employers - As introduced, enacts the "Workers' Right to Live Act." - Amends TCA Title 4; Title 8; Title 29 and Title 50. Companion: TN SB 1220	In committee	26 March 2025
TN	HB 827	Employees, Employers - As introduced, requires an employer that terminates the employment of an employee who the employer knows to be pregnant and who is covered under an employer-sponsored health benefit plan to continue to provide coverage	In committee	10 February 2025

State	Bill	Title	Current status	Last action
		under the plan until the employee's... Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: TN SB 190		
TN	HB 951	Energy - As introduced, enacts the "Clean Energy and Jobs Act"; creates the Clean Energy Workforce Training Grant Fund; establishes a tax credit for certain systems, methods, improvements, structures, devices, or appliances used by renewable energy businesses, and small...	In committee	11 February 2025
TN	HB 97†	State Employees - As introduced, defines "working day" for purposes of determining the military leave and compensation available to a state employee who is a member of any reserve component of the armed forces of the United States who is called to active military service... Paid leave, unemployment and workers' compensation	Dead	27 January 2025
TN	SB 1377	Insurance, Health, Accident - As enacted, enacts the "Voluntary Portable Benefit Plan Act"; makes related changes. - Amends TCA Title 50 and Title 65, Chapter 15, Part 3. Paid leave, unemployment and workers' compensation Companion: TN HB 494	■ Enacted	8 April 2025
TN	SB 1861	Workers Compensation - As enacted, authorizes the chief administrative officer of the bureau of workers' compensation	■ Enacted	5 May 2026

State	Bill	Title	Current status	Last action
		of the department of labor and workforce development to disburse funds from the subsequent injury and vocational recovery fund for costs associated with... Paid leave, unemployment and workers' compensation Companion: TN HB 1630		
TN	SB 1981	Workers Compensation - As enacted, adds a requirement that an award of attorneys' fees and costs incurred when an employer unreasonably denies a workers' compensation claim or unreasonably fails to timely initiate any of the benefits associated with the claim must be based on a... Paid leave, unemployment and workers' compensation Companion: TN HB 2179	■ Enacted	5 May 2026
TN	SB 2024	Employees, Employers - As enacted, exempts from the requirement that wages earned by employees in private employment are due and payable no later than the fifth day of the succeeding month those employees who are employed on a piece-work or commission basis, and requires that... Wages, hours and worker classification Companion: TN HB 1958	■ Enacted	6 April 2026
TN	SB 2032	Employees, Employers - As enacted, requires a public safety employer to provide an employee or prospective employee with reasonable access to the employee's or prospective employee's full employment	■ Enacted	5 May 2026

State	Bill	Title	Current status	Last action
		record, including the results of any mental health evaluation or screening... Companion: TN HB 2074		
TN	SB 251	Public Employees - As enacted, establishes that a retiree who is a member of the Tennessee consolidated retirement system must have had a bona fide separation of service before the retiree is allowed to accept temporary reemployment without a loss or suspension of benefits in... Paid leave, unemployment and workers' compensation	■ Enacted	2 May 2025
TN	SB 279†	Military - As enacted, defines "working day" for purposes of determining the military leave and compensation available to state and local government employees who are members of any reserve component of the armed forces of the United States who are called to active military... Paid leave, unemployment and workers' compensation Companion: TN HB 344	■ Enacted	29 April 2025
TN	SB 322	Salaries and Benefits - As enacted, grants eligible employees leave of up to six workweeks because the employee is caring for a family member with a serious health condition. - Amends TCA Section 8-50-813. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: TN HB 915	■ Enacted	15 May 2025

State	Bill	Title	Current status	Last action
TN	SB 674†	Employees, Employers - As enacted, clarifies that the general assembly preempts and occupies the entire field of regulating the terms and conditions of employment; prohibits local governments from adopting or enforcing any law, rule, or policy that requires a term or condition... Wages, hours and worker classification, Paid leave, unemployment and workers' compensation Companion: TN HB 900	■ Enacted	16 March 2026
TX	HB 1065	Relating to the classification of employees of certain companies operating under the Private Security Act.	■ Passed committee	15 May 2025
TX	HB 1066	Relating to conducting certain medical examinations using telehealth services and telemedicine medical services under the workers' compensation system. Paid leave, unemployment and workers' compensation	In committee	7 March 2025
TX	HB 1069	Relating to the classification of certain construction workers and the eligibility of those workers for unemployment benefits; providing an administrative penalty. Paid leave, unemployment and workers' compensation	In committee	7 March 2025
TX	HB 1070	Relating to the eligibility for unemployment benefits of individuals who are unemployed due to certain labor disputes. Paid leave, unemployment and workers' compensation	In committee	7 March 2025

State	Bill	Title	Current status	Last action
TX	HB 1077†	Relating to the right of public employees to collectively bargain with governmental entities. Unions and collective bargaining Companion: TX HB 1709, TX HB 193, TX HB 302, TX HB 317, TX HB 446, TX HB 4525, TX HB 480, TX HB 5194, TX HB 5227, TX HB 5321, TX HB 5368, TX HB 5404, TX HB 691, TX HB 949	In committee	7 March 2025
TX	HB 1111	Relating to the prohibition of certain discrimination based on sexual orientation or gender identity or expression; providing an administrative penalty. Discrimination, harassment and pay equity	In committee	7 March 2025
TX	HB 1125	Relating to prohibited provisions in a settlement agreement between a governmental agency and employee regarding a claim or complaint involving sexual assault or certain unlawful conduct based on sex.	In committee	7 March 2025
TX	HB 1147	Relating to the establishment by the Texas Workforce Commission of a workplace soft skills training pilot program.	■ Passed chamber	23 April 2025
TX	HB 1164	Relating to the prohibition of certain discrimination; authorizing civil penalties. Discrimination, harassment and pay equity Companion: TX SB 150	In committee	7 March 2025

State	Bill	Title	Current status	Last action
TX	HB 1210†	Relating to the adoption of uniform rules for hours of work for certain county employees. Wages, hours and worker classification	In committee	10 March 2025
TX	HB 128	Relating to workplace heat illness prevention, including the creation of a heat illness prevention advisory board; imposing administrative penalties. Workplace safety and health	Introduced	15 August 2025
TX	HB 1308	Relating to employment practices of governmental entities, state contractors, and private employers in this state regarding the legal status of employees, including requiring participation in the federal electronic verification of employment authorization program, or E-verify... Wages, hours and worker classification, Discrimination, harassment and pay equity	Dead	28 April 2025
TX	HB 1326	Relating to the frequency of pay for state employees. Wages, hours and worker classification	In committee	10 March 2025
TX	HB 1336	Relating to salary or wage deductions for classroom teachers employed by public schools. Wages, hours and worker classification	In committee	10 March 2025
TX	HB 1338†	Relating to the adoption of uniform rules for hours of work for certain county employees. Wages, hours and worker classification	■ Passed committee	1 May 2025
TX	HB 1351	Relating to employment leave for certain family or medical obligations.	In committee	11 March 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
TX	HB 1362	Relating to eligibility for unemployment compensation for employees who leave the workplace due to sexual harassment. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: TX HB 1567, TX SB 543	In committee	11 March 2025
TX	HB 139	Relating to employer health benefit plans that do not include state-mandated health benefits. Paid leave, unemployment and workers' compensation Companion: TX HB 4009	Dead	15 May 2025
TX	HB 1411	Relating to the use of personal leave during school holidays by certain school district employees. Paid leave, unemployment and workers' compensation	■ Passed chamber	7 May 2025
TX	HB 1413	Relating to the salary and wages paid to public school employees. Wages, hours and worker classification	In committee	11 March 2025
TX	HB 1488	Relating to employment practices of governmental entities, state contractors, and private employers in this state regarding the legal status of employees, including requiring participation in the federal electronic verification of employment authorization program, or E-verify... Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	11 March 2025

State	Bill	Title	Current status	Last action
TX	HB 1573	Relating to a school district policy regarding custodian workloads. Companion: TX SB 2894	Dead	14 May 2025
TX	HB 1609	Relating to the prohibition of certain employment discrimination regarding an employee who is a volunteer emergency responder. Discrimination, harassment and pay equity	■ Passed committee	13 May 2025
TX	HB 164	Relating to the regulation of migrant labor housing facilities; changing the amount of a civil penalty.	■ Passed committee	8 May 2025
TX	HB 1654	Relating to the employment of certain peace officers, detention officers, county jailers, or firefighters who are injured in the course and scope of duty.	In committee	8 April 2025
TX	HB 1659	Relating to the payment of employment compensation to state employees.	In committee	12 March 2025
TX	HB 1667	Relating to the eligibility of certain first responders for workers' compensation benefits for post-traumatic stress disorder under the workers' compensation system. Paid leave, unemployment and workers' compensation	In committee	29 April 2025
TX	HB 1676†	Relating to the period during which an employee may file a claim for unpaid wages with the Texas Workforce Commission. Wages, hours and worker classification	In committee	12 March 2025

State	Bill	Title	Current status	Last action
TX	HB 1694†	Relating to the eligibility of school bus drivers and cafeteria workers for unemployment compensation benefits. Paid leave, unemployment and workers' compensation	In committee	12 March 2025
TX	HB 170†	Relating to the prohibition of certain discrimination; authorizing civil penalties. Discrimination, harassment and pay equity Companion: TX HB 315	Introduced	15 August 2025
TX	HB 1702	Relating to eligibility for the Lone Star Workforce of the Future Fund grant program. Companion: TX SB 1114	In committee	14 March 2025
TX	HB 1797	Relating to drug testing and prescription drug policies for employees and independent contractors of state agencies and political subdivisions regarding the medical use of low-THC cannabis and hemp. Wages, hours and worker classification	In committee	14 March 2025
TX	HB 1830	Relating to tenure and employment status at public institutions of higher education in this state.	In committee	14 March 2025
TX	HB 1843	Relating to requirements regarding an employee's normal weekly hours of work under the shared work unemployment compensation program. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	14 March 2025

State	Bill	Title	Current status	Last action
TX	HB 1880	Relating to requiring certain employers to provide paid sick leave to employees; providing administrative penalties. Paid leave, unemployment and workers' compensation Companion: TX HB 841	In committee	14 March 2025
TX	HB 1896†	Relating to a mental health leave policy for certain public safety employees. Paid leave, unemployment and workers' compensation	Passed chamber	15 May 2025
TX	HB 196	Relating to admissibility of certain evidence against employers for employee use of THC.	Introduced	18 August 2025
TX	HB 197	Relating to admissibility of certain evidence against employers for employee use of THC.	Introduced	24 July 2025
TX	HB 198	Relating to periodic health screenings for firefighters.	Enacted	29 May 2025
TX	HB 199	Relating to the maximum amount of unemployment benefits payable to an individual during a benefit year under the state unemployment insurance program. Paid leave, unemployment and workers' compensation	Passed committee	15 May 2025
TX	HB 2043	Relating to the regulation of earned wage access services; requiring an occupational registration; imposing fees. Wages, hours and worker classification Companion: TX SB 938	Passed committee	29 April 2025

State	Bill	Title	Current status	Last action
TX	HB 2175†	Relating to the authority of a municipality to prohibit police or fire department employees from circulating or signing certain employment petitions.	In committee	14 March 2025
TX	HB 2186	Relating to the regulation of elevator mechanics, elevator apprentices, and contractors; requiring an occupational registration.	Passed chamber	12 May 2025
TX	HB 2187	Relating to hospital staffing report and complaint processes and to retaliation and mandatory overtime protections for nurses. Wages, hours and worker classification, Discrimination, harassment and pay equity	Enacted	20 June 2025
TX	HB 2351	Relating to prohibiting the employment of persons not lawfully present; creating a criminal offense.	In committee	28 April 2025
TX	HB 2369	Relating to the processes for and the adjudication and payment of certain claims under the workers' compensation system. Paid leave, unemployment and workers' compensation	In committee	29 April 2025
TX	HB 2414	Relating to the eligibility of certain first responders for workers' compensation benefits for post-traumatic stress disorder under the workers' compensation system. Paid leave, unemployment and workers' compensation	In committee	17 March 2025

State	Bill	Title	Current status	Last action
TX	HB 2472	Relating to the payment of gratuities to tipped employees; creating a criminal offense. Wages, hours and worker classification	In committee	17 March 2025
TX	HB 2488	Relating to conducting certain contested case hearings under the Texas workers' compensation system by remote communication. Paid leave, unemployment and workers' compensation	Enacted	20 June 2025
TX	HB 2499	Relating to placement on the minimum salary schedule for certain public school employees. Wages, hours and worker classification	In committee	17 March 2025
TX	HB 2513†	Relating to a paid leave of absence for public employees serving as fire protection personnel who are engaged in certain military service. Paid leave, unemployment and workers' compensation	Enacted	20 June 2025
TX	HB 252	Relating to the payment of employment compensation by certain state agencies.	Enacted	20 June 2025
TX	HB 2534	Relating to the right of an employee to time off from work if the employee or the employee's child is a victim of family violence or a violent felony offense.	In committee	17 March 2025
TX	HB 2545	Relating to the establishment of the Rural Workforce Training Grant Program.	Passed chamber	14 May 2025
TX	HB 2753	Relating to unlawful employment practices based on sexual harassment, including complaints and civil actions arising from those	In committee	19 March 2025

State	Bill	Title	Current status	Last action
		practices. Discrimination, harassment and pay equity Companion: TX HB 5400, TX SB 2868		
TX	HB 2760	Relating to judicial review of a Texas Workforce Commission decision in an unemployment compensation proceeding. Paid leave, unemployment and workers' compensation	■ Enacted	20 June 2025
TX	HB 2788	Relating to the disclosure of certain fraud detection information obtained in the administration of the unemployment compensation system. Paid leave, unemployment and workers' compensation	■ Enacted	20 June 2025
TX	HB 2800	Relating to the apprenticeship system of adult career and technology education. Wages, hours and worker classification	In committee	8 May 2025
TX	HB 2836†	Relating to the minimum wage. Wages, hours and worker classification Companion: TX HB 5297, TX HB 812	In committee	19 March 2025
TX	HB 285	Relating to a pay raise for certain state employees. Wages, hours and worker classification	Introduced	21 August 2025
TX	HB 2938	Relating to attendant care services under Medicaid and other programs administered by the Health and Human Services Commission, including establishing a minimum base wage for certain personal attendants providing those services and allowing family	In committee	19 March 2025

State	Bill	Title	Current status	Last action
		members to provide those... Wages, hours and worker classification		
TX	HB 301†	Relating to leave for state employees for prenatal care. Paid leave, unemployment and workers' compensation	In committee	28 February 2025
TX	HB 3050	Relating to the salary and wages paid to public school employees; making an appropriation. Wages, hours and worker classification	In committee	20 March 2025
TX	HB 3059	Relating to the establishment of a paid parental leave program administered by the Texas Workforce Commission; imposing an employer contribution. Paid leave, unemployment and workers' compensation	In committee	20 March 2025
TX	HB 3105	Relating to establishing a minimum base wage for certain personal attendants under Medicaid and other programs administered by the Health and Human Services Commission. Wages, hours and worker classification	In committee	20 March 2025
TX	HB 3125	Relating to establishment by the Texas Workforce Commission of a geothermal energy workforce education and training initiative.	Passed chamber	23 April 2025
TX	HB 3153	Relating to hiring and employment requirements for persons in direct contact with children at certain facilities.	Enacted	20 June 2025
TX	HB 3184	Relating to authorization for a county or municipality to establish a local minimum wage.	In committee	20 March 2025

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification Companion: TX SB 339		
TX	HB 319	Relating to requiring certain employers to provide paid sick leave to employees; providing administrative and civil penalties. Paid leave, unemployment and workers' compensation	Introduced	3 September 2025
TX	HB 3190	Relating to school personnel and public school operations, including the eligibility of certain employees for unemployment compensation benefits. Paid leave, unemployment and workers' compensation	In committee	20 March 2025
TX	HB 3191	Relating to a franchise tax credit for taxable entities that make certain employer child-care contributions and a study on access to and availability of child care in this state. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Passed committee	15 May 2025
TX	HB 3260	Relating to the Texas Industry-Recognized Apprenticeship Programs Grant Program. Wages, hours and worker classification	■ Enacted	20 June 2025
TX	HB 331	Relating to certain presumptions applicable to claims for benefits or compensation for certain medical conditions brought by certain first responders.	■ Enacted	24 May 2025
TX	HB 3387	Relating to the safety standards of certain rail employees; requiring an occupational permit. Workplace safety and health	In committee	21 March 2025

State	Bill	Title	Current status	Last action
TX	HB 3427	Relating to the authority of a political subdivision to implement certain diversity, equity, and inclusion policies.	In committee	21 March 2025
TX	HB 3447	Relating to the minimum wage. Wages, hours and worker classification	In committee	21 March 2025
TX	HB 3494	Relating to wages paid to certain workers with disabilities. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	24 March 2025
TX	HB 3605	Relating to a franchise tax credit for taxable entities that employ certain apprentices in broadband utility engineering or construction jobs. Wages, hours and worker classification	Passed committee	7 May 2025
TX	HB 3648	Relating to local control of the employment matters of sheriff's department employees in certain counties.	Passed committee	21 May 2025
TX	HB 3681	Relating to requiring certain public and private employers in this state to participate in the federal electronic verification of employment authorization program, or E-verify, and notice regarding certain persons whose eligibility to work in the United States cannot be... Discrimination, harassment and pay equity	In committee	25 March 2025
TX	HB 3698	Relating to participation in reemployment services as a condition of eligibility for unemployment benefits.	Enacted	29 May 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
TX	HB 3699	Relating to initial claims under the unemployment compensation system. Paid leave, unemployment and workers' compensation	■ Enacted	20 June 2025
TX	HB 3763†	Relating to certain audits of employers conducted by the Texas Workforce Commission.	In committee	26 March 2025
TX	HB 3799	Relating to the establishment of the Apprenticeship Training Program Sponsorship Fund. Wages, hours and worker classification	In committee	8 April 2025
TX	HB 38†	Relating to the prohibition of certain discrimination; authorizing civil penalties. Discrimination, harassment and pay equity	Introduced	14 July 2025
TX	HB 3914	Relating to the health benefit plan coverage of and reimbursement for the treatment of a first responder's injuries sustained within the course and scope of employment. Paid leave, unemployment and workers' compensation	In committee	23 April 2025
TX	HB 3977	Relating to conditions of employment for firefighters employed by certain political subdivisions.	■ Passed chamber	19 May 2025
TX	HB 3982	Relating to requiring certain employers to provide heat safety training and protections to employees; providing an administrative penalty.	In committee	27 March 2025

State	Bill	Title	Current status	Last action
TX	HB 4019	Relating to providing certain students in this state with career opportunities in state agencies through the Texas pathways program.	In committee	27 March 2025
TX	HB 4065	Relating to binding arbitration in collective bargaining for firefighters and police officers in certain political subdivisions. Unions and collective bargaining	In committee	27 March 2025
TX	HB 4067	Relating to prohibiting covenants not to compete against workers.	In committee	27 March 2025
TX	HB 4110	Relating to establishing a minimum base wage for certain direct care workers under Medicaid. Wages, hours and worker classification	In committee	27 March 2025
TX	HB 4175	Relating to the adoption of a mental health leave policy for certain qualified employees. Paid leave, unemployment and workers' compensation	Passed committee	12 May 2025
TX	HB 4205	Relating to compensation and employment benefits for law enforcement personnel in certain counties.	Enacted	20 June 2025
TX	HB 4245	Relating to compensatory and punitive damage limits in employment discrimination claims. Discrimination, harassment and pay equity	In committee	31 March 2025
TX	HB 4251	Relating to protection for certain essential workers and health care practitioners in the private sector who report certain activities or violations of law.	In committee	1 April 2025

State	Bill	Title	Current status	Last action
TX	HB 4317	Relating to severance pay for political subdivision employees and independent contractors. Wages, hours and worker classification	Passed committee	2 May 2025
TX	HB 4415	Relating to waiver of immunity in certain employment discrimination actions in connection with a workers' compensation claim. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Passed committee	14 May 2025
TX	HB 4443	Relating to the establishment by the Texas Workforce Commission of a pilot program to train workers for careers in energy-efficient technologies.	Passed chamber	15 May 2025
TX	HB 4464	Relating to the provision of workers' compensation insurance coverage for certain Texas Task Force 1 members and intrastate fire mutual aid system team and regional incident management team members, including the removal of coverage for nongovernment members. Paid leave, unemployment and workers' compensation	Enacted	20 June 2025
TX	HB 4483	Relating to the funding mechanism for the regulation of workers' compensation and workers' compensation insurance; authorizing surcharges. Paid leave, unemployment and workers' compensation	In committee	29 April 2025
TX	HB 4598	Relating to imposing an employer contribution to support the subsidized child care services program administered by the	In committee	3 April 2025

State	Bill	Title	Current status	Last action
		Texas Workforce Commission. Paid leave, unemployment and workers' compensation		
TX	HB 4676	Relating to the provision of medical benefits through political subdivision networks under the workers' compensation system. Paid leave, unemployment and workers' compensation	In committee	29 April 2025
TX	HB 4704	Relating to a public school paid parental leave policy, an allotment under the Foundation School Program for the cost of providing paid parental leave under that policy, and the eligibility of certain children for free prekindergarten programs. Paid leave, unemployment and workers' compensation Companion: TX SB 237	In committee	3 April 2025
TX	HB 5118	Relating to a study on employer and state agency use of automated employment decision tools in assessing an applicant's suitability for a position. AI in hiring and workplace monitoring	■ Passed committee	15 May 2025
TX	HB 5163	Relating to the minimum wage and a requirement for a biennial study and report on the living wage in this state. Wages, hours and worker classification	In committee	7 April 2025
TX	HB 5164	Relating to parental leave for certain employees paid by employers or insurance policies maintained by employers. Paid leave, unemployment and workers' compensation	In committee	7 April 2025

State	Bill	Title	Current status	Last action
TX	HB 5296	Relating to the salary and wages paid to public school employees. Wages, hours and worker classification	In committee	7 April 2025
TX	HB 5315†	Relating to repealing certain restrictions and prohibitions regarding labor unions. Unions and collective bargaining	In committee	7 April 2025
TX	HB 5390	Relating to cooperation by economic development program participants with local workforce development boards.	In committee	7 April 2025
TX	HB 5425	Relating to prohibiting certain nondisclosure or non-disparagement agreements by employers; creating a civil cause of action. Noncompetes and restrictive covenants	In committee	7 April 2025
TX	HB 5428	Relating to payroll deductions for employees of a public university system or institution of higher education. Wages, hours and worker classification Companion: TX SB 2867	In committee	7 April 2025
TX	HB 5462	Relating to the regulation of earned income access providers and earned income access transactions; requiring an occupational license; authorizing fees; providing an administrative penalty; creating a criminal offense.	In committee	7 April 2025
TX	HB 5545†	Relating to the consideration of certain wage replacement disability benefits received by an injured employee as benefits in the nature of workers' compensation for certain federal	■ Passed committee	13 May 2025

State	Bill	Title	Current status	Last action
		tax purposes. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity Companion: TX SB 2989		
TX	HB 5626	Relating to the right of an employee to unpaid leave to donate an organ or bone marrow or to receive an organ or bone marrow transplant. Paid leave, unemployment and workers' compensation	In committee	7 April 2025
TX	HB 669	Relating to a database of employers penalized for failure to pay wages or convicted of certain criminal offenses involving wage theft. Wages, hours and worker classification	In committee	1 April 2025
TX	HB 715	Relating to the prohibition of certain discrimination based on sexual orientation or gender identity; providing an administrative penalty. Discrimination, harassment and pay equity	In committee	4 March 2025
TX	HB 74	Relating to a pay raise for certain state employees. Wages, hours and worker classification	Introduced	14 July 2025
TX	HB 762	Relating to severance pay for political subdivision employees and independent contractors. Wages, hours and worker classification	■ Enacted	22 June 2025
TX	HB 801	Relating to the application for funding for certain workforce development programs.	In committee	5 March 2025

State	Bill	Title	Current status	Last action
TX	HB 822	Relating to requiring certain employers to provide paid sick leave to employees; providing administrative and civil penalties. Paid leave, unemployment and workers' compensation	In committee	5 March 2025
TX	HB 835	Relating to unlawful employment practices with respect to compensation and wage history. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	5 March 2025
TX	HB 836	Relating to establishing a minimum base wage for certain personal attendants under Medicaid and other programs administered by the Health and Human Services Commission. Wages, hours and worker classification	In committee	5 March 2025
TX	HB 875	Relating to workers' compensation insurance coverage and bid bonding requirements for small municipal construction projects for certain municipalities. Paid leave, unemployment and workers' compensation Companion: TX SB 1890	■ Passed committee	14 May 2025
TX	HB 881	Relating to a progressive disciplinary matrix for police officer misconduct in certain municipalities.	In committee	6 March 2025
TX	HB 91	Relating to workplace heat illness prevention, including the creation of a heat illness prevention advisory board; imposing administrative penalties. Workplace safety and health	Introduced	14 July 2025

State	Bill	Title	Current status	Last action
TX	SB 1254	Relating to the regulation of professional employer organizations. Wages, hours and worker classification	Enacted	20 June 2025
TX	SB 1455	Relating to the funding mechanism for the regulation of workers' compensation and workers' compensation insurance; authorizing surcharges. Paid leave, unemployment and workers' compensation	Enacted	20 June 2025
TX	SB 1581	Relating to the eligibility of a trustee of certain school districts for employment by those districts.	Passed chamber	14 May 2025
TX	SB 1593	Relating to the Texas Industry-Recognized Apprenticeship Programs Grant Program. Wages, hours and worker classification	In committee	10 March 2025
TX	SB 1628	Relating to the consideration of criminal history record information of applicants for public employment or an occupational license. Discrimination, harassment and pay equity	In committee	11 March 2025
TX	SB 1878	Relating to the Polytechnic College at Sam Houston State University, including the college's eligibility to participate in certain programs.	In committee	3 April 2025

State	Bill	Title	Current status	Last action
TX	SB 1950	Relating to the eligibility of certain individuals for unemployment benefits and the validity of certain claims for unemployment benefits submitted to the Texas Workforce Commission. Paid leave, unemployment and workers' compensation	■ Passed chamber	14 May 2025
TX	SB 1961	Relating to the reporting of data relating to postsecondary education and workforce trends by the Texas Higher Education Coordinating Board and the Texas Workforce Commission, to performance tier funding under the public junior college finance program, and to a biennial regional...	In committee	14 April 2025
TX	SB 1999	Relating to protection for a public employee's or student's use of terms consistent with biological sex.	■ Passed chamber	23 May 2025
TX	SB 2059	Relating to the recognition of career and technology education programs by the Texas Department of Licensing and Regulation.	In committee	17 March 2025
TX	SB 2072	Relating to the establishment of a paid parental leave program administered by the Texas Workforce Commission; imposing an employer contribution. Paid leave, unemployment and workers' compensation	In committee	24 March 2025
TX	SB 2164	Relating to employer incentive payments for child care for employees, including creating an employer child-care contribution	In committee	24 March 2025

State	Bill	Title	Current status	Last action
		partnership program and a franchise tax credit for taxable entities that make certain employer child-care contributions; authorizing a civil penalty. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation		
TX	SB 2182	Relating to a franchise tax credit for taxable entities that employ certain apprentices in broadband utility engineering or construction jobs. Wages, hours and worker classification	In committee	24 March 2025
TX	SB 220	Relating to an employer's civil liability under the Texas Workers' Compensation Act for injuries sustained by certain victims of sexual assault or abuse. Paid leave, unemployment and workers' compensation	In committee	3 February 2025
TX	SB 2237	Relating to severance pay for certain political subdivision employees. Wages, hours and worker classification	■ Enacted	20 June 2025
TX	SB 2282	Relating to authorizing school districts to provide funding using money received under the Foundation School Program to community-based organizations for purposes of reimbursing private employers for paid internships provided to certain students in career and technology... Companion: TX SB 786	In committee	25 March 2025

State	Bill	Title	Current status	Last action
TX	SB 2301†	Relating to municipal charters that set a minimum or maximum number of municipal employees.	In committee	26 March 2025
TX	SB 2330	Relating to payroll deductions for certain state and local government employee organizations. Wages, hours and worker classification, Unions and collective bargaining	Passed chamber	1 May 2025
TX	SB 2356	Relating to hospital staffing report processes and to retaliation and mandatory overtime protections for nurses; providing administrative penalties. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	25 March 2025
TX	SB 243	Relating to the regulation of migrant labor housing facilities; changing the amount of a civil penalty.	Enacted	20 June 2025
TX	SB 2432†	Relating to periodic occupational cancer screenings for firefighters.	In committee	25 March 2025
TX	SB 2448	Relating to the establishment of the Rural Workforce Development Grant Program. Companion: TX HB 4479	Enacted	30 May 2025
TX	SB 2473	Relating to the use of an automated employment decision tool by a state agency to assess a job applicant's fitness for a position. AI in hiring and workplace monitoring	In committee	3 April 2025
TX	SB 2482	Relating to sheriff's department civil service systems in certain counties.	In committee	3 April 2025

State	Bill	Title	Current status	Last action
TX	SB 2603	Relating to cooperation by economic development program participants with local workforce development boards.	Passed committee	25 May 2025
TX	SB 264	Relating to discontinuing group self-insurance coverage and dissolving the Texas self-insurance group guaranty fund and trust fund under the Texas Workers' Compensation Act. Paid leave, unemployment and workers' compensation	Enacted	20 June 2025
TX	SB 2650	Relating to certain requirements for participation in the E-verify program; authorizing penalties. Discrimination, harassment and pay equity	In committee	3 April 2025
TX	SB 2807	Relating to motor vehicles, including automated motor vehicles; creating a criminal offense.	Enacted	20 June 2025
TX	SB 2882	Relating to updating the Labor Code in accordance with the United States and Texas Constitutions.	In committee	7 April 2025
TX	SB 2890	Relating to the establishment of state agency grievance procedures for state agency employees.	In committee	7 April 2025
TX	SB 2990	Relating to removing the requirement of provision of workers' compensation insurance coverage for Texas Task Force 1 members and members of intrastate fire mutual aid system teams and regional incident management teams.	In committee	7 April 2025

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
TX	SB 2991	Relating to the use of an automated employment decision tool by an employer to assess a job applicant's fitness for a position; imposing an administrative penalty. AI in hiring and workplace monitoring	In committee	7 April 2025
TX	SB 3002†	Relating to the payment of employment compensation by certain state agencies.	In committee	7 April 2025
TX	SB 324	Relating to requiring state contractors, political subdivisions of this state, and private employers to participate in the federal electronic verification of employment authorization program, or E-verify. Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: TX HB 2744, TX HB 3210	■ Passed chamber	2 May 2025
TX	SB 338	Relating to required provision of workers' compensation insurance coverage for employees of building and construction contractors and subcontractors. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	3 February 2025
TX	SB 361	Relating to a prohibition of employment discrimination on the basis of reproductive decisions and certain employment agreements limiting reproductive decisions. Discrimination, harassment and pay	In committee	3 February 2025

State	Bill	Title	Current status	Last action
		equity, Noncompetes and restrictive covenants		
TX	SB 454	Relating to the eligibility of a firefighter or emergency medical technician for workers' compensation benefits for infertility. Paid leave, unemployment and workers' compensation	In committee	3 February 2025
TX	SB 489	Relating to a requirement that a person provide or contribute to the cost of child care for the person's employees in order to be eligible to receive a limitation on the taxable value of the person's property for school district maintenance and operations ad valorem tax purposes.	In committee	3 February 2025
TX	SB 65†	Relating to the adoption of uniform rules for hours of work for certain county employees. Wages, hours and worker classification	■ Enacted	19 May 2025
TX	SB 68	Relating to a limitation on the salary of superintendents and chief executive officers of school districts and open-enrollment charter schools. Wages, hours and worker classification	Introduced	6 August 2025
TX	SB 689	Relating to employment practices regarding diversity and prohibiting the implementation of diversity, equity, and inclusion initiatives by certain governmental entities. Discrimination, harassment and pay equity	■ Passed chamber	20 May 2025

State	Bill	Title	Current status	Last action
TX	SB 777	Relating to compensation and employment condition standards by municipal charter or collective bargaining agreement and to impasse resolution in collective bargaining with certain political subdivisions. Unions and collective bargaining Companion: TX HB 3171	■ Enacted	20 June 2025
TX	SB 925	Relating to certain agreements with collective bargaining organizations related to certain publicly funded public work contracts. Wages, hours and worker classification, Unions and collective bargaining	■ Passed chamber	9 April 2025

State	Bill	Title	Current status	Last action
US	H.J.Res. 154	Providing for congressional disapproval under chapter 8 of title 5, United States Code, of the rule submitted by the Department of Labor relating to the Adverse Effect Wage Rate. Wages, hours and worker classification	In committee	26 March 2026
US	H.R. 100	Protect the Gig Economy Act of 2025 Wages, hours and worker classification	In committee	3 January 2025
US	H.R. 10007	Environmental Health Workforce Act of 2026	In committee	30 July 2026
US	H.R. 1002	Caring for All Families Act	In committee	5 February 2025

State	Bill	Title	Current status	Last action
US	H.R. 10035	Protecting Independent Contractors from Discrimination Act of 2026 Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	6 August 2026
US	H.R. 10044	AI Tax and Work Protection Act	In committee	6 August 2026
US	H.R. 10056	Nurse Overtime and Patient Safety Act of 2026 Wages, hours and worker classification	In committee	6 August 2026
US	H.R. 10085	Lifelong Learning Act Companion: US S. 3870	In committee	13 August 2026
US	H.R. 10156	Better Jobs through Evidence and Innovation Act Companion: US S. 5077	In committee	27 August 2026
US	H.R. 10194	PRO–WORK Act	■ In committee	15 September 2026
US	H.R. 10198	Federal Worker Protection Act Workplace safety and health	In committee	31 August 2026
US	H.R. 10200	Family Leave for Parental Involvement in Education Act Paid leave, unemployment and workers' compensation	In committee	31 August 2026
US	H.R. 10215	Workforce Mobility Act of 2026	■ In committee	1 September 2026
US	H.R. 10239	Equal Pay for Equal Work Act Wages, hours and worker classification, Discrimination, harassment and pay equity	■ In committee	2 September 2026

State	Bill	Title	Current status	Last action
US	H.R. 10247	Future of America's Workforce Act	In committee	3 September 2026
US	H.R. 10250	No Preference Act	In committee	3 September 2026
US	H.R. 10260	Reducing Arbitrary Barriers to Apprenticeship Act of 2026 Wages, hours and worker classification	In committee	10 September 2026
US	H.R. 10273	Fairness for Farm Workers Act	In committee	3 September 2026
US	H.R. 10294	Better Pay for American Workers Act Wages, hours and worker classification	In committee	3 September 2026
US	H.R. 10323	Thirty-Two Hour Workweek Act Wages, hours and worker classification Companion: US S. 5384	In committee	8 September 2026
US	H.R. 1035	Job Protection Act	In committee	5 February 2025
US	H.R. 10358	RETURN Act	In committee	14 September 2026
US	H.R. 10372	FABRIC Act Companion: US S. 5393	In committee	14 September 2026
US	H.R. 10373	Protecting Workers' Wages from Medical Debt Act Wages, hours and worker classification	In committee	14 September 2026
US	H.R. 10402	Good Energy Jobs Act of 2026	In committee	15 September 2026

State	Bill	Title	Current status	Last action
US	H.R. 10443	American Procurement Improvement Act of 2026	In committee	16 September 2026
US	H.R. 10446	Incentivizing Small Business Employee Retention Act of 2026	In committee	16 September 2026
US	H.R. 10459	Patriotic Corporations of America Act of 2026	In committee	16 September 2026
US	H.R. 10492	Wildland Firefighter Health and Safety Act Workplace safety and health Companion: US S. 5433	In committee	17 September 2026
US	H.R. 1055	CONSTRUCTS Act of 2025	In committee	6 February 2025
US	H.R. 10560	Skilled JOBS Act	In committee	24 September 2026
US	H.R. 10578	AI DATA Act	In committee	24 September 2026
US	H.R. 10585	Civilian Climate Corps for Jobs and Justice Act	In committee	24 September 2026
US	H.R. 10703†	Protecting Workers' Benefits Act	In committee	1 October 2026
US	H.R. 10704	Direct CARE Opportunity Act of 2026	In committee	1 October 2026
US	H.R. 10879†	Workers' Right to Compete Act	In committee	22 October 2026
US	H.R. 1119	Unemployment Integrity Act of 2025 Paid leave, unemployment and workers' compensation	In committee	7 February 2025

State	Bill	Title	Current status	Last action
US	H.R. 1132	To amend the Workforce Innovation and Opportunity Act to direct the Secretary of Labor to award grants to community colleges for high-quality workforce development programs.	In committee	7 February 2025
US	H.R. 1193	Future in Logging Careers Act Workplace safety and health	In committee	11 February 2025
US	H.R. 122	Original LAW Act	In committee	3 January 2025
US	H.R. 1232	National Right-to-Work Act	In committee	12 February 2025
US	H.R. 1314	TIPS Act Wages, hours and worker classification	In committee	13 February 2025
US	H.R. 1319	Modern Worker Empowerment Act	■ Passed committee	20 February 2026
US	H.R. 1320	Modern Worker Security Act	■ Passed committee	20 February 2026
US	H.R. 1354	Justice for All Act of 2025	In committee	13 February 2025
US	H.R. 1357	Susan Muffley Act of 2025	In committee	13 February 2025
US	H.R. 1424	To amend the Internal Revenue Code of 1986 to increase the employer tax credit for paid family and medical leave. Paid leave, unemployment and workers' compensation	In committee	18 February 2025

State	Bill	Title	Current status	Last action
US	H.R. 1434	Strengthening Communities through Summer Employment Act	In committee	18 February 2025
US	H.R. 1443	Public Safety Free Speech Act Companion: US S. 1247	In committee	18 February 2025
US	H.R. 1446	Validate Prior Learning to Accelerate Employment Act	In committee	21 February 2025
US	H.R. 1505	Public Safety Employer-Employee Cooperation Act Unions and collective bargaining	In committee	21 February 2025
US	H.R. 1559	Postal Employee Appeal Rights Amendment Act of 2025 Unions and collective bargaining	In committee	20 November 2025
US	H.R. 1597	Compassion for Vulnerable and Struggling Workers Act Wages, hours and worker classification	In committee	26 February 2025
US	H.R. 1633	Workforce Reentry Act	In committee	26 February 2025
US	H.R. 1638	CROWN Act of 2025	In committee	26 February 2025
US	H.R. 17	Paycheck Fairness Act Wages, hours and worker classification	In committee	25 March 2025
US	H.R. 1723	Tribal Labor Sovereignty Act of 2025 Unions and collective bargaining	■ Passed committee	16 January 2026
US	H.R. 1783	American Apprenticeship Act Wages, hours and worker classification Companion: US S. 531	In committee	3 March 2025

State	Bill	Title	Current status	Last action
US	H.R. 1797	Employment Services and Jobs Parity Act	In committee	3 March 2025
US	H.R. 1895	Delphi Retirees Pension Restoration Act	In committee	6 March 2025
US	H.R. 1962†	Guaranteeing Overtime for Truckers Act Wages, hours and worker classification	In committee	6 March 2025
US	H.R. 1988	Pay Federal Workers and Servicemembers Act Wages, hours and worker classification	In committee	10 March 2025
US	H.R. 1989	Protect Our Probationary Employees Act	In committee	10 March 2025
US	H.R. 20	Richard L. Trumka Protecting the Right to Organize Act of 2025	In committee	5 March 2025
US	H.R. 2007	Salary Transparency Act Wages, hours and worker classification	In committee	10 March 2025
US	H.R. 201	Federal Employee Performance and Accountability Act of 2025 Companion: US S. 359	In committee	3 January 2025
US	H.R. 2023	Women's Retirement Protection Act	In committee	11 March 2025
US	H.R. 2041	Hidden Fee Disclosure Act of 2025	In committee	11 March 2025
US	H.R. 2086	Rights for the TSA Workforce Act	In committee	11 March 2025

State	Bill	Title	Current status	Last action
US	H.R. 2099	To amend the Workforce Innovation and Opportunity Act to authorize a study to review specific outcomes of entrepreneurial skills development programs, and for other purposes.	In committee	14 March 2025
US	H.R. 2219	Salary History Question Prohibition Act Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	18 March 2025
US	H.R. 2237	Farm Workforce Support Act of 2025	In committee	18 March 2025
US	H.R. 2241	Secret Ballot Protection Act	In committee	21 March 2025
US	H.R. 2249	Preserving Presidential Management Authority Act	■ Passed committee	25 March 2025
US	H.R. 2262	Flexibility for Workers Education Act	Dead	13 January 2026
US	H.R. 2270	Empowering Employer Child and Elder Care Solutions Act	■ Passed committee	13 January 2026
US	H.R. 2281	Strengthening Job Corps Act of 2025	In committee	21 March 2025
US	H.R. 2297	Taxpayer-Funded Union Time Transparency Act Unions and collective bargaining Companion: US S. 1170	In committee	24 March 2025
US	H.R. 2299	Ensuring Workers Get PAID Act of 2025 Companion: US S. 2267	■ Passed committee	3 March 2026

State	Bill	Title	Current status	Last action
US	H.R. 2304	Ensuring Access to Affordable and Quality Home Care for Seniors and People with Disabilities Act Discrimination, harassment and pay equity	In committee	24 March 2025
US	H.R. 2312	Tipped Employee Protection Act Wages, hours and worker classification	■ Passed committee	13 January 2026
US	H.R. 240	Protect Local Farms Act Wages, hours and worker classification	In committee	7 January 2025
US	H.R. 2431	Don't Cut FAA Workers Act of 2025	In committee	27 March 2025
US	H.R. 2465	Ensuring Opportunities in Online Training Act	In committee	27 March 2025
US	H.R. 2506	AID Youth Employment Act Workplace safety and health Companion: US S. 1211	In committee	31 March 2025
US	H.R. 251	Legal Workforce Act	In committee	9 January 2025
US	H.R. 2531	Workplace Violence Prevention for Health Care and Social Service Workers Act Workplace safety and health	In committee	1 April 2025
US	H.R. 2550	Protect America's Workforce Act	■ Passed chamber	15 December 2025
US	H.R. 2571	Self-Insurance Protection Act	■ Passed committee	15 December 2025

State	Bill	Title	Current status	Last action
US	H.R. 2572	Worker Enfranchisement Act Wages, hours and worker classification	In committee	1 April 2025
US	H.R. 2595	Building Child Care for a Better Future Act Paid leave, unemployment and workers' compensation	In committee	2 April 2025
US	H.R. 2644	Love Them Both Act of 2025	In committee	3 April 2025
US	H.R. 2647	Safe Workplaces Act	In committee	3 April 2025
US	H.R. 2651	One Door to Work Act	In committee	3 April 2025
US	H.R. 2671	Tax Fairness for Workers Act	In committee	7 April 2025
US	H.R. 2676	No Union Time on the Taxpayer's Dime Act Unions and collective bargaining	In committee	8 April 2025
US	H.R. 2690	Improve Employer-Directed Skills Act	In committee	7 April 2025
US	H.R. 2692	No Tax Breaks for Union Busting (NTBUB) Act Unions and collective bargaining	In committee	7 April 2025
US	H.R. 2732	Fairness for Stay-at-Home Parents Act	In committee	8 April 2025
US	H.R. 2736	Public Service Freedom to Negotiate Act of 2025	In committee	8 April 2025
US	H.R. 2743	Raise the Wage Act of 2025 Wages, hours and worker classification	In committee	8 April 2025

State	Bill	Title	Current status	Last action
US	H.R. 2844	Michael Enzi Voluntary Protection Program Act of 2025 Companion: US S. 1417	■ Passed committee	3 March 2026
US	H.R. 2870	Working Families Flexibility Act of 2025 Companion: US S. 1158	■ Passed committee	12 February 2026
US	H.R. 2880	To provide employment protections for, and reinstatement of, certain probationary Federal career employees, and for other purposes.	In committee	10 April 2025
US	H.R. 291	CAREERS Act	In committee	14 February 2025
US	H.R. 2910	Youth Workforce Readiness Act of 2025	In committee	14 April 2025
US	H.R. 2952	SALT Act	In committee	17 April 2025
US	H.R. 3036	Protecting America's Workers Act	In committee	28 April 2025
US	H.R. 3089	More Paid Leave for More Americans Act Paid leave, unemployment and workers' compensation	In committee	30 April 2025
US	H.R. 3090	I–PLAN Act of 2025	In committee	30 April 2025
US	H.R. 3105	Promotion and Expansion of Private Employee Ownership Act of 2025	In committee	30 April 2025
US	H.R. 3136	Protect our Public Health Workforce Act	In committee	1 May 2025

State	Bill	Title	Current status	Last action
US	H.R. 3139	Public Service Worker Protection Act Workplace safety and health	In committee	1 May 2025
US	H.R. 3170	Improving Access to Workers' Compensation for Injured Federal Workers Act of 2025 Paid leave, unemployment and workers' compensation	Passed committee	4 December 2025
US	H.R. 3178	Save Healthcare Workers Act	In committee	5 May 2025
US	H.R. 3227	Farm Workforce Modernization Act of 2025	In committee	7 May 2025
US	H.R. 3261	VA Employee Fairness Act of 2025	In committee	29 May 2025
US	H.R. 3270	Air Traffic Control Workforce Development Act of 2025	In committee	8 May 2025
US	H.R. 3296	MIL FMLA Act	In committee	8 May 2025
US	H.R. 3404	FAIR Leave Act Paid leave, unemployment and workers' compensation	In committee	14 May 2025
US	H.R. 3417	Websites and Software Applications Accessibility Act of 2025	In committee	14 May 2025
US	H.R. 3438	Fair Wage Act of 2025 Wages, hours and worker classification	In committee	15 May 2025
US	H.R. 3460	AI Whistleblower Protection Act Discrimination, harassment and pay equity	In committee	15 May 2025

State	Bill	Title	Current status	Last action
US	H.R. 3495†	Direct Seller and Real Estate Agent Harmonization Act Wages, hours and worker classification	■ Passed committee	8 September 2026
US	H.R. 3499	Outdoor Recreational Outfitting and Guiding Act	In committee	19 May 2025
US	H.R. 3522	Protecting Older Workers Against Discrimination Act of 2025 Discrimination, harassment and pay equity	In committee	20 May 2025
US	H.R. 3532	Striking and Locked Out Workers Healthcare Protection Act Workplace safety and health	In committee	21 May 2025
US	H.R. 3545	TEENS Act	In committee	21 May 2025
US	H.R. 3560	Veteran Wildland Firefighter Employment Act of 2025 Discrimination, harassment and pay equity	In committee	6 June 2025
US	H.R. 3614	FIRE Act	In committee	26 May 2025
US	H.R. 3662	Labor Income Fairness and Transparency Act	In committee	29 May 2025
US	H.R. 3681	Leveraging Educational Opportunity Networks Act	In committee	3 June 2025
US	H.R. 3758	Workers' Disability Benefits Parity Act of 2025 Paid leave, unemployment and workers' compensation	In committee	5 June 2025

State	Bill	Title	Current status	Last action
US	H.R. 3871	Apprenticeship Infrastructure Tax Credit Act of 2025 Wages, hours and worker classification	In committee	10 June 2025
US	H.R. 3893	Employment Abundance Act	In committee	10 June 2025
US	H.R. 3971	Domestic Workers Bill of Rights Act Wages, hours and worker classification	In committee	12 June 2025
US	H.R. 3997	Protecting Children Act	In committee	12 June 2025
US	H.R. 4049	Employer-Directed Skills Act	In committee	17 June 2025
US	H.R. 4050	Advancing Skills-Based Hiring Act of 2025	In committee	17 June 2025
US	H.R. 4052	Employment Abundance Act	In committee	17 June 2025
US	H.R. 4154	Employee Rights Act	In committee	26 June 2025
US	H.R. 4351	To amend the Family and Medical Leave Act of 1993 to reduce the qualifying time for a spouse of an active duty member of the Armed Forces to take leave. Paid leave, unemployment and workers' compensation	In committee	10 July 2025
US	H.R. 4353	Timothy J. Barber Act	In committee	10 July 2025
US	H.R. 4366	Save Local Business Act	■ Passed committee	13 January 2026

State	Bill	Title	Current status	Last action
US	H.R. 4367	Bracero Program 2.0 Act	In committee	14 July 2025
US	H.R. 4424	SHIELD Act	In committee	16 July 2025
US	H.R. 4439	Unemployment Insurance Modernization and Recession Readiness Act Paid leave, unemployment and workers' compensation Companion: US S. 2312	In committee	16 July 2025
US	H.R. 4443	Asunción Valdivia Heat Illness, Injury, and Fatality Prevention Act of 2025 Workplace safety and health	In committee	16 July 2025
US	H.R. 4452	STEM RESTART Act Companion: US S. 2306	In committee	16 July 2025
US	H.R. 4554	Restoring Biological Truth to the Workplace Act Companion: US S. 2037	In committee	21 July 2025
US	H.R. 4588	Supporting Apprenticeship Colleges Act of 2025 Wages, hours and worker classification Companion: US S. 2028	In committee	22 July 2025
US	H.R. 4599	Protections and Transparency in the Workplace Act	In committee	22 July 2025
US	H.R. 4624	Muhammad Ali American Boxing Revival Act of 2026	■ Passed chamber	25 March 2026
US	H.R. 4640	Stop AI Price Gouging and Wage Fixing Act of 2025 Wages, hours and worker classification	In committee	23 July 2025

State	Bill	Title	Current status	Last action
US	H.R. 4693	College Athlete Right to Organize Act	In committee	23 July 2025
US	H.R. 4740	No Tax on Overtime for All Workers Act Wages, hours and worker classification	In committee	23 July 2025
US	H.R. 4763	PTO Act	In committee	25 July 2025
US	H.R. 4771	Transformation to Competitive Integrated Employment Act	In committee	25 July 2025
US	H.R. 4825	COTA Act	In committee	29 July 2025
US	H.R. 4844	Farmworker Smoke and Excessive Heat Protection Act of 2025 Companion: US S. 2571	In committee	1 August 2025
US	H.R. 4896	Warehouse Worker Protection Act Workplace safety and health	In committee	5 August 2025
US	H.R. 4905	Energy Workers Health Improvement and Compensation Fund Act	In committee	5 August 2025
US	H.R. 4908	Time Off to Vote Act	In committee	5 August 2025
US	H.R. 493	FAIR Act	In committee	16 September 2025
US	H.R. 4949	Apprenticeships for Small Businesses Act of 2025 Wages, hours and worker classification	In committee	12 August 2025

State	Bill	Title	Current status	Last action
US	H.R. 4954	Keep Call Centers in America Act of 2025	In committee	12 August 2025
US	H.R. 5048	Don’t STEAL Act	In committee	26 August 2025
US	H.R. 5053	Protecting Public Naval Shipyards Act of 2025	In committee	26 August 2025
US	H.R. 5112	Tipped Worker Protection Act Wages, hours and worker classification, Workplace safety and health	In committee	3 September 2025
US	H.R. 5159	Nationwide Right to Unionize Act	In committee	4 September 2025
US	H.R. 5206	Empowering Striking Workers Act of 2025	In committee	8 September 2025
US	H.R. 5222	ESP, Paraprofessional, and Education Support Staff Family Leave Act Paid leave, unemployment and workers' compensation	In committee	9 September 2025
US	H.R. 5267	American Franchise Act Wages, hours and worker classification	■ Passed committee	8 September 2026
US	H.R. 5296	BUILDS Act	In committee	11 September 2025
US	H.R. 5297	PARTNERS Act	In committee	11 September 2025
US	H.R. 5304	Departments of Labor, Health and Human Services, and Education, and Related Agencies Appropriations Act, 2026	■ Passed committee	11 September 2025

State	Bill	Title	Current status	Last action
US	H.R. 5325	Unclaimed Retirement Rescue Plan	In committee	11 September 2025
US	H.R. 5338	Union Auto Workers Job Protection Act Unions and collective bargaining, Workplace safety and health	In committee	11 September 2025
US	H.R. 5354	Equal Employment for All Act of 2025 Discrimination, harassment and pay equity	In committee	15 September 2025
US	H.R. 5390	FAMILY Act	In committee	16 September 2025
US	H.R. 5397	HEALING Mothers and Fathers Act	In committee	16 September 2025
US	H.R. 5408	Faster Labor Contracts Act	■ Passed chamber	10 June 2026
US	H.R. 5475	No Tax on Overtime for All Workers Act Wages, hours and worker classification	In committee	18 September 2025
US	H.R. 5493	USA Workforce Investment Act	In committee	18 September 2025
US	H.R. 5494	Essential Workers for Economic Advancement Act	In committee	18 September 2025
US	H.R. 5514	POJA Act of 2025	In committee	19 September 2025
US	H.R. 5563	DRIVE-SAFE Act	In committee	1 December 2025
US	H.R. 5572	Help FEDS Act Paid leave, unemployment and workers' compensation	In committee	26 September 2025

State	Bill	Title	Current status	Last action
US	H.R. 5596	FARMS Act	In committee	26 September 2025
US	H.R. 5619	Federal Firefighter Paycheck Protection Act Wages, hours and worker classification	In committee	30 September 2025
US	H.R. 5628	Pay Workers What They've Earned Act Wages, hours and worker classification	In committee	30 September 2025
US	H.R. 567	Expanding Labor Representation in the Workforce System Act	In committee	20 January 2025
US	H.R. 5676	Stop Stealing Our Jobs Act	In committee	3 October 2025
US	H.R. 5761	Fair Warning Act of 2025	In committee	14 October 2025
US	H.R. 5779	American Workforce Act Companion: US S. 2987	In committee	17 October 2025
US	H.R. 5806	Pre-Apprenticeship Wrap-around Support Services Fund Act of 2025 Wages, hours and worker classification	In committee	21 October 2025
US	H.R. 5813	Women's Health and Cancer Rights Modernization Act of 2025	In committee	24 October 2025
US	H.R. 5884	TASK Act	In committee	31 October 2025
US	H.R. 5958	National Worker Cooperative Development and Support Act	In committee	7 November 2025

State	Bill	Title	Current status	Last action
US	H.R. 6015	VA Care and Benefits Accountability Act	In committee	20 November 2025
US	H.R. 6066	CARE Act of 2025	In committee	17 November 2025
US	H.R. 6136	PURE Act	In committee	19 November 2025
US	H.R. 6139	Union Members Right to Know Act Unions and collective bargaining	In committee	19 November 2025
US	H.R. 6142	Ask the Union Members Act Unions and collective bargaining	In committee	19 November 2025
US	H.R. 6213	Heat Workforce Standards Act of 2025	■ Passed committee	21 July 2026
US	H.R. 6371	No Robot Bosses Act AI in hiring and workplace monitoring	In committee	3 December 2025
US	H.R. 6416	Digital Skills for Today's Workforce Act	In committee	3 December 2025
US	H.R. 6418	Employee Profit-Sharing Encouragement Act of 2025	In committee	3 December 2025
US	H.R. 6431	New Opportunities for Business Ownership and Self-Sufficiency Act	■ Passed chamber	28 April 2026
US	H.R. 6445	Fast Track Healthcare Apprenticeships Act Wages, hours and worker classification Companion: US S. 3364	In committee	4 December 2025
US	H.R. 6597	LET'S Protect Workers Act	In committee	10 December 2025

State	Bill	Title	Current status	Last action
US	H.R. 6621	Workforce of the Future Act of 2025 Companion: US S. 3319	In committee	11 December 2025
US	H.R. 6646	Empowering App-Based Workers Act Wages, hours and worker classification	In committee	11 December 2025
US	H.R. 6725	Jobs, On-the-Job Earn-While-You-Learn Training, and Apprenticeships for Young African-Americans Act Wages, hours and worker classification	In committee	15 December 2025
US	H.R. 6752	Investing in American Workers Act	In committee	16 December 2025
US	H.R. 6756	Black Lung Benefits Improvement Act of 2025 Paid leave, unemployment and workers' compensation	In committee	16 December 2025
US	H.R. 6786	Schedules That Work Act	In committee	17 December 2025
US	H.R. 6793	Public Shipyard Workforce Protection Act of 2025	In committee	17 December 2025
US	H.R. 6818	Part-Time Worker Bill of Rights Act	In committee	17 December 2025
US	H.R. 6847	Fair Wages for Farmworkers Act Wages, hours and worker classification	In committee	18 December 2025

State	Bill	Title	Current status	Last action
US	H.R. 6861	Consolidating Veteran Employment Services for Improved Performance Act Discrimination, harassment and pay equity	In committee	18 March 2026
US	H.R. 6923	Jobs for a Carbon Free Transportation System Act	In committee	24 December 2025
US	H.R. 6960	Thomas M. Conway Veterans Access to Resources in the Workplace Act Discrimination, harassment and pay equity	In committee	29 January 2026
US	H.R. 6968	Immersive Technology for the American Workforce Act of 2025 Companion: US S. 2855	In committee	7 January 2026
US	H.R. 7002	Justice for Exploited Children Act	In committee	9 January 2026
US	H.R. 7032	Pay Paraprofessionals and Support Staff Act Wages, hours and worker classification	In committee	13 January 2026
US	H.R. 7137	Shutdown Fairness Act	In committee	16 January 2026
US	H.R. 7179	Historic Infrastructure Management and Jobs Training Act	In committee	21 January 2026
US	H.R. 7201	Rural Service and Workforce Corps Act	In committee	20 March 2026
US	H.R. 7306	CLOSE Act	In committee	2 February 2026

State	Bill	Title	Current status	Last action
US	H.R. 7471	Give America a Raise Act Companion: US S. 3780	In committee	10 February 2026
US	H.R. 7479	WORK to Save Lives Act Workplace safety and health	In committee	10 February 2026
US	H.R. 7480	FAIR Act	In committee	10 February 2026
US	H.R. 7505	Flexible Leave Act Paid leave, unemployment and workers' compensation	In committee	11 February 2026
US	H.R. 7524	Older Workers' Bureau Act	In committee	12 February 2026
US	H.R. 7531	Healthy Families Act Paid leave, unemployment and workers' compensation	In committee	12 February 2026
US	H.R. 7556	Pensions for All Act	In committee	12 February 2026
US	H.R. 7566	Federal Jobs Guarantee Development Act of 2026	In committee	12 February 2026
US	H.R. 7577	TIP Improvement Act of 2026 Wages, hours and worker classification	In committee	13 February 2026
US	H.R. 7583	BE HEARD in the Workplace Act Discrimination, harassment and pay equity	In committee	13 February 2026
US	H.R. 7585	Investing in Tomorrow's Workforce Act of 2026	In committee	13 February 2026
US	H.R. 7682	Closing the Workforce Gap Act of 2026	In committee	25 February 2026

State	Bill	Title	Current status	Last action
US	H.R. 7847	Stop Unemployment Fraud Act Paid leave, unemployment and workers' compensation	In committee	5 March 2026
US	H.R. 7917	Fair Wages for Home Care Workers Act Wages, hours and worker classification	In committee	12 March 2026
US	H.R. 8002	Fair Wages for Incarcerated Workers Act of 2026 Wages, hours and worker classification	In committee	19 March 2026
US	H.R. 8039	Workforce and Education Partnership Act of 2026	In committee	24 March 2026
US	H.R. 8051	TECH Act	In committee	24 March 2026
US	H.R. 8068	National Transit Frontline Workforce Training Act Companion: US S. 4178	In committee	25 March 2026
US	H.R. 8102	Workforce Investments Accountability Act	In committee	26 March 2026
US	H.R. 811	Mentoring to Succeed Act of 2025	In committee	28 January 2025
State	Bill	Title	Current status	Last action
US	H.R. 8110	Cyber Ready Workforce Act	In committee	26 March 2026
US	H.R. 8158	Reproductive Healthcare Leave Act Paid leave, unemployment and workers' compensation	In committee	30 March 2026
US	H.R. 8181	Critical Industry Skills Act	In committee	2 April 2026

State	Bill	Title	Current status	Last action
US	H.R. 8183	MATCH Act of 2026	■ Passed committee	29 October 2026
US	H.R. 8196	Workforce Data Quality Initiative Act of 2026	In committee	6 April 2026
US	H.R. 8203	Workforce Recovery and Resilience Act Companion: US S. 5263	In committee	6 April 2026
US	H.R. 8210	A Stronger Workforce for America Act of 2026	■ Passed committee	21 April 2026
US	H.R. 8213†	Defending Women in the Workplace Act	In committee	9 April 2026
US	H.R. 8232†	To amend title 49, United States Code, to repeal certain employee protective arrangements, and for other purposes.	In committee	9 April 2026
US	H.R. 8300	Swalwell Act	In committee	15 April 2026
US	H.R. 8333	YouthBuild for the Future Act	In committee	16 April 2026
US	H.R. 8347	RURAL Healthcare Act Companion: US H.R. 8272	■ Passed committee	21 July 2026
US	H.R. 8411	Original Legislation to Give TSA Employees a Raise	In committee	22 April 2026
US	H.R. 8418	Know Your Labor Rights Act Companion: US S. 4366	In committee	21 April 2026
US	H.R. 8468	Protecting American Railroad Workers' Jobs Act of 2026	In committee	23 April 2026
US	H.R. 85	Small Business Flexibility Act	In committee	3 January 2025

State	Bill	Title	Current status	Last action
US	H.R. 8517	Clean Energy Workforce Act	In committee	27 April 2026
US	H.R. 8540	HCBS Access Act	In committee	28 April 2026
US	H.R. 8541	Long-Term Care Workforce Support Act	In committee	28 April 2026
US	H.R. 8555	Living Wage For All Act Wages, hours and worker classification	In committee	28 April 2026
US	H.R. 8586	Americans First Immigration Act Discrimination, harassment and pay equity	In committee	29 April 2026
US	H.R. 86†	NOSHA Act	In committee	3 January 2025
US	H.R. 8602	Davis-Bacon Repeal Act Wages, hours and worker classification	In committee	30 April 2026
US	H.R. 8624	WAGES Act of 2026 Wages, hours and worker classification Companion: US S. 4463	In committee	30 April 2026
US	H.R. 8660	Valuing Employee Stock Today Act	■ Passed committee	21 July 2026
US	H.R. 8663	Fair Pay Act of 2026 Wages, hours and worker classification	In committee	4 May 2026
US	H.R. 8731	Federal Employee Short-Term Disability Insurance Act of 2026 Paid leave, unemployment and workers' compensation,	In committee	11 May 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
US	H.R. 8736	Restoration of Employment Choice for Adults with Disabilities Act Discrimination, harassment and pay equity	■ Passed committee	21 May 2026
US	H.R. 8775	Ending Predator Access to Union Power Act Unions and collective bargaining	■ Passed chamber	16 September 2026
US	H.R. 8816	Tax Cut for Striking Workers Act of 2026	In committee	14 May 2026
US	H.R. 8822	Federal Workers' Compensation Integrity and Care Act Paid leave, unemployment and workers' compensation	■ Passed committee	25 June 2026
US	H.R. 8863	To amend title 5, United States Code, to add certain employees of the Bureau of Alcohol, Tobacco, Firearms and Explosives to the definition of employees in fire protection activities for the purpose of compensation for certain illnesses and diseases deemed to be proximately...	In committee	15 May 2026
US	H.R. 8868	Restoring Overtime Pay Act of 2026 Wages, hours and worker classification	In committee	15 May 2026
US	H.R. 8902	WATCH Personnel Act of 2026 Companion: US S. 4422	In committee	20 May 2026
US	H.R. 8931	Northern Mariana Islands Workforce Improvement Act	In committee	20 May 2026

State	Bill	Title	Current status	Last action
US	H.R. 8965	SAFE for Survivors Act of 2026	In committee	21 May 2026
US	H.R. 8980	Holiday Pay Act Wages, hours and worker classification Companion: US S. 3867	In committee	21 May 2026
US	H.R. 9008	Worker Rights and Support Act Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	21 May 2026
US	H.R. 9021	Stay Cool Act	In committee	22 May 2026
US	H.R. 9052	Small Business Workforce Pipeline Act of 2026	In committee	29 May 2026
US	H.R. 9081	Healthcare Freedom and Fairness Act	In committee	29 May 2026
US	H.R. 9116	Equal Remedies Act of 2026	In committee	3 June 2026
US	H.R. 9157	American White-Collar Worker Jobs Act of 2026	In committee	4 June 2026
US	H.R. 9198	National Commission to Combat Workplace Sexual Harassment Act Discrimination, harassment and pay equity	In committee	8 June 2026
US	H.R. 9216	Double the Wage for Overtime Act of 2026 Wages, hours and worker classification	In committee	9 June 2026
US	H.R. 9234	Careworker Visa Act of 2026	In committee	9 June 2026

State	Bill	Title	Current status	Last action
US	H.R. 9260	Departments of Labor, Health and Human Services, and Education, and Related Agencies Appropriations Act, 2027	■ Passed committee	11 June 2026
US	H.R. 9261	Comprehensive Paid Leave for Federal Employees Act Paid leave, unemployment and workers' compensation	In committee	26 June 2026
US	H.R. 932	Protecting VA Employees Act	In committee	6 March 2025
US	H.R. 9330	Earned Wage Access Consumer Protection Act Wages, hours and worker classification	■ Passed committee	1 September 2026
US	H.R. 9347	CHILD Labor Act Workplace safety and health	In committee	18 June 2026
US	H.R. 9352	AI-Related Job Impacts Clarity Act	In committee	18 June 2026
US	H.R. 9402	Stop Spying Bosses Act	In committee	23 June 2026
US	H.R. 9448	Federal Workforce Reproductive Rights Protection Act	In committee	24 June 2026
US	H.R. 9458	Wage Theft Prevention and Wage Recovery Act Wages, hours and worker classification	In committee	25 June 2026
US	H.R. 9486	Health DATA Act of 2026	In committee	25 June 2026

State	Bill	Title	Current status	Last action
US	H.R. 9520	War Hazards Compensation Reform Act Workplace safety and health	In committee	29 June 2026
US	H.R. 9535	Securing Agriculture's Workforce Act of 2026 Wages, hours and worker classification	In committee	30 June 2026
US	H.R. 9551	Mental Health Parity Enforcement and Funding Act	In committee	30 June 2026
US	H.R. 9571	Living Wage for Federal Contractors Act Wages, hours and worker classification	In committee	2 July 2026
US	H.R. 9596	Federal Jobs for STARs Act of 2026	In committee	6 July 2026
US	H.R. 9607	Less Bureaucracy, Better Workforce Development Act	■ Passed committee	15 July 2026
US	H.R. 9671	Menopausal Workers' Fairness Act of 2026	In committee	14 July 2026
US	H.R. 9678	Good Jobs for Good Airports Act	In committee	14 July 2026
US	H.R. 9684	PATH Act Companion: US S. 4961	In committee	14 July 2026
US	H.R. 9737	Consumer Health Claim Assistance Act	In committee	16 July 2026
US	H.R. 9751	Consumer Appeal Rights Enforcement Act	In committee	16 July 2026
US	H.R. 9787	Northern Mariana Islands Labor Stabilization Act	In committee	20 July 2026

State	Bill	Title	Current status	Last action
US	H.R. 9869	FECA Modernization and Cost Containment Act of 2026	In committee	22 July 2026
US	H.R. 989†	To codify Executive Order 11246 titled "Equal Employment Opportunity". Discrimination, harassment and pay equity	In committee	5 February 2025
US	H.R. 9907	LEARN AI Act AI in hiring and workplace monitoring	In committee	23 July 2026
US	H.R. 9947	Offshore Oil and Gas Worker Whistleblower Protection Act Discrimination, harassment and pay equity, Workplace safety and health	In committee	27 July 2026
US	H.R. 996	Paid Family and Medical Leave Tax Credit Extension and Enhancement Act Paid leave, unemployment and workers' compensation Companion: US S. 400	In committee	5 February 2025
US	H.R. 9967	Congress Leads by Example Act of 2026	In committee	27 July 2026
US	H.R. 9995	Restoring Justice for Workers Act	In committee	30 July 2026
US	S. 1006	Federal Workforce Freedom Act	In committee	12 March 2025
US	S. 1115	Paycheck Fairness Act Wages, hours and worker classification	In committee	25 March 2025
US	S. 1154	Congressional Whistleblower Protection Act of 2025 Discrimination, harassment and pay equity	In committee	26 March 2025

State	Bill	Title	Current status	Last action
US	S. 1232	Workplace Violence Prevention for Health Care and Social Service Workers Act Workplace safety and health	In committee	1 April 2025
US	S. 1285	Building Child Care for a Better Future Act Paid leave, unemployment and workers' compensation	In committee	3 April 2025
US	S. 1286	Tax Fairness for Workers Act	In committee	3 April 2025
US	S. 1301	Tribal Labor Sovereignty Act of 2025	In committee	3 April 2025
US	S. 1310	No Tax Breaks for Union Busting (NTBUB) Act Unions and collective bargaining	In committee	4 April 2025
US	S. 1332	Raise the Wage Act of 2025 Wages, hours and worker classification	In committee	8 April 2025
US	S. 1336	Jobs in the Woods Act	In committee	8 April 2025
US	S. 1348	Fairness for Stay-at-Home Parents Act	In committee	8 April 2025
US	S. 1352	Public Service Freedom to Negotiate Act of 2025 Unions and collective bargaining	In committee	8 April 2025
US	S. 1381	Protecting Employees and Retirees in Business Bankruptcies Act of 2025	In committee	9 April 2025
US	S. 1567	Jobs and Opportunity with Benefits and Services (JOBS) for Success Act of 2025	In committee	1 May 2025

State	Bill	Title	Current status	Last action
US	S. 1650	VA Employee Fairness Act of 2025	In committee	7 May 2025
US	S. 1710	MIL FMLA Act	In committee	12 May 2025
US	S. 1727	Employee Ownership Fairness Act of 2025	In committee	13 May 2025
US	S. 1761	Ending Unemployment Payments to Jobless Millionaires Act of 2025 Paid leave, unemployment and workers' compensation	In committee	14 May 2025
US	S. 1788	Civilian Conservation Center Enhancement Act of 2025	In committee	15 May 2025
US	S. 1792	AI Whistleblower Protection Act Discrimination, harassment and pay equity	In committee	15 May 2025
US	S. 1820	Protecting Older Workers Against Discrimination Act Discrimination, harassment and pay equity	In committee	20 May 2025
US	S. 1881	Public Service Worker Protection Act Workplace safety and health	In committee	22 May 2025
US	S. 189	CONSTRUCTS Act of 2025	In committee	22 January 2025
US	S. 1944	Employee Access to Worksite Health Services Act	In committee	4 June 2025
US	S. 1950	Susan Muffley Act of 2025	In committee	4 June 2025
US	S. 1984	Striking and Locked Out Workers Healthcare Protection	In committee	5 June 2025

State	Bill	Title	Current status	Last action
		Act Workplace safety and health		
US	S. 2013	Higher Wages for American Workers Act of 2025 Wages, hours and worker classification	In committee	10 June 2025
US	S. 2031	Workforce Mobility Act of 2025	In committee	11 June 2025
US	S. 2210	Unlocking Benefits for Independent Workers Act	In committee	8 July 2025
US	S. 2217	Independent Retirement Fairness Act	In committee	9 July 2025
US	S. 2228†	Modern Worker Empowerment Act Wages, hours and worker classification	In committee	9 July 2025
US	S. 2298	Asunción Valdivia Heat Illness, Injury, and Fatality Prevention Act of 2025 Workplace safety and health	In committee	16 July 2025
US	S. 2335	Pensions for All Act	In committee	17 July 2025
US	S. 235	Apprenticeship Pathways Act of 2025 Wages, hours and worker classification	In committee	23 January 2025
US	S. 243	Radiation Exposure Compensation Reauthorization Act Paid leave, unemployment and workers' compensation	In committee	24 January 2025
US	S. 2438	Transformation to Competitive Integrated Employment Act	In committee	24 July 2025

State	Bill	Title	Current status	Last action
US	S. 2461	Promotion and Expansion of Private Employee Ownership Act of 2025	In committee	24 July 2025
US	S. 2469	College Athlete Right to Organize Act	In committee	28 July 2025
US	S. 2473	Federal Firefighters Families First Act	In committee	28 July 2025
US	S. 2481	Pay Teachers Act Wages, hours and worker classification	In committee	28 July 2025
US	S. 2488	Empowering App-Based Workers Act Wages, hours and worker classification	In committee	28 July 2025
US	S. 2520	All Aboard Act of 2025	In committee	29 July 2025
US	S. 2549	Time Off to Vote Act	In committee	30 July 2025
US	S. 2568	Protecting American Jobs Act Unions and collective bargaining	In committee	31 July 2025
US	S. 2587	Departments of Labor, Health and Human Services, and Education, and Related Agencies Appropriations Act, 2026	■ Passed committee	31 July 2025
US	S. 2613	Warehouse Worker Protection Act Workplace safety and health	In committee	31 July 2025
US	S. 27	Federal Employee Return to Work Act	In committee	7 January 2025

State	Bill	Title	Current status	Last action
US	S. 2729	Nationwide Right To Unionize Act	In committee	4 September 2025
US	S. 2731	Empowering Striking Workers Act of 2025	In committee	8 September 2025
US	S. 2738	ESP, Paraprofessional, and Education Support Staff Family Leave Act Paid leave, unemployment and workers' compensation	In committee	9 September 2025
US	S. 2779	Tax Cut for Striking Workers Act of 2025	In committee	11 September 2025
US	S. 2798	Equal Employment for All Act of 2025 Discrimination, harassment and pay equity	In committee	15 September 2025
US	S. 2821	American Tech Workforce Act of 2025	In committee	16 September 2025
US	S. 2823	FAMILY Act	In committee	16 September 2025
US	S. 2837	Protect America’s Workforce Act	In committee	17 September 2025
US	S. 2864†	Pathways to Paychecks Act Wages, hours and worker classification	In committee	18 September 2025
US	S. 2948	Help FEDS Act	In committee	30 September 2025
US	S. 2984	Employee Rights Act Unions and collective bargaining	In committee	8 October 2025
US	S. 299	Mentoring to Succeed Act of 2025	In committee	29 January 2025

State	Bill	Title	Current status	Last action
US	S. 2997	Right to Override Act	In committee	9 October 2025
US	S. 3043	Military and Federal Employee Protection Act	In committee	23 October 2025
US	S. 3111	Small Businesses before Bureaucrats Act	In committee	5 November 2025
US	S. 3114	Union Members Right to Know Act Unions and collective bargaining	In committee	6 November 2025
US	S. 3116	Fairness in Filing Act	In committee	6 November 2025
US	S. 3117	Worker RESULTS Act	In committee	6 November 2025
US	S. 3124	Protection on the Picket Line Act	In committee	6 November 2025
US	S. 3128	Worker Privacy Act	In committee	6 November 2025
US	S. 3174	VA CBA Act of 2025	In committee	10 November 2025
US	S. 3196	Right to Representation for Department of Veterans Affairs Workers Act of 2025 Discrimination, harassment and pay equity	In committee	18 November 2025
US	S. 3215	Putting American Workers First Act	In committee	19 November 2025
US	S. 3296	Improving Access to Workers' Compensation for Injured Federal Workers Act of 2025 Paid leave, unemployment and workers' compensation	■ Passed committee	14 September 2026

State	Bill	Title	Current status	Last action
US	S. 3308	Artificial Intelligence Civil Rights Act of 2025 Discrimination, harassment and pay equity, AI in hiring and workplace monitoring	In committee	2 December 2025
US	S. 3321†	FAIR Leave Act Paid leave, unemployment and workers' compensation	In committee	3 December 2025
US	S. 3328	Digital Skills for Today’s Workforce Act	In committee	3 December 2025
US	S. 3339	AI Workforce PREPARE Act	In committee	3 December 2025
US	S. 3343	Unemployment Insurance (UI) Integrity and Deficit Reduction Act Paid leave, unemployment and workers' compensation	In committee	4 December 2025
US	S. 3379	EARLY Benefits for Workers Act Paid leave, unemployment and workers' compensation	In committee	4 December 2025
US	S. 3396	Domestic Workers Bill of Rights Act Wages, hours and worker classification	In committee	9 December 2025
US	S. 3401	Pathways to Prosperity Act	In committee	19 March 2026
US	S. 3489	Investing in American Workers Act	In committee	16 December 2025
US	S. 3525	American Franchise Act Wages, hours and worker classification	In committee	19 March 2026

State	Bill	Title	Current status	Last action
US	S. 3547	Part-Time Worker Bill of Rights Act	In committee	17 December 2025
US	S. 3550	Schedules That Work Act	In committee	17 December 2025
US	S. 3760	CLOSE Act	In committee	2 February 2026
US	S. 3812	WORK to Save Lives Act Workplace safety and health	In committee	19 March 2026
US	S. 3832	Small Business Workforce Pipeline Act of 2026	In committee	11 February 2026
US	S. 3846	Employer-Directed Skills Act	In committee	11 February 2026
US	S. 3864	Federal Jobs Guarantee Development Act of 2026	In committee	12 February 2026
US	S. 3865	BE HEARD in the Workplace Act	In committee	12 February 2026
US	S. 3869	Healthy Families Act Paid leave, unemployment and workers' compensation	In committee	12 February 2026
US	S. 3877	Investing in Tomorrow's Workforce Act of 2026	In committee	12 February 2026
US	S. 3993	Reducing Arbitrary Barriers to Apprenticeship Act of 2026 Wages, hours and worker classification	In committee	29 April 2026
US	S. 4010	21st Century Worker Act	In committee	5 March 2026
US	S. 4016	Stop Unemployment Fraud Act Paid leave, unemployment and workers' compensation	In committee	5 March 2026

State	Bill	Title	Current status	Last action
US	S. 408	Job Protection Act	In committee	5 February 2025
US	S. 4143	Fair Wages for Incarcerated Workers Act of 2026 Wages, hours and worker classification	In committee	19 March 2026
US	S. 4174	A bill to provide a premium payment to employees who worked without receiving pay during the shutdown of the Department of Homeland Security of 10 percent of the pay the employees should have received during the shutdown. Wages, hours and worker classification	In committee	24 March 2026
US	S. 4249	FARM Stability Act	In committee	26 March 2026
US	S. 4263	Cyber Ready Workforce Act	In committee	26 March 2026
US	S. 4310	No Tax on Overtime for All Workers Act Wages, hours and worker classification	In committee	15 April 2026
US	S. 4321	YouthBuild for the Future Act	In committee	16 April 2026
US	S. 437	Caring for All Families Act	In committee	5 February 2025
US	S. 4386	ADVICE Act	In committee	27 April 2026
US	S. 4409	START Act	In committee	28 April 2026

State	Bill	Title	Current status	Last action
US	S. 4413	Protecting America’s Workers Act	In committee	28 April 2026
US	S. 4427	Heat Workforce Standards Act of 2026	In committee	29 April 2026
US	S. 4476	Workforce Transparency Act of 2026 AI in hiring and workplace monitoring	In committee	30 April 2026
US	S. 4551	Restoring Overtime Pay Act of 2026 Wages, hours and worker classification	In committee	18 May 2026
US	S. 4578	Gateway to Careers Act of 2026	In committee	20 May 2026
US	S. 4611	Job Corps Shipbuilding - Defense Industrial Base Pipeline Act of 2026	In committee	20 May 2026
US	S. 4635	SAFE for Survivors Act of 2026	In committee	21 May 2026
US	S. 4742	AI DATA Act	In committee	10 June 2026
US	S. 4817	CHILD Labor Act Workplace safety and health	In committee	17 June 2026
US	S. 4831	Stop Spying Bosses Act	In committee	18 June 2026
US	S. 4833	No Robot Bosses Act AI in hiring and workplace monitoring	In committee	18 June 2026
US	S. 4838	Outdoor Recreational Outfitting and Guiding Act	In committee	18 June 2026

State	Bill	Title	Current status	Last action
US	S. 4889	Supporting Our Direct Care Workforce and Family Caregivers Act	In committee	24 June 2026
US	S. 4919	Wage Theft Prevention and Wage Recovery Act Wages, hours and worker classification	In committee	24 June 2026
US	S. 4981	Living Wage For All Act Wages, hours and worker classification	In committee	14 July 2026
US	S. 4982	Good Jobs for Good Airports Act	In committee	14 July 2026
US	S. 4984	Restoration of Employment Choice for Adults with Disabilities Act Discrimination, harassment and pay equity	In committee	15 July 2026
US	S. 4995	Agricultural Worker Justice Act of 2026 Wages, hours and worker classification, Workplace safety and health	In committee	15 July 2026
US	S. 5010	NO BOSS Act	In committee	16 July 2026
US	S. 5017	More Paid Leave for More Americans Act Paid leave, unemployment and workers' compensation	In committee	16 July 2026
US	S. 5055	National Workforce Transition Fund Act of 2026	In committee	21 July 2026
US	S. 5067	Federal Cybersecurity Workforce Expansion Act	In committee	22 July 2026

State	Bill	Title	Current status	Last action
US	S. 509	Future Logging Careers Act	In committee	11 February 2025
US	S. 511	Protecting Taxpayers' Wallets Act of 2025	In committee	11 February 2025
US	S. 5168	Comprehensive Paid Leave for Federal Employees Act Paid leave, unemployment and workers' compensation	In committee	29 July 2026
US	S. 5190	Restoring Justice for Workers Act	In committee	30 July 2026
US	S. 5268	Double the Wage for Overtime Act of 2026 Wages, hours and worker classification	In committee	5 August 2026
US	S. 5280	Guaranteed Paid Vacation Act Paid leave, unemployment and workers' compensation	In committee	6 August 2026
US	S. 5284	Green New Deal for Public Housing Act	In committee	6 August 2026
US	S. 5303	Supporting Our Farm and Food System Workforce Act	In committee	6 August 2026
US	S. 5304	Fairness for Farm Workers Act	In committee	6 August 2026
US	S. 5321	HCBS Access Act	In committee	6 August 2026
US	S. 533	National Right-to-Work Act	In committee	12 February 2025
US	S. 5386	Don't STEAL Act	■ In committee	14 September 2026

State	Bill	Title	Current status	Last action
US	S. 5414	Stop Child Labor Act Workplace safety and health	In committee	16 September 2026
US	S. 5664†	FUTURE of Workers Act	In committee	30 September 2026
US	S. 636	Public Safety Employer-Employee Cooperation Act Unions and collective bargaining	In committee	19 February 2025
US	S. 758	Apprenticeships to College Act Wages, hours and worker classification	In committee	26 February 2025
US	S. 772	Employer Participation in Repayment Act	In committee	27 February 2025
US	S. 844	Faster Labor Contracts Act	In committee	4 March 2025
US	S. 852	Richard L. Trumka Protecting the Right to Organize Act of 2025 Unions and collective bargaining	In committee	5 March 2025
US	S. 893†	Guaranteeing Overtime for Truckers Act Wages, hours and worker classification	In committee	6 March 2025
US	S. 918	Protect Our Probationary Employees Act	In committee	10 March 2025
US	S. 920	Preventing Child Labor Exploitation in Federal Contracting Act Workplace safety and health	In committee	10 March 2025
US	S. 988	Women's Retirement Protection Act	In committee	12 March 2025

State	Bill	Title	Current status	Last action
US	S. 997	Rights for the TSA Workforce Act	In committee	12 March 2025
US	S.J.Res. 152	A joint resolution providing for congressional disapproval under chapter 8 of title 5, United States Code, of the rule submitted by the Department of Labor relating to the Adverse Effect Wage Rate Methodology. Wages, hours and worker classification	In committee	26 March 2026

State	Bill	Title	Current status	Last action
UT	HB 111†	Workers' Compensation Amendments Paid leave, unemployment and workers' compensation	■ Enacted	3 March 2025
UT	HB 130	Employment Medical Examination Expense Amendments	■ Enacted	23 March 2026
UT	HB 131	Employee Disclosure Requirements	Introduced	7 March 2026
UT	HB 153	Law Enforcement Officer Employment Amendments	■ Enacted	26 March 2026
UT	HB 167	Offender Reintegration Amendments	■ Enacted	24 March 2025
UT	HB 180	Employee Compensation Amendments	In committee	8 March 2025
UT	HB 186	Wage Payment Amendments Wages, hours and worker classification	Dead	8 March 2025
UT	HB 203	Non-Compete Amendments Noncompetes and restrictive	■ Floor vote	7 March 2026

State	Bill	Title	Current status	Last action
		covenants		
UT	HB 244	Employment Amendments	In committee	7 March 2026
UT	HB 245	Construction Wage Standard Act Wages, hours and worker classification	Dead	7 March 2026
UT	HB 250	Public Employee Gender-specific Language Requirements	Dead	8 March 2025
UT	HB 267	Public Employee Compensation Amendments	Introduced	7 March 2026
UT	HB 267	Public Sector Labor Union Amendments Unions and collective bargaining	■ Enacted	14 February 2025
UT	HB 270	Healthcare Worker Post-Employment Amendments	■ Enacted	24 March 2026
UT	HB 279	Earned Wage Access Services Act Wages, hours and worker classification	■ Enacted	26 March 2025
UT	HB 281	Workers' Compensation Cannabis Amendments Paid leave, unemployment and workers' compensation	In committee	7 March 2026
UT	HB 329	State Employee Maternity and Leave Amendments Paid leave, unemployment and workers' compensation	■ Enacted	24 March 2026
UT	HB 335	County Employment Amendments	Dead	7 March 2026
UT	HB 396	Public Project Subcontractor Amendments	■ Enacted	19 March 2026

State	Bill	Title	Current status	Last action
UT	HB 404	Government Employment Amendments	Enacted	26 March 2025
UT	HB 409	Legislator Leave Amendments Paid leave, unemployment and workers' compensation	Passed chamber	7 March 2026
UT	HB 416	First Responder Health Modifications	Enacted	26 March 2026
UT	HB 467	Dependent Workers Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	8 March 2025
UT	HB 49	Law Enforcement Salary Amendments Wages, hours and worker classification	Passed chamber	7 March 2026
UT	HB 50†	Occupational Safety and Health Amendments Workplace safety and health	Enacted	28 February 2025
UT	HB 517	Post-employment Restrictions Revisions	Introduced	8 March 2025
UT	HB 544	Worker Protection Modifications Workplace safety and health	Introduced	8 March 2025
UT	HB 556	Public Contracts Labor Amendments Unions and collective bargaining	Introduced	8 March 2025
UT	HB 571	Immigrant Amendments Discrimination, harassment and pay equity	Introduced	7 March 2026

State	Bill	Title	Current status	Last action
UT	HB 584	State Employee Leave Amendments Paid leave, unemployment and workers' compensation	Floor vote	7 March 2026
UT	HB 65	Firefighter Cancer Amendments	Enacted	25 March 2025
UT	HB 73	Public Employee Retaliatory Action Amendments Discrimination, harassment and pay equity	Enacted	17 March 2026
UT	HB 95	Public Employee Gender-specific Language Requirements	In committee	7 March 2026
UT	HJR 8	Proposal to Amend Utah Constitution - Right to Work Unions and collective bargaining	Introduced	8 March 2025
UT	SB 111	Veterinary Post-employment Amendments	Enacted	17 March 2026
UT	SB 168†	Public Employee Negotiation Amendments	Introduced	8 March 2025
UT	SB 178	Right to Work Amendments Unions and collective bargaining	In committee	7 March 2026
UT	SB 179	Wage Amendments Wages, hours and worker classification	In committee	7 March 2026
UT	SB 190†	Workers' Compensation Modifications Paid leave, unemployment and workers' compensation	Enacted	26 March 2025
UT	SB 195	Workforce Development	Enacted	24 March 2026
UT	SB 213	Utah Payment of Wages Act Statute of Limitations	Passed chamber	7 March 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
UT	SB 22	State Employee Benefit Amendments Paid leave, unemployment and workers' compensation	Enacted	19 March 2025
UT	SB 229	State Employee Benefits Amendments Paid leave, unemployment and workers' compensation	Enacted	24 March 2026
UT	SB 249	Public Employee Negotiation Amendments	Dead	7 March 2026
UT	SB 25	Retirement Modifications	Enacted	18 March 2026
UT	SB 258	Infant at Work Amendments Paid leave, unemployment and workers' compensation	Passed chamber	7 March 2026
UT	SB 327	Public Sector Labor Organization Amendments Unions and collective bargaining	Enacted	26 March 2025
UT	SB 86	Workplace Protection Amendments	Enacted	26 March 2025
VA	HB 1	Minimum wage; increases incrementally to $15.00 per hour by January 1, 2028. Wages, hours and worker classification	Enacted	8 April 2026
VA	HB 1046	Virginia Public Procurement Act; additional public works contract requirements. Wages, hours and worker classification Companion: VA SB 324	Vetoed	11 April 2026

State	Bill	Title	Current status	Last action
VA	HB 1138	Economic development incentives; wage requirements. Wages, hours and worker classification	Dead	5 February 2026
VA	HB 1173	Virginia Human Rights Act; reasonable accommodation for known limitations related to menopause. Discrimination, harassment and pay equity	■ Vetoed	11 April 2026
VA	HB 1207	Paid family & med. leave insurance program; definitions, notice requirements, civil action, report. Paid leave, unemployment and workers' compensation	■ Vetoed	13 April 2026
VA	HB 1216	Retaliatory action against employee prohibited; remedies available. Discrimination, harassment and pay equity	In committee	10 February 2026
VA	HB 1218	Summer camps; employment of children.	■ Enacted	6 April 2026
VA	HB 1226†	Workers' compensation benefits; post-traumatic stress disorder incurred by firefighters, etc. Paid leave, unemployment and workers' compensation	■ Passed committee	18 November 2024
VA	HB 1263	Public employees; repeals existing prohibition on collective bargaining, etc. Unions and collective bargaining	■ Vetoed	13 April 2026
VA	HB 1284†	Firefighters and emergency medical services; collective bargaining by providers, definitions.	■ Passed chamber	19 November 2024

State	Bill	Title	Current status	Last action
		Unions and collective bargaining Companion: VA SB 623		
VA	HB 1313	Workers' compensation; law-enforcement officers and firefighters, post-traumatic stress disorder. Paid leave, unemployment and workers' compensation	Enacted	8 April 2026
VA	HB 1319	Unemployment benefits; maximum duration. Paid leave, unemployment and workers' compensation	Passed chamber	21 July 2026
VA	HB 1320	Unemployment benefits; increase weekly benefit amount. Paid leave, unemployment and workers' compensation	Enacted	13 April 2026
VA	HB 1344	Employee protection; prohibited retaliation, prohibited nondisclosure & nondisparagement provisions. Discrimination, harassment and pay equity, Noncompetes and restrictive covenants	In committee	18 November 2024
VA	HB 1355	Labor and employment; payment of wages, definition. Wages, hours and worker classification	In committee	18 February 2026
VA	HB 1364	Employment discrimination against members of the General Assembly; prohibition, penalty. Discrimination, harassment and pay equity	In committee	21 July 2026
VA	HB 1451	Warehouse employers; required disclosures and recordkeeping, civil penalties.	In committee	21 July 2026

State	Bill	Title	Current status	Last action
VA	HB 1481	Employment discrimination; employee notification of federal and state statute of limitations. Discrimination, harassment and pay equity	Passed chamber	12 March 2026
VA	HB 1495†	Film and television industry; apprenticeship program. Wages, hours and worker classification	Passed chamber	19 November 2024
VA	HB 1514	Employment decisions; automated decision systems, civil penalty. AI in hiring and workplace monitoring	Passed committee	18 February 2026
VA	HB 1570†	Virginia Public Procurement Act; project labor agreements. Wages, hours and worker classification	In committee	5 February 2025
VA	HB 1625	Minimum wage; farm laborers or farm employees; temporary foreign workers. Wages, hours and worker classification	Vetoed	2 April 2025
VA	HB 1667	Barbers and Cosmetology, Board for; employment prohibition, children 16 years of age or older. Wages, hours and worker classification	Enacted	21 March 2025
VA	HB 1749	Workers' compensation; duty to furnish medical attention; timeframe for decision. Paid leave, unemployment and workers' compensation	In committee	5 February 2025
VA	HB 1766†	Unemployment compensation; increases weekly benefit amounts, report.	Enacted	2 April 2025

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, Paid leave, unemployment and workers' compensation		
VA	HB 1767	Unemployment benefits; maximum duration. Paid leave, unemployment and workers' compensation	Passed chamber	22 February 2025
VA	HB 1903	Virginia Health Workforce Development Authority; Virginia Nursing Workforce Center established; reporting and monitoring of health care workforce programs; residency slots; work group; report.	Passed committee	4 February 2025
VA	HB 1919	Workplace violence policy; required for certain employers, civil penalty. Workplace safety and health	Vetoed	2 April 2025
VA	HB 1921	Employment; paid sick leave, civil penalties, effective date. Paid leave, unemployment and workers' compensation	Vetoed	2 April 2025
VA	HB 1928	Minimum wage. Wages, hours and worker classification	Vetoed	2 April 2025
VA	HB 1951	Workers' compensation; post-traumatic stress, anxiety, or depressive disorders, dispatchers. Paid leave, unemployment and workers' compensation	In committee	21 January 2025
VA	HB 1980	Employment health and safety standards; heat illness prevention.	Passed chamber	14 February 2025

State	Bill	Title	Current status	Last action
		Workplace safety and health Companion: VA SB 1103		
VA	HB 20†	Minimum wage; farm laborers or farm employees, temporary foreign workers. Wages, hours and worker classification	■ Enacted	8 April 2026
VA	HB 2060†	Workers' compensation benefits; post-traumatic stress disorder incurred by firefighters, etc. Paid leave, unemployment and workers' compensation	■ Passed chamber	17 February 2025
VA	HB 2089†	Collective bargaining; individual home care providers. Wages, hours and worker classification, Unions and collective bargaining	■ Passed chamber	11 February 2025
VA	HB 2098	Labor & employment provisions; application of law, protection of employees, definition of employer. Wages, hours and worker classification	■ Vetoed	2 April 2025
VA	HB 2135	Unemployment compensation; allowance for dependents. Paid leave, unemployment and workers' compensation	■ Passed committee	4 February 2025
VA	HB 2284	Wage garnishment; state tax debt. Wages, hours and worker classification	In committee	4 February 2025
VA	HB 2356	Prevailing wage rate; apprenticeship requirements, RPS-eligible source work, penalties.	■ Vetoed	2 April 2025

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
VA	HB 238	Minimum wage and overtime wages; payment, definitions, misclassification of workers, civil actions. Wages, hours and worker classification	Vetoed	20 April 2026
VA	HB 2401	Child labor; child engaged in the work of content creation, trust account. Workplace safety and health	Enacted	2 May 2025
VA	HB 243	Corporate welfare tax; imposes on large employers a tax equal to 100% of qualified employee benefit. Discrimination, harassment and pay equity	In committee	21 July 2026
VA	HB 2443	Portable benefit accounts; Va. resident who has worked as an independent contractor to establish. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	5 February 2025
VA	HB 2469	Overtime for certain employees; domestic service workers and live-in domestic workers. Wages, hours and worker classification	Vetoed	2 April 2025
VA	HB 2481	Workers' compensation; injuries caused by repetitive and sustained physical stressors. Paid leave, unemployment and workers' compensation	Passed committee	4 February 2025

State	Bill	Title	Current status	Last action
VA	HB 2495	Firefighters and emergency medical services providers; collective bargaining. Unions and collective bargaining	Passed chamber	10 February 2025
VA	HB 2531	Paid family and medical leave insurance program; definitions, notice requirements, civil action. Paid leave, unemployment and workers' compensation	Vetoed	2 April 2025
VA	HB 2559	Authority of local governments; definitions, service employess.	Vetoed	2 April 2025
VA	HB 2561	Employee protections; minimum wage and overtime wages, civil actions, misclassification of workers. Wages, hours and worker classification	Vetoed	2 April 2025
VA	HB 260	Public service companies; prevailing wage rate for underground infrastructure work. Wages, hours and worker classification	Passed chamber	21 July 2026
VA	HB 2619†	Private companies providing public transportation services; employee protections.	Vetoed	2 April 2025
VA	HB 2688	Protection of employees; restricting use of accrued leave for other employment prohibited. Paid leave, unemployment and workers' compensation	In committee	5 February 2025
VA	HB 27	Overtime for certain employees; pay for domestic workers, delayed effective date.	Vetoed	13 April 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
VA	HB 2743	Public service companies; prevailing wage rate for underground infrastructure works. Wages, hours and worker classification	■ Vetoed	2 April 2025
VA	HB 275	Employment prohibition exceptions; apprenticeship program for children 16 years of age or older. Wages, hours and worker classification	■ Enacted	6 April 2026
VA	HB 2764	Collective bargaining by public employees; exclusive bargaining representatives. Wages, hours and worker classification, Unions and collective bargaining	■ Vetoed	2 April 2025
VA	HB 310	Artificial Intelligence Workforce Impact Act; established, report. AI in hiring and workplace monitoring	■ Passed committee	18 February 2026
VA	HB 339	Employee protections; wage and hour, health and safety, and mining safety provisions. Wages, hours and worker classification, Workplace safety and health	■ Passed chamber	21 July 2026
VA	HB 348	Employment; paid sick leave, civil penalties. Paid leave, unemployment and workers' compensation	■ Passed committee	18 November 2024
VA	HB 406	Workers' compensation; disability of law-enforcement officer, spousal wage	■ Passed committee	21 July 2026

State	Bill	Title	Current status	Last action
		replacement, report. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity		
VA	HB 5	Employment; paid sick leave, civil penalties. Paid leave, unemployment and workers' compensation	■ Vetoed	12 April 2026
VA	HB 531†	Workers' compensation; injuries caused by repetitive and sustained physical stressors. Paid leave, unemployment and workers' compensation Companion: VA SB 520	■ Passed committee	18 November 2024
VA	HB 547	Private companies providing public transportation services; employee protections.	■ Vetoed	13 April 2026
VA	HB 551	Nondegree workforce training programs; accreditation.	In committee	21 July 2026
VA	HB 569	Public works contracts; prevailing wage rate, definitions, civil penalty. Wages, hours and worker classification	■ Vetoed	13 April 2026
VA	HB 572	Uninsured Employer's Fund; administrative expenses. Companion: VA SB 520	■ Enacted	6 April 2026
VA	HB 627	Covenants not to compete; includes health care professionals, civil penalty.	■ Vetoed	11 April 2026
VA	HB 636	Prospective employer; prohibited from seeking wage or salary history of prospective	■ Vetoed	13 April 2026

State	Bill	Title	Current status	Last action
		employees. Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: VA HB 1164		
VA	HB 670	Labor & employment provisions; application of law, protection of employees, definition of employer.	■ Vetoed	11 April 2026
VA	HB 675	Protection of employees; coercion or threat based on immigration status, civil penalty. Discrimination, harassment and pay equity	■ Vetoed	13 April 2026
VA	HB 68†	Workers' compensation; post-traumatic stress disorder incurred by dispatchers. Paid leave, unemployment and workers' compensation	In committee	18 November 2024
VA	HB 693	Workforce development programs; apprenticeship program. Wages, hours and worker classification	■ Enacted	13 April 2026
VA	HB 715	Labor and employment; collective bargaining by certain constitutional officers. Wages, hours and worker classification, Unions and collective bargaining	In committee	3 February 2026
VA	HB 722	Protection of employees; retaliatory action against employee prohibited. Discrimination, harassment and pay equity	In committee	10 February 2026

State	Bill	Title	Current status	Last action
VA	HB 923	Protection of employees; stay or pay contracts prohibited, civil penalty. Wages, hours and worker classification	Dead	9 March 2026
VA	HB 930	Protection of employees; retaliatory action against employee prohibited. Discrimination, harassment and pay equity	■ Passed chamber	14 March 2026
VA	HB 944	Workplace violence; policy required for certain employers, civil penalty, delayed effective date. Workplace safety and health	■ Passed chamber	21 July 2026
VA	HB 948	Virginia Minimum Wage Act; enforcement, penalties. Wages, hours and worker classification	In committee	18 February 2026
VA	HB 962	Employer seeking wage or salary history of prospective employees; prohibited, etc. Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	18 February 2026
VA	HJ 454	Automation of ports in the Commonwealth; JLARC to study economic and workforce impacts.	In committee	4 February 2025
VA	HJ 492	Constitutional amendment; right to work (first reference). Unions and collective bargaining	In committee	5 February 2025
VA	SB 1	Minimum wage; increases incrementally to $15.00 per hour by January 1, 2028.	■ Enacted	8 April 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification		
VA	SB 10	Employment prohibition exceptions; apprenticeship program for children 16 years of age or older. Wages, hours and worker classification	■ Enacted	6 April 2026
VA	SB 100	Volunteer emergency responders; protection of employees, civil action. Discrimination, harassment and pay equity	■ Enacted	6 April 2026
VA	SB 1052	Virginia Human Rights Act; definition of "employer." Discrimination, harassment and pay equity	■ Vetoed	2 April 2025
VA	SB 1056†	Unemployment compensation; increases weekly benefit amounts, report. Paid leave, unemployment and workers' compensation	■ Enacted	2 April 2025
VA	SB 1057	Unemployment insurance; weekly benefit amount, increasing threshold for deduction of wages payable. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Enacted	24 March 2025
VA	SB 1112	Workers' compensation; injuries caused by repetitive and sustained physical stressors. Paid leave, unemployment and workers' compensation	■ Passed committee	5 February 2025

State	Bill	Title	Current status	Last action
VA	SB 1122	Paid family and medical leave insurance program; definitions, notice requirements, civil action. Paid leave, unemployment and workers' compensation	Passed chamber	18 February 2025
VA	SB 1132	Prospective employees; prohibiting employer seeking wage or salary history. Wages, hours and worker classification, Discrimination, harassment and pay equity	Vetoed	2 April 2025
VA	SB 120	Warehouse distribution center; requirements, protection of employees, civil penalty, civil action.	Dead	2 February 2026
VA	SB 121	Minimum wage; farm laborers or farm employees, temporary foreign workers. Wages, hours and worker classification	Enacted	8 April 2026
VA	SB 1218	L&E; covenants not to compete prohibited, low-wage employees, exceptions, civil penalty. Wages, hours and worker classification	Enacted	24 March 2025
VA	SB 1228	Barbers and Cosmetology, Board for; employment prohibition, children 16 years of age or older.	Enacted	21 March 2025
VA	SB 1276	Labor and employment; portable benefit accounts, income tax, deduction. Paid leave, unemployment and workers' compensation	Passed committee	5 February 2025

State	Bill	Title	Current status	Last action
VA	SB 128	Covenants not to compete; includes health care professionals, civil penalty.	Vetoed	11 April 2026
VA	SB 1299	Workers' compensation; compensation to dependents or beneficiaries of an employee killed. Paid leave, unemployment and workers' compensation	Passed chamber	18 February 2025
VA	SB 1301	Workers' compensation benefits; post-traumatic stress disorder incurred by firefighters, etc. Paid leave, unemployment and workers' compensation Companion: VA SB 860	Passed committee	5 February 2025
VA	SB 1388	Contractors; clarifies definition of designated employees, definition of affiliate. Wages, hours and worker classification	In committee	22 January 2025
VA	SB 1401	Firefighters and emergency medical services providers; collective bargaining. Unions and collective bargaining	In committee	24 January 2025
VA	SB 1430	Closure of the U.S. government; civil relief for furloughed employees and contractors. Wages, hours and worker classification	Enacted	24 March 2025
VA	SB 1489	Authority of local governments; definitions, service employees.	Vetoed	2 April 2025
VA	SB 170†	Protection of employees; covenants not to compete, discharged employees.	Enacted	13 April 2026

State	Bill	Title	Current status	Last action
VA	SB 199	Employment; paid sick leave, civil penalties. Paid leave, unemployment and workers' compensation	Vetoed	13 April 2026
VA	SB 215	Prospective employer; prohibited from seeking wage or salary history of prospective employees. Wages, hours and worker classification, Discrimination, harassment and pay equity	Vetoed	13 April 2026
VA	SB 279	Contractors, Board for; tradesman apprenticeship requirements. Wages, hours and worker classification	In committee	11 February 2026
VA	SB 28	Overtime for certain employees; pay for domestic workers, delayed effective date. Wages, hours and worker classification	Vetoed	13 April 2026
VA	SB 288	Protection of employees; standards for heat illness prevention, report. Workplace safety and health	Enacted	13 April 2026
VA	SB 32†	Denial or abridgement of the right to work; repeals certain provisions of the Code. Unions and collective bargaining	In committee	17 February 2026
VA	SB 370	Prevailing wage rate for public works contracts; civil penalties. Wages, hours and worker classification	In committee	2 February 2026
VA	SB 372	Employment; expands provisions for paid sick leave, civil penalties.	In committee	2 February 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
VA	SB 378	Public employees; repeals existing prohibition on collective bargaining, etc. Unions and collective bargaining	Vetoed	13 April 2026
VA	SB 430	Authority of local governments; service employees.	Enacted	8 April 2026
VA	SB 433	Unemployment insurance; benefit eligibility conditions, etc. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Enacted	13 April 2026
VA	SB 485†	Employee protections; employer-sponsored meetings on political matters, civil action.	In committee	18 November 2024
VA	SB 507†	Health care providers & grocery store workers; employers to provide paid sick leave, effective date. Paid leave, unemployment and workers' compensation	Passed committee	19 November 2024
VA	SB 518	Public works contracts; prevailing wage rate, definitions, civil penalty. Wages, hours and worker classification	Vetoed	16 April 2026
VA	SB 569	Protection of employees; covenants not to compete, involuntarily separated employees.	In committee	2 February 2026
VA	SB 593†	Workers' compensation benefits; post-traumatic stress disorder incurred by firefighters, etc.	Passed chamber	18 November 2024

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
VA	SB 597	Wage garnishments; treasurers' liens for unpaid taxes and charges. Wages, hours and worker classification	Vetoed	13 April 2026
VA	SB 611	Economic development incentives; wage requirements. Wages, hours and worker classification	In committee	21 July 2026
VA	SB 637	Virginia Human Rights Act; nondiscrimination, procedures for charge of unlawful discrimination. Discrimination, harassment and pay equity	Enacted	13 April 2026
VA	SB 644	Minimum wage and overtime wages; payment, misclassification of workers, civil actions. Wages, hours and worker classification	Passed chamber	14 March 2026
VA	SB 667	Public service company; prevailing wage rate, apprenticeship requirements, penalties. Wages, hours and worker classification	In committee	12 February 2026
VA	SB 685†	Minimum wage and overtime pay; warehouse distribution center employees and employers, civil action. Wages, hours and worker classification	In committee	18 November 2024

State	Bill	Title	Current status	Last action
VA	SB 695	School Boards; employment of school resource officers, enhanced retirement benefits. Paid leave, unemployment and workers' compensation	In committee	3 February 2026
VA	SB 731	Private companies providing public transportation services; employee protections, report.	Vetoed	13 April 2026
VA	SB 737	Nondegree workforce training programs; accreditation.	In committee	21 July 2026
VA	SB 750	Officers and employees of the Fort Monroe Authority; eligibility for transitional severance benefit. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	21 July 2026
VA	SB 759	Unemployment benefits; increase weekly benefit amount. Paid leave, unemployment and workers' compensation	Enacted	13 April 2026
VA	SB 760	Unemployment benefits; maximum duration. Paid leave, unemployment and workers' compensation	Passed committee	21 July 2026
VA	SB 771	Workers' compensation; burial expenses, annual adjustment. Paid leave, unemployment and workers' compensation	Enacted	13 April 2026
VA	SB 788	Workers' compensation; injuries caused by repetitive and sustained physical stressors. Paid leave, unemployment and workers' compensation	In committee	20 January 2025

State	Bill	Title	Current status	Last action
VA	SB 803	Workers' compensation; injuries caused by repetitive and sustained physical stressors. Paid leave, unemployment and workers' compensation	In committee	20 January 2025
VA	SB 840	Child labor; child engaged in the work of content creation, trust account. Workplace safety and health	In committee	20 January 2025
VA	SB 853	Prevailing wage rate; apprenticeship requirements, RPS-eligible source work, penalties. Wages, hours and worker classification	■ Vetoed	2 April 2025
VA	SB 878	Unemployment Compensation, Commission on; increases membership, powers and duties. Paid leave, unemployment and workers' compensation	■ Enacted	24 March 2025
VA	SB 897	Overtime for certain employees; domestic service workers and live-in domestic workers. Wages, hours and worker classification	■ Vetoed	2 April 2025
VA	SB 917	Collective bargaining by public employees; exclusive bargaining representatives. Unions and collective bargaining	■ Vetoed	2 April 2025
VA	SB 919	Private companies providing public transportation services; employee protections.	■ Vetoed	2 April 2025
VA	SB 964	Collective bargaining; individual home care providers. Unions and collective bargaining	In committee	24 January 2025

State	Bill	Title	Current status	Last action
VA	SB 967	Minimum wage and overtime pay; warehouse distribution center employees and employers. Wages, hours and worker classification	Dead	13 January 2025
VA	SB 998	Child labor; child engaged in the work of content creation, trust account. Workplace safety and health	■ Enacted	2 May 2025
VA	SJ 271	Constitutional amendment (first reference); right to work. Unions and collective bargaining	In committee	21 January 2025
VI	36-0053	An Act amending title 3 Virgin Islands Code, chapter 25, subchapter V, section 555b to increase the minimum annual salary for full time employees of the Government of the Virgin Islands, its semi-autonomous agencies and independent instrumentalities from $27,040 to $32,000 Wages, hours and worker classification	■ Vetoed	17 July 2025
VI	36-0168†	An Act providing an appropriation for the operating expenses of the Public Employees Relations Board and the Virgin Islands Labor Management Committee for the fiscal year October 1, 2025 through September 30, 2026 Unions and collective bargaining	■ Sent to governor	19 September 2025

State	Bill	Title	Current status	Last action
VI	36-0300	3 V.I.C § 472 - To expand the Government Employees Service Commission”™s statutory authority	Introduced	11 June 2026

State	Bill	Title	Current status	Last action
VT	H 149	An act relating to expanding equal pay protections Wages, hours and worker classification, Discrimination, harassment and pay equity	Introduced	5 February 2025
VT	H 163	An act relating to workers' compensation Paid leave, unemployment and workers' compensation	Introduced	7 February 2025
VT	H 173	An act relating to granting public higher education employees the right to strike Unions and collective bargaining	Introduced	11 February 2025
VT	H 174	An act relating to the Vermont Labor Relations Board Unions and collective bargaining	Introduced	11 February 2025
VT	H 175	An act relating to clarifying the right of adjunct faculty to receive unemployment insurance benefits Paid leave, unemployment and workers' compensation	Introduced	19 February 2025
VT	H 205	An act relating to agreements not to compete	■ Floor vote	13 March 2026
VT	H 22	An act relating to access to information concerning benefit extension agreements for employees of public agencies	Introduced	9 January 2025

State	Bill	Title	Current status	Last action
VT	H 228	An act relating to hospital employee compensation and administrative staffing ratios Workplace safety and health	Introduced	18 February 2025
VT	H 234	An act relating to determining the appropriateness of a collective bargaining unit for adjunct faculty Unions and collective bargaining	Introduced	18 February 2025
VT	H 235	An act relating to unemployment insurance eligibility and benefits Paid leave, unemployment and workers' compensation Companion: VT S 37	Introduced	18 February 2025
VT	H 239	An act relating to temporary State employees	Introduced	18 February 2025
VT	H 256	An act relating to Judiciary Employees Labor Relations Act Unions and collective bargaining	Introduced	18 February 2025
VT	H 259	An act relating to preventing workplace violence in hospitals Workplace safety and health	Enacted	30 April 2025
VT	H 261	An act relating to establishing a 32-hour workweek Wages, hours and worker classification	Introduced	19 February 2025
VT	H 262	An act relating to restricting electronic monitoring of employees and the use of employment-related automated decision systems AI in hiring and workplace monitoring	Introduced	19 February 2025
VT	H 263	An act relating to creating a right for employees to disconnect from work	Introduced	19 February 2025
VT	H 290	An act relating to the State Employees Labor Relations Act	Introduced	20 February 2025

State	Bill	Title	Current status	Last action
		Unions and collective bargaining Companion: VT S 145		
VT	H 294†	An act relating to telecommunications services and wages in correctional facilities Wages, hours and worker classification	Enacted	29 May 2026
VT	H 295	An act relating to payment of vacation leave upon separation from employment Paid leave, unemployment and workers' compensation	Introduced	20 February 2025
VT	H 3†	An act relating to the minimum qualifications required for State employment	Introduced	9 January 2025
VT	H 327	An act relating to labor requirements for certain energy projects	Introduced	25 February 2025
VT	H 33	An act relating to expanding employee access to unpaid leave Paid leave, unemployment and workers' compensation	Introduced	15 January 2025
VT	H 333	An act relating to collective bargaining for agricultural workers Unions and collective bargaining	Introduced	25 February 2025
VT	H 334	An act relating to limiting employer restrictions on individuals separating from employment	Introduced	15 January 2026
VT	H 335	An act relating to payroll records of workers on State construction projects Wages, hours and worker classification	Introduced	25 February 2025
VT	H 336	An act relating to enhancing enforcement of employment laws	Introduced	25 February 2025

State	Bill	Title	Current status	Last action
VT	H 337	An act relating to duties of the Commissioner of Labor	Introduced	25 February 2025
VT	H 338	An act relating to unemployment compensation Paid leave, unemployment and workers' compensation	Introduced	25 February 2025
VT	H 34	An act relating to workforce leadership in Vermont	■ Passed chamber	13 May 2025
VT	H 344	An act relating to creating a good cause standard for termination of employment	Introduced	25 February 2025
VT	H 347	An act relating to expanding coverage of the minimum wage and overtime laws and maintaining the authority of the Attorney General to enforce complaints of employee misclassification Wages, hours and worker classification	Introduced	25 February 2025
VT	H 348†	An act relating to protecting workers from extreme temperatures in the workplace Workplace safety and health	Introduced	25 February 2025
VT	H 356	An act relating to the creation of the Unemployment Compensation Benefit Modernization Advisory Committee Paid leave, unemployment and workers' compensation	Introduced	26 February 2025
VT	H 359	An act relating to privatization contracts	Introduced	26 February 2025
VT	H 374†	An act relating to repealing the Commissioner of Labor's authority to recommend a subminimum wage for individuals with a disability	Introduced	26 February 2025

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification, Discrimination, harassment and pay equity		
VT	H 402	An act relating to the Vermont Municipal Labor Relations Act Unions and collective bargaining	Introduced	27 February 2025
VT	H 403	An act relating to fair labor standards and housing standards for agricultural workers Wages, hours and worker classification, Workplace safety and health	Introduced	10 February 2026
VT	H 444†	An act relating to unemployment compensation and workers' compensation Paid leave, unemployment and workers' compensation	Introduced	28 February 2025
VT	H 459†	An act relating to the Parental and Family Leave Act Paid leave, unemployment and workers' compensation	Introduced	11 March 2025
VT	H 461	An act relating to expanding employee access to unpaid leave Paid leave, unemployment and workers' compensation	■ Enacted	22 May 2025
VT	H 485†	An act relating to granting State employees in the Executive Branch and Judiciary the right to strike Unions and collective bargaining	Introduced	18 March 2025
VT	H 531	An act relating to creating a preference for military spouses in hiring into State employment	Introduced	6 January 2026
VT	H 551†	An act relating to overtime pay for firefighters Wages, hours and worker classification	Introduced	6 January 2026

State	Bill	Title	Current status	Last action
VT	H 556	An act relating to exceptions to applicability of State minimum wage Wages, hours and worker classification	Passed chamber	20 March 2026
VT	H 570†	An act relating to overtime pay Wages, hours and worker classification	Introduced	6 January 2026
VT	H 580	An act relating to public employee health benefits and State health care cost transparency	Introduced	6 January 2026
VT	H 63	An act relating to fair employment practices and legislative leave Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Introduced	23 January 2025
VT	H 661	An act relating to workers' compensation coverage for firefighters with cancer Paid leave, unemployment and workers' compensation	Introduced	21 January 2026
VT	H 713	An act relating to raising the minimum wage for employees working for a national fast food chain Wages, hours and worker classification	Introduced	16 January 2026
VT	H 714	An act relating to automated employment decision making and State employees AI in hiring and workplace monitoring	Introduced	16 January 2026
VT	H 725	An act relating to the State Labor Relations Act Unions and collective bargaining	Introduced	20 January 2026
VT	H 726	An act relating to flexible working arrangements	Introduced	20 January 2026

State	Bill	Title	Current status	Last action
VT	H 743	An act relating to increasing the State minimum wage based on the livable wage Wages, hours and worker classification	Introduced	22 January 2026
VT	H 803	An act relating to apprenticeship programs Wages, hours and worker classification	Introduced	28 January 2026
VT	H 858	An act relating to the creation of the State Law Enforcement and Firefighters Bargaining Unit Unions and collective bargaining	Introduced	3 February 2026
VT	H 871	An act relating to unemployment insurance fraud Paid leave, unemployment and workers' compensation	Introduced	4 February 2026
VT	H 887	An act relating to crime victim status under the Fair Employment Practices Act Discrimination, harassment and pay equity	■ Passed chamber	24 March 2026
VT	H 919†	An act relating to classifying incarcerated individuals as temporary State employees	Introduced	27 February 2026
VT	H 950	An act relating to compensation for certain State employees (Pay Act) Wages, hours and worker classification	Introduced	24 March 2026
VT	H 99	An act relating to regulating earned wage access services Wages, hours and worker classification	Introduced	28 January 2025

State	Bill	Title	Current status	Last action
VT	S 117	An act relating to wage and hour, unemployment compensation, and workers' compensation Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Enacted	29 May 2025
VT	S 125	An act relating to collective bargaining Unions and collective bargaining	Vetoed	16 June 2025
VT	S 128	An act relating to eliminating certain exemptions from the minimum wage and overtime, including the tipped minimum wage; increasing the minimum wage; and requiring that inmates receive the minimum wage for work performed Wages, hours and worker classification	Introduced	19 March 2025
VT	S 153	An act relating to the creation of the Extreme Temperature Worker Protection Act Workplace safety and health	Introduced	1 May 2025
VT	S 173	An act relating to vocational rehabilitation and apprenticeships Wages, hours and worker classification	Enacted	26 May 2026
VT	S 228	An act relating to collective bargaining over remote, in-person, and hybrid work standards for State employees Unions and collective bargaining	Introduced	9 January 2026
VT	S 230	An act relating to fair employment practices Discrimination, harassment and pay equity	Vetoed	29 May 2026
VT	S 264	An act relating to collective bargaining for Assistant Attorneys	Introduced	16 January 2026

State	Bill	Title	Current status	Last action
		General Unions and collective bargaining		
VT	S 277	An act relating to prohibiting mandatory overtime for nurses Wages, hours and worker classification	Introduced	20 January 2026
VT	S 292	An act relating to granting public higher education employees the right to strike Unions and collective bargaining	Introduced	22 January 2026
VT	S 307	An act relating to overtime pay for firefighters Wages, hours and worker classification	Introduced	27 January 2026
VT	S 317	An act relating to weatherization funding and weatherization workforce recruitment	Introduced	27 January 2026
VT	S 58	An act relating to requirements for the pay plans of certain law enforcement officers and firefighters employed by the State Wages, hours and worker classification	Introduced	11 February 2025
VT	S 6†	An act relating to repealing the Commissioner of Labor's authority to recommend a subminimum wage for individuals with a disability Wages, hours and worker classification, Discrimination, harassment and pay equity	Introduced	10 January 2025
VT	S 62	An act relating to privatization contracts	Introduced	11 February 2025
VT	S 67	An act relating to increasing the State minimum wage based on the livable wage Wages, hours and worker classification	Introduced	13 February 2025

State	Bill	Title	Current status	Last action
VT	S 90	An act relating to employee privacy protections	Introduced	26 February 2025
WA	HB 1059	Concerning the duties of industrial insurance self-insured employers and third-party administrators. Paid leave, unemployment and workers' compensation	In committee	12 January 2026
WA	HB 1063	Establishing a new chapter for the licensing and regulation of businesses providing earned wage access services. Wages, hours and worker classification	Passed committee	12 January 2026
WA	HB 1068	Removing the exclusion from interest arbitration of Washington management service employees at the department of corrections.	Enacted	25 April 2025
WA	HB 1069	Allowing collective bargaining over contributions for certain supplemental retirement benefits. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Enacted	24 March 2026
WA	HB 1070	Concerning industrial insurance coverage for posttraumatic stress disorders affecting correctional facility workers. Paid leave, unemployment and workers' compensation	Passed committee	12 January 2026
WA	HB 1105	Exempting exclusive bargaining representatives for department of corrections employees from certain provisions related to coalition bargaining. Unions and collective bargaining	Enacted	21 April 2025

State	Bill	Title	Current status	Last action
WA	HB 1114	Concerning the respiratory care interstate compact.	Enacted	16 April 2025
WA	HB 1121	Concerning restrictions on the working conditions and hours of sixteen- and seventeen-year olds.	Enacted	21 April 2025
WA	HB 1128	Establishing a child care workforce standards board. Paid leave, unemployment and workers' compensation, Workplace safety and health	Enacted	23 March 2026
WA	HB 1141	Concerning collective bargaining for agricultural cannabis workers. Unions and collective bargaining	Enacted	22 April 2025
WA	HB 1155	Prohibiting noncompetition agreements and clarifying nonsolicitation agreements. Noncompetes and restrictive covenants Companion: WA SB 5437	Enacted	23 March 2026
WA	HB 1162	Concerning workplace violence in health care settings. Workplace safety and health Companion: WA SB 5162	Enacted	17 May 2025
WA	HB 1173	Concerning wages for journeypersons in high-hazard facilities. Wages, hours and worker classification, Workplace safety and health	Enacted	9 May 2025
WA	HB 1181	Concerning labor standards and the Washington minimum wage act. Wages, hours and worker classification Companion: WA HB 1764, WA SB 5578	In committee	12 January 2026
WA	HB 1182	Granting interest arbitration to certain parks and recreation commission employees.	In committee	12 January 2026

State	Bill	Title	Current status	Last action
WA	HB 1184	Creating a narrow exemption from overtime provisions for certain nonprofits and small businesses. Wages, hours and worker classification	In committee	12 January 2026
WA	HB 1213	Expanding protections for workers in the state paid family and medical leave program. Paid leave, unemployment and workers' compensation	Enacted	17 May 2025
WA	HB 1264	Concerning the salaries of ferry system collective bargaining units. Wages, hours and worker classification, Unions and collective bargaining	Enacted	17 May 2025
WA	HB 1275	Establishing department authority to ensure payment is received from the self-insured employer after a self-insured group or municipal employer has their self-insurer certification withdrawn.	Enacted	16 April 2025
WA	HB 1313	Addressing mass layoffs, relocations, and terminations.	Passed committee	12 January 2026
WA	HB 1330	Consolidating the public employees' benefits board and the school employees' benefits board. Companion: WA SB 5086	In committee	12 January 2026
WA	HB 1335	Protecting military spouses from employment discrimination. Discrimination, harassment and pay equity	Passed committee	12 January 2026
WA	HB 1348	Concerning employee ownership of licensed cannabis businesses.	In committee	12 January 2026

State	Bill	Title	Current status	Last action
WA	HB 1354	Concerning coverage of legislative session employees in the insurance programs offered by the public employees' benefits board.	In committee	12 January 2026
WA	HB 1387	Concerning the prevailing wages on public works. Wages, hours and worker classification Companion: WA SB 5293	In committee	12 January 2026
WA	HB 1395	Streamlining the home care worker background check process.	Enacted	12 May 2025
WA	HB 1398	Concerning factors which are considered in interest arbitration for adult family home providers.	Passed committee	12 January 2026
WA	HB 1511	Concerning Washington state ferries captains.	Enacted	7 April 2025
WA	HB 1523	Establishing the essential worker health care program. Companion: WA SB 5344	In committee	12 January 2026
WA	HB 1524	Concerning workplace standards and requirements applicable to employers of isolated employees. Discrimination, harassment and pay equity, Workplace safety and health	Enacted	16 April 2025
WA	HB 1533	Allowing a specialty electrician to continue working under a valid specialty certificate of competency while enrolled in a journey level apprenticeship program.	Enacted	12 May 2025
WA	HB 1561	Providing labor market protections for domestic workers. Wages, hours and worker classification	In committee	12 January 2026
WA	HB 1570	Concerning collective bargaining for certain employees who are enrolled in academic programs at	Enacted	18 March 2026

State	Bill	Title	Current status	Last action
		public institutions of higher education. Unions and collective bargaining		
WA	HB 1597	Authorizing agricultural employers to select 12 weeks a year to employ workers for up to 50 hours a week before overtime applies. Wages, hours and worker classification Companion: WA HB 1779, WA SB 5487	In committee	12 January 2026
WA	HB 1619	Concerning paid family leave premium collection for dockworkers. Paid leave, unemployment and workers' compensation	In committee	12 January 2026
WA	HB 1623	Prohibiting deductions for credit card transaction processing fees from employee tips. Wages, hours and worker classification	Passed committee	12 January 2026
WA	HB 1626	Expanding access to grants within the paid family and medical leave insurance program for small school districts. Paid leave, unemployment and workers' compensation Companion: WA SB 5378	In committee	12 January 2026
WA	HB 1644	Concerning the safety and health of working minors. Workplace safety and health	Enacted	28 April 2025
WA	HB 1663	Enhancing youth mental health and well-being through advanced training and expansion of the workforce in schools.	In committee	12 January 2026
WA	HB 1672	Addressing technology used by employers in the workplace.	Passed committee	12 January 2026

State	Bill	Title	Current status	Last action
WA	HB 1682	Concerning part-time workers in the unemployment insurance system. Paid leave, unemployment and workers' compensation	Passed committee	12 January 2026
WA	HB 1737	Concerning federally approved apprenticeship programs operated by tribal governments. Wages, hours and worker classification	In committee	12 January 2026
WA	HB 1747	Expanding protections for applicants and employees under the Washington fair chance act.	Enacted	21 April 2025
WA	HB 1773	Creating a wage replacement program for certain Washington workers excluded from unemployment insurance. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed committee	12 January 2026
WA	HB 1777	Concerning the requirements and process for approving and registering apprenticeship programs. Wages, hours and worker classification	In committee	12 January 2026
WA	HB 1788	Concerning workers' compensation benefits. Paid leave, unemployment and workers' compensation Companion: WA SB 5548	Enacted	25 April 2025
WA	HB 1821	Expanding the definition of "interested party" for the purposes of prevailing wage laws. Wages, hours and worker classification	Enacted	21 April 2025

State	Bill	Title	Current status	Last action
WA	HB 1831	Allowing for corrections to wage and salary disclosures. Wages, hours and worker classification	In committee	12 January 2026
WA	HB 1839	Increasing the investments in our workforce by amending the advanced computing surcharge.	In committee	12 January 2026
WA	HB 1843†	Concerning students' eligibility to receive unemployment insurance benefits. Paid leave, unemployment and workers' compensation	Passed committee	12 January 2026
WA	HB 1875	Allowing the use of paid sick leave to prepare for or participate in certain immigration proceedings. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	25 April 2025
WA	HB 1879	Concerning meal and rest breaks for hospital workers.	Enacted	21 April 2025
WA	HB 1883	Concerning the Washington customized employment training program.	In committee	12 January 2026
WA	HB 2042	Providing hiring preferences for state employment to certain federal employees.	In committee	12 January 2026
WA	HB 2047	Eliminating the Washington employee ownership program.	Enacted	19 May 2025
WA	HB 2052	Allowing agricultural employees to voluntarily waive overtime requirements for up to 15 workweeks in a calendar year. Wages, hours and worker classification	In committee	12 January 2026
WA	HB 2091	Requiring public employers under chapter 41.80 RCW to provide	Enacted	24 March 2026

State	Bill	Title	Current status	Last action
		employee information to exclusive bargaining representatives. Unions and collective bargaining		
WA	HB 2105	Concerning immigrant worker protections. Discrimination, harassment and pay equity	Enacted	30 March 2026
WA	HB 2144	Requiring notices to employees when electronic monitoring is used to assist employers conducting performance evaluations. AI in hiring and workplace monitoring	Passed committee	6 February 2026
WA	HB 2160	Concerning eligibility for membership in the school employees' benefits board programs during the second school year of employment. Companion: WA SB 5883	In committee	15 January 2026
WA	HB 2179	Concerning membership in the public employees' retirement system for port workers who participate in a federal railroad retirement plan, a union-sponsored defined benefit retirement plan, or another employer-funded private pension plan. (REVISED FOR ENGROSSED: Concerning... Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Enacted	23 March 2026
WA	HB 2189	Expanding eligibility for voluntary workers' compensation settlements. Paid leave, unemployment and workers' compensation	In committee	12 January 2026
WA	HB 2190	Concerning language access providers' collective bargaining.	Passed committee	27 January 2026

State	Bill	Title	Current status	Last action
		Unions and collective bargaining		
WA	HB 2191	Concerning workers' wages and benefits in the construction industry. Wages, hours and worker classification	Passed committee	19 February 2026
WA	HB 2218	Concerning access to medical care in workers' compensation. Paid leave, unemployment and workers' compensation	Passed committee	4 February 2026
WA	HB 2264	Concerning unemployment insurance benefits for workers separated from employment as a result of employer-initiated layoffs or workforce reductions. Paid leave, unemployment and workers' compensation	Enacted	23 March 2026
WA	HB 2300	Assessing employers for their workers' health care costs paid by the state.	In committee	12 January 2026
WA	HB 2303	Prohibiting employers from microchipping employees. AI in hiring and workplace monitoring	Enacted	11 March 2026
WA	HB 2309	Reducing barriers to state employment by eliminating postgraduate degree requirements that are unnecessary.	Enacted	14 March 2026
WA	HB 2336	Facilitating the use of a department of labor and industries-approved, application-based, third-party recording platform to record independent medical exams.	In committee	12 January 2026
WA	HB 2345	Concerning contributions in the state paid family and medical leave program.	Enacted	11 March 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
WA	HB 2355	Establishing labor protections for domestic workers. Wages, hours and worker classification	Enacted	9 March 2026
WA	HB 2372	Concerning workers' compensation benefits. Paid leave, unemployment and workers' compensation Companion: WA SB 6067	Passed committee	30 January 2026
WA	HB 2377	Making technical clarifications by defining "applicant" to support fair and consistent pay transparency enforcement. Wages, hours and worker classification	In committee	12 January 2026
WA	HB 2378	Directing the department of labor and industries to adopt rules clarifying the scope of work for HVAC/refrigeration specialty electricians for ductless mini-split systems.	In committee	12 January 2026
WA	HB 2392	Requiring building and construction contractors to use a skilled and trained workforce for performing work at certain hazardous facilities. Wages, hours and worker classification, Workplace safety and health	In committee	12 January 2026
WA	HB 2405	Establishing a pilot program for posttraumatic stress disorder treatment and research.	Enacted	25 March 2026
WA	HB 2408	Improving government efficiency through amending and repealing obsolete statutory language.	Passed committee	30 January 2026
WA	HB 2411	Modifying shared leave provisions to authorize shared leave for	Enacted	30 March 2026

State	Bill	Title	Current status	Last action
		victims of a hate crime and those whose absence is due to immigration enforcement actions against the employee or the employee's relative. Paid leave, unemployment and workers' compensation		
WA	HB 2471	Concerning collective bargaining for employees not covered by the national labor relations act. Unions and collective bargaining	Enacted	23 March 2026
WA	HB 2479	Concerning the recovery of unpaid wages. Wages, hours and worker classification	Enacted	14 March 2026
WA	HB 2485	Concerning paid family medical leave benefits. Paid leave, unemployment and workers' compensation	In committee	14 January 2026
WA	HB 2492	Requiring state registered apprenticeships in the building and construction trades to provide behavioral health and wellness training. Wages, hours and worker classification	Enacted	9 March 2026
WA	HB 2524	Establishing the state security guards industry standards board.	Passed committee	4 February 2026
WA	HB 2611	Reducing the standard workweek from 40 hours to 32 hours. Wages, hours and worker classification	In committee	27 January 2026
WA	HB 2622	Concerning comparison factors that must be considered in interest arbitration for correctional employees regarding wages, hours, and conditions of employment. Wages, hours and worker classification	In committee	22 January 2026

State	Bill	Title	Current status	Last action
WA	HB 2630	Concerning collective bargaining for state employee job classifications. Unions and collective bargaining	In committee	22 January 2026
WA	HB 2728	Concerning consumer protection to prevent exploitation of Washington businesses through abusive litigation practices.	In committee	4 February 2026
WA	SB 5023	Providing labor market protections for domestic workers. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Floor vote	12 January 2026
WA	SB 5039	Removing the exclusion from interest arbitration of Washington management service employees at the department of corrections.	Passed committee	12 January 2026
WA	SB 5041	Concerning unemployment insurance benefits for striking or lockout workers. Paid leave, unemployment and workers' compensation	Enacted	19 May 2025
WA	SB 5043	Concerning industrial insurance coverage for posttraumatic stress disorders affecting correctional facility workers. Paid leave, unemployment and workers' compensation	Passed committee	9 February 2026
WA	SB 5044	Allowing collective bargaining over contributions for certain supplemental retirement benefits. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Passed committee	12 January 2026

State	Bill	Title	Current status	Last action
WA	SB 5061	Requiring certain wages in public works contracts to be at least the prevailing wage in effect when the work is performed. Wages, hours and worker classification	Floor vote	12 March 2026
WA	SB 5062	Establishing a child care workforce standards board. Paid leave, unemployment and workers' compensation, Workplace safety and health	Passed committee	12 January 2026
WA	SB 5068	Concerning agencies, firefighters, prosecutors, and general or limited authority law enforcement, extending eligibility for employment to all United States citizens or persons legally authorized to work in the United States under federal law.	Enacted	18 March 2026
WA	SB 5070	Concerning prohibiting fees on certain acts of commerce to protect tipped wages for workers while reducing the financial burden on employers. Wages, hours and worker classification	In committee	12 January 2026
WA	SB 5101	Expanding access to leave and safety accommodations to include workers who are victims of hate crimes or bias incidents. Paid leave, unemployment and workers' compensation, Discrimination, harassment and pay equity	Enacted	20 May 2025
WA	SB 5104	Protecting employees from coercion in the workplace based on immigration status. Discrimination, harassment and pay equity	Enacted	12 May 2025

State	Bill	Title	Current status	Last action
WA	SB 5119	Concerning collective bargaining for certain employees who are enrolled in academic programs at public institutions of higher education. Unions and collective bargaining	In committee	12 January 2026
WA	SB 5191	Concerning paid family leave premium collection for dockworkers. Paid leave, unemployment and workers' compensation	Enacted	29 April 2025
WA	SB 5265	Expanding minimum requirements for electrical inspectors to include certain out-of-state experience.	Enacted	22 April 2025
WA	SB 5292	Concerning paid family and medical leave rates. Paid leave, unemployment and workers' compensation	Enacted	18 March 2026
WA	SB 5328	Establishing a new chapter for the licensing and regulation of businesses providing earned wage access services. Wages, hours and worker classification	Floor vote	26 February 2026
WA	SB 5336	Concerning protections for isolated employees. Workplace safety and health	Passed committee	12 January 2026
WA	SB 5339	Linking increases in the minimum wage to the federal minimum wage. Wages, hours and worker classification	In committee	12 January 2026
WA	SB 5379	Granting interest arbitration to certain parks and recreation commission employees.	Passed committee	9 February 2026

State	Bill	Title	Current status	Last action
WA	SB 5381	Establishing department authority to ensure payment is received from the self-insured employer after a self-insured group or municipal employer has their self-insurer certification withdrawn. Paid leave, unemployment and workers' compensation	Passed committee	12 January 2026
WA	SB 5396	Supporting the continued employment of pilots applying for federal aviation administration medical certificates.	In committee	12 January 2026
WA	SB 5408	Allowing for corrections to wage and salary disclosures. Wages, hours and worker classification Companion: WA SB 6100	Enacted	20 May 2025
WA	SB 5415	Concerning financial feasibility of collective bargaining agreements. Unions and collective bargaining	In committee	12 January 2026
WA	SB 5422	Allowing bargaining over matters related to the use of artificial intelligence. Unions and collective bargaining, AI in hiring and workplace monitoring	Passed committee	12 January 2026
WA	SB 5433	Exempting exclusive bargaining representatives for department of corrections employees from certain provisions related to coalition bargaining. Unions and collective bargaining	Passed committee	12 January 2026
WA	SB 5447	Concerning wages for journeypersons in high-hazard facilities. Wages, hours and worker classification, Workplace safety and health	In committee	12 January 2026

State	Bill	Title	Current status	Last action
WA	SB 5463	Concerning the duties of industrial insurance self-insured employers and third-party administrators. Paid leave, unemployment and workers' compensation	Enacted	17 May 2025
WA	SB 5468	Concerning collective bargaining for agricultural cannabis workers. Unions and collective bargaining	In committee	12 January 2026
WA	SB 5478	Concerning benefits authorized to be offered by the public employees' benefits board.	Enacted	17 May 2025
WA	SB 5501	Concerning employer requirements for driving.	Enacted	22 April 2025
WA	SB 5503	Concerning public employee collective bargaining processes. Unions and collective bargaining	Enacted	20 May 2025
WA	SB 5525	Concerning employment loss due to businesses closing or mass layoffs.	Enacted	13 May 2025
WA	SB 5531	Streamlining the home care worker background check process.	In committee	12 January 2026
WA	SB 5539	Expanding protections for workers in the state paid family and medical leave program. Paid leave, unemployment and workers' compensation	In committee	12 January 2026
WA	SB 5540†	Concerning students' eligibility to receive unemployment insurance benefits. Paid leave, unemployment and workers' compensation	Passed committee	12 January 2026

State	Bill	Title	Current status	Last action
WA	SB 5549	Expanding protections for applicants and employees under the Washington fair chance act.	In committee	12 January 2026
WA	SB 5572	Promoting the efficient administration of school construction assistance program projects. Companion: WA HB 1723	Passed committee	12 January 2026
WA	SB 5626	Creating a wage replacement program for certain Washington workers excluded from unemployment insurance. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	Passed committee	12 January 2026
WA	SB 5653	Concerning collective bargaining by fish and wildlife officers. Unions and collective bargaining	Enacted	17 May 2025
WA	SB 5682	Concerning the Washington customized employment training program.	Enacted	15 May 2025
WA	SB 5701	Expanding access to records for joint labor management committees for the purposes of enforcing prevailing wage laws. Wages, hours and worker classification, Unions and collective bargaining	Floor vote	12 January 2026
WA	SB 5722	Creating a grant program to promote local workforce development, reduce transportation pollution, and strengthen food sovereignty and climate and disaster resiliency.	Passed committee	12 January 2026
WA	SB 5738	Permitting individuals retired from the public employees' retirement system, the teachers' retirement	Floor vote	12 January 2026

State	Bill	Title	Current status	Last action
		system, and the school employees' retirement system additional opportunities to work for up to 1,040 hours per year while in receipt of pension benefits. Paid leave, unemployment and workers' compensation Companion: WA HB 1988		
WA	SB 5756	Concerning the safety and health of working minors. Workplace safety and health	In committee	12 January 2026
WA	SB 5792	Concerning temporary compensation reductions for state government employees during the 2025-2027 fiscal biennium.	In committee	12 January 2026
WA	SB 5793	Concerning employer contributions and incentives for public and school employee health benefit plans. Paid leave, unemployment and workers' compensation	In committee	12 January 2026
WA	SB 5807	Concerning wellness incentives for public and school employee health benefit plans. Paid leave, unemployment and workers' compensation	Enacted	20 May 2025
WA	SB 5847	Concerning access to medical care in workers' compensation. Paid leave, unemployment and workers' compensation	Enacted	24 March 2026
WA	SB 5852	Concerning immigrant worker protections. Discrimination, harassment and pay equity, Workplace safety and health	Passed committee	2 February 2026
WA	SB 5874	Concerning employers' information reporting for purposes of	Enacted	14 March 2026

State	Bill	Title	Current status	Last action
		unemployment compensation. Paid leave, unemployment and workers' compensation		
WA	SB 5882	Concerning industrial insurance coverage for posttraumatic stress disorders affecting local correctional facility workers. Paid leave, unemployment and workers' compensation	Passed committee	9 February 2026
WA	SB 5905	Concerning membership in the public employees' retirement system for port workers who participate in a federal railroad retirement plan, a union-sponsored defined benefit retirement plan, or another employer-funded private pension plan. Paid leave, unemployment and workers' compensation, Unions and collective bargaining	Floor vote	12 March 2026
WA	SB 5927	Capping the rate of increase for future workers' compensation cost-of-living adjustments. Paid leave, unemployment and workers' compensation	In committee	27 January 2026
WA	SB 5944	Concerning language access providers' collective bargaining. Unions and collective bargaining	Enacted	18 March 2026
WA	SB 5972	Expanding the definition of law enforcement personnel regarding correctional officers for purposes of interest arbitration. Companion: WA HB 2137	Floor vote	12 March 2026
WA	SB 6038	Reducing barriers to state employment by eliminating postgraduate degree requirements that are unnecessary.	In committee	12 January 2026

State	Bill	Title	Current status	Last action
WA	SB 6045	Placing agricultural employees under the jurisdiction of the public employment relations commission for the purpose of collective bargaining. Unions and collective bargaining Companion: WA HB 2409	Passed committee	26 February 2026
WA	SB 6053	Establishing labor protections for domestic workers. Wages, hours and worker classification	Passed committee	26 February 2026
WA	SB 6058	Adding discretion to wage enforcement actions. Wages, hours and worker classification Companion: WA HB 2478	Enacted	24 March 2026
WA	SB 6068	Concerning workers' wages and benefits in the construction industry. Wages, hours and worker classification	In committee	2 February 2026
WA	SB 6106	Modifying the securing timely notification and benefits for laid-off employees act. (REVISED FOR ENGROSSED: Concerning the laid-off employees act.)	Enacted	17 March 2026
WA	SB 6117	Concerning collective bargaining for employees not covered by the national labor relations act. Unions and collective bargaining	Passed committee	26 February 2026
WA	SB 6127	Requiring a performance audit of program integrity measures in Washington's paid family and medical leave program. Paid leave, unemployment and workers' compensation	In committee	14 January 2026
WA	SB 6134	Concerning notice to striking workers applying for unemployment insurance benefits	Enacted	23 March 2026

State	Bill	Title	Current status	Last action
		of potential overpayment assessment upon receipt of retroactive wages. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation		
WA	SB 6140	Establishing solvency protections for the paid family and medical leave program that do not increase the maximum premium rate cap or contribution rates. Paid leave, unemployment and workers' compensation Companion: WA SB 6141, WA SB 6142, WA SB 6143	In committee	14 January 2026
WA	SB 6145	Concerning the possession of contraband at any correctional facility or institution by an employee.	In committee	14 January 2026
WA	SB 6152	Including physical and occupational therapists as attending providers for workers' compensation. Paid leave, unemployment and workers' compensation Companion: WA HB 2243	Passed committee	26 February 2026
WA	SB 6173	Creating an apple health employer assessment.	In committee	19 February 2026
WA	SB 6188	Concerning the department of labor and industries' authority to enact rules related to regulating asbestos training. Companion: WA HB 2494	Enacted	24 March 2026
WA	SB 6199	Concerning contributions in the state paid family and medical leave program.	In committee	16 January 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
WA	SB 6221	Removing the sunset date for an employer's ability to correct wage and salary disclosures and defining "applicant." Wages, hours and worker classification	In committee	19 January 2026
WA	SB 6282	Requiring state registered apprenticeships in the building and construction trades to provide behavioral health and wellness training. Wages, hours and worker classification	■ Passed committee	26 February 2026
WA	SB 6293	Establishing a pilot program for posttraumatic stress disorder treatment and research.	In committee	23 January 2026
WA	SB 6324	Including standby pay as basic salary in the law enforcement officers' and firefighters' retirement system plan 2. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	5 February 2026
WA	SB 6345	Making transportation projects on state-owned highways subject to certain contracting conditions.	In committee	3 February 2026

State	Bill	Title	Current status	Last action
WI	AB 1	Relating to: an income tax subtraction for qualified tips and for qualified overtime compensation; state aid for school districts; surplus refund payments; increasing funding for special education and school age parents programs; state aid to technical	■ Passed chamber	27 May 2026

State	Bill	Title	Current status	Last action
		colleges and the technical... Wages, hours and worker classification Companion: WI SB 1		
WI	AB 1012	Relating to: the establishment of a family and medical leave insurance program; family leave to care for a family member and for the active duty of a family member; the employers that must allow an employee to take family or medical leave; allowing a local government to adopt... Paid leave, unemployment and workers' compensation Companion: WI SB 1001	Dead	16 June 2026
WI	AB 1052†	Relating to: prohibiting nonunion employees from receiving nonnegotiated benefits from union. Unions and collective bargaining	Dead	23 March 2026
WI	AB 1105	Relating to: notice to employees of full-service pharmacies and major grocery stores of permanent business closings and providing a penalty. (FE) Companion: WI SB 1068	Dead	25 March 2026
WI	AB 1148	Relating to: grants to school districts to pay student teachers an hourly wage, granting rule-making authority, and making an appropriation. (FE) Wages, hours and worker classification Companion: WI SB 1109	Dead	3 April 2026
WI	AB 1158	Relating to: a state minimum wage, allowing the enactment of local minimum wage ordinances, and granting rule-making authority. (FE)	Dead	23 March 2026

State	Bill	Title	Current status	Last action
		Wages, hours and worker classification Companion: WI SB 1123		
WI	AB 1160	Relating to: misclassification of employees and providing a penalty. (FE) Wages, hours and worker classification	Dead	2 April 2026
WI	AB 1169	Relating to: a state minimum wage, allowing the enactment of local minimum wage ordinances, and granting rule-making authority. (FE) Wages, hours and worker classification Companion: WI SB 1126	Dead	23 March 2026
WI	AB 1180	Relating to: prohibitions on postemployment nonsolicitation clauses in employment contracts. Noncompetes and restrictive covenants Companion: WI AB 1229, WI SB 1170, WI SB 1175	Dead	30 March 2026
WI	AB 138	Relating to: jailers and protective occupation annuitants in the Wisconsin Retirement System who are rehired by a participating employer. (FE) Paid leave, unemployment and workers' compensation Companion: WI SB 105	Dead	23 March 2026
WI	AB 146	Relating to: requests for information from employers about unemployment insurance claims. Paid leave, unemployment and workers' compensation	■ Vetoed	13 May 2026
WI	AB 158	Relating to: changing the conditions of liability for worker's compensation benefits for emergency medical responders, emergency medical services	Dead	23 March 2026

State	Bill	Title	Current status	Last action
		practitioners, volunteer firefighters, correctional officers, emergency dispatchers, coroners and coroner staff, and medical...		
WI	AB 162	Relating to: workforce metrics. (FE)	Vetoed	13 May 2026
WI	AB 164	Relating to: various changes to the unemployment insurance law and federal Reemployment Services and Eligibility Assessment grants. (FE) Paid leave, unemployment and workers' compensation Companion: WI SB 197	Passed chamber	23 March 2026
WI	AB 167	Relating to: various changes to the unemployment insurance law and requiring approval by the Joint Committee on Finance of certain federally authorized unemployment benefits. (FE) Paid leave, unemployment and workers' compensation	Vetoed	13 May 2026
WI	AB 168	Relating to: various changes to the unemployment insurance law. (FE) Paid leave, unemployment and workers' compensation	Vetoed	13 May 2026
WI	AB 17	Relating to: creating an employee ownership conversion costs tax credit, a deduction for capital gains from the transfer of a business to employee ownership, and an employee ownership education and outreach program. (FE)	Passed chamber	23 March 2026
WI	AB 186	Relating to: study of guaranteed employment grant program and making an appropriation. (FE) Companion: WI SB 187	Dead	23 March 2026

State	Bill	Title	Current status	Last action
WI	AB 220	Relating to: discrimination in employment, housing, public accommodations, education, insurance coverage, national guard, jury duty, and adoption and in the receipt of mental health or vocational rehabilitation services. Discrimination, harassment and pay equity Companion: WI SB 223	Dead	23 March 2026
WI	AB 232	Relating to: transferring adjudicatory functions for worker's compensation from the Division of Hearings and Appeals in the Department of Administration to the Department of Workforce Development. (FE) Companion: WI SB 229	Enacted	11 August 2025
WI	AB 241	Relating to: required ratio of journeyworkers to apprentices in apprenticeship programs and contracts. Wages, hours and worker classification	Vetoed	13 May 2026
WI	AB 281	Relating to: the employment eligibility verification program and granting rule-making authority. (FE)	Vetoed	13 May 2026
WI	AB 297	Relating to: performance grants based on improving employment rates for individuals on probation, parole, or extended supervision. (FE) Companion: WI SB 302	Dead	23 March 2026
WI	AB 39	Relating to: requiring state employees to perform their work at the offices of their employer.	Vetoed	13 May 2026

State	Bill	Title	Current status	Last action
WI	AB 430†	Relating to: discrimination based on arrest record under the fair employment law. Discrimination, harassment and pay equity	Dead	23 March 2026
WI	AB 462	Relating to: employee misclassification; construction contractor registration; reporting state tax law violations committed by construction industry employers; and granting rule-making authority, making an appropriation, and providing a penalty. (FE) Wages, hours and worker classification	Dead	23 March 2026
WI	AB 464	Relating to: prevailing wage, granting rule-making authority, and providing a penalty. (FE) Wages, hours and worker classification Companion: WI SB 490	Dead	23 March 2026
WI	AB 465	Relating to: permits authorizing the employment of minors. (FE) Companion: WI SB 462	Dead	23 March 2026
WI	AB 466	Relating to: project labor agreements and public contracts. (FE) Companion: WI SB 465	Dead	23 March 2026
WI	AB 467	Relating to: unemployment insurance work search and registration and granting rule-making authority. (FE) Paid leave, unemployment and workers' compensation Companion: WI SB 471	Dead	23 March 2026
WI	AB 468	Relating to: various changes to the unemployment insurance and worker’s compensation laws. (FE)	Dead	23 March 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation Companion: WI SB 486		
WI	AB 469†	Relating to: the unemployment insurance waiting period. Paid leave, unemployment and workers' compensation	Dead	23 March 2026
WI	AB 470	Relating to: eliminating the right-to-work law. (FE) Companion: WI SB 458	Dead	23 March 2026
WI	AB 474†	Relating to: state preemption of local employment regulations. (FE) Companion: WI SB 464	Dead	23 March 2026
WI	AB 476	Relating to: prohibiting abusive work environments and creating a cause of action. (FE) Companion: WI SB 460	Dead	23 March 2026
WI	AB 478†	Relating to: repealing prohibition on state and local government labor regulation. (FE)	Dead	23 March 2026
WI	AB 480	Relating to: requiring job postings to include salary range and benefits, retaining records of job postings, granting rule-making authority, and providing a penalty. Wages, hours and worker classification Companion: WI SB 488	Dead	23 March 2026
WI	AB 481†	Relating to: local minimum wage ordinances. (FE) Wages, hours and worker classification	Dead	23 March 2026
WI	AB 482	Relating to: allowing the enactment of family and medical leave ordinances. (FE) Paid leave, unemployment and workers'	Dead	23 March 2026

State	Bill	Title	Current status	Last action
		compensation Companion: WI SB 539		
WI	AB 508†	Relating to: allowing Social Security Disability Insurance recipients to receive concurrent unemployment insurance benefits. (FE) Paid leave, unemployment and workers' compensation Companion: WI SB 507	Dead	23 March 2026
WI	AB 512	Relating to: prohibiting an employer from relying on information about a prospective employee's compensation when making employment decisions or inquiring about a prospective employee's compensation and from restricting an employee's right to disclose compensation information... Wages, hours and worker classification, Discrimination, harassment and pay equity Companion: WI SB 540	Dead	23 March 2026
WI	AB 513	Relating to: actions in circuit court alleging discrimination in employment, unfair honesty testing, or unfair genetic testing. (FE) Discrimination, harassment and pay equity Companion: WI SB 541	Dead	23 March 2026
WI	AB 528	Relating to: school district employee participation in state group health insurance and making an appropriation. (FE) Companion: WI SB 516, WI SB 697	Dead	23 March 2026
WI	AB 532	Relating to: unemployment insurance benefits. (FE) Paid leave, unemployment and workers'	Dead	23 March 2026

State	Bill	Title	Current status	Last action
		compensation Companion: WI SB 515		
WI	AB 567	Relating to: covenants not to compete in employment contracts. Noncompetes and restrictive covenants	Dead	23 March 2026
WI	AB 593	Relating to: collective bargaining for employees of the University of Wisconsin System, granting rule-making authority, and making an appropriation. (FE) Unions and collective bargaining Companion: WI SB 579	Dead	23 March 2026
WI	AB 607	Relating to: housing and homelessness; emergency rental assistance program; indigent civil legal services; workforce development; community action agencies; poverty reports; mental health; economic security; reimbursement for nonemergency medical transportation services; urban... Companion: WI SB 605	Dead	23 March 2026
WI	AB 622	Relating to: various changes to the unemployment insurance law. (FE) Paid leave, unemployment and workers' compensation Companion: WI SB 500	Dead	23 March 2026
WI	AB 650†	Relating to: funding for identity verification under the unemployment insurance law and making an appropriation. (FE) Paid leave, unemployment and workers' compensation	Enacted	13 May 2026
WI	AB 651	Relating to: various changes to the worker's compensation law, granting rule-making authority,	Enacted	30 March 2026

State	Bill	Title	Current status	Last action
		making an appropriation, and providing a penalty. (FE) Companion: WI SB 676		
WI	AB 652	Relating to: various changes to the unemployment insurance law. (FE) Paid leave, unemployment and workers' compensation Companion: WI SB 677	Passed chamber	23 March 2026
WI	AB 726	Relating to: minimum wage for all inmates and residents of state correctional institutions and county jails and making an appropriation. (FE) Wages, hours and worker classification Companion: WI SB 743	Dead	23 March 2026
WI	AB 786	Relating to: ratification of the agreement negotiated between the State of Wisconsin and the Wisconsin State Building Trades Negotiating Committee, for the 2025-26 fiscal year, covering employees in the building trades crafts collective bargaining unit, and authorizing an... Unions and collective bargaining Companion: WI AB 787, WI AB 788, WI AB 94, WI AB 95, WI AB 96, WI SB 101, WI SB 102, WI SB 103, WI SB 791, WI SB 793, WI SB 794	Enacted	6 February 2026
WI	AB 789	Relating to: ratification of the agreement negotiated between the state of Wisconsin and the Wisconsin Law Enforcement Association, for the 2025-27 biennium, covering employees in the public safety collective bargaining unit, and authorizing an expenditure of funds. (FE)	Enacted	6 February 2026

State	Bill	Title	Current status	Last action
		Unions and collective bargaining Companion: WI SB 792		
WI	AB 794	Relating to: independent contractor healthcare workers and healthcare worker platforms. Wages, hours and worker classification	Dead	23 March 2026
WI	AB 803†	Relating to: workforce training grants. (FE)	Passed chamber	23 March 2026
WI	AB 930†	Relating to: correcting a cross-reference related to enforcement of regulations applicable to earned wage access service providers (suggested as remedial legislation by the Department of Financial Institutions). Wages, hours and worker classification Companion: WI SB 909	Enacted	27 March 2026
WI	AB 936	Relating to: definition of personal assistance services for the purposes of vocational rehabilitation; updating reference to federal vocational rehabilitation law; updating references to the federal Workforce Innovation and Opportunity Act of 2014; updating reference to federal... Wages, hours and worker classification, Workplace safety and health Companion: WI SB 915	Enacted	27 March 2026
WI	AB 999	Relating to: collective bargaining for employees of the University of Wisconsin Hospitals and Clinics Authority. Unions and collective bargaining Companion: WI SB 965	Dead	23 March 2026
WI	SB 151†	Relating to: requests for information from employers about	Dead	23 March 2026

State	Bill	Title	Current status	Last action
		unemployment insurance claims. Paid leave, unemployment and workers' compensation		
WI	SB 196	Relating to: various changes to the unemployment insurance law. (FE) Paid leave, unemployment and workers' compensation	Dead	23 March 2026
WI	SB 198	Relating to: various changes to the unemployment insurance law and requiring approval by the Joint Committee on Finance of certain federally authorized unemployment benefits. (FE) Paid leave, unemployment and workers' compensation	Dead	23 March 2026
WI	SB 200	Relating to: various changes to the unemployment insurance law. (FE) Paid leave, unemployment and workers' compensation	Dead	23 March 2026
WI	SB 201	Relating to: workforce metrics. (FE)	Dead	23 March 2026
WI	SB 240†	Relating to: workforce literacy grant program. (FE)	Dead	23 March 2026
WI	SB 242	Relating to: required ratio of journeyworkers to apprentices in apprenticeship programs and contracts. Wages, hours and worker classification	Dead	23 March 2026
WI	SB 27†	Relating to: requiring state employees to perform their work at the offices of their employer. (FE)	Dead	23 March 2026
WI	SB 287	Relating to: the employment eligibility verification program and granting rule-making authority. (FE)	■ Passed chamber	23 March 2026

State	Bill	Title	Current status	Last action
WI	SB 291	Relating to: making certain child care expenditures eligible for the business development tax credit. (FE) Paid leave, unemployment and workers' compensation	Vetoed	13 May 2026
WI	SB 374	Relating to: exemptions from minimum wage, overtime pay, and recordkeeping requirements for minor league baseball players. Wages, hours and worker classification Companion: WI AB 367	Enacted	19 March 2026
WI	SB 431	Relating to: discrimination based on arrest record under the fair employment law. Discrimination, harassment and pay equity	Vetoed	13 May 2026
WI	SB 463†	Relating to: local minimum wage ordinances. (FE) Wages, hours and worker classification	Dead	23 March 2026
WI	SB 494†	Relating to: repealing prohibition on state and local government labor regulation. (FE)	Dead	23 March 2026
WI	SB 675†	Relating to: funding for identity verification under the unemployment insurance law and making an appropriation. (FE) Paid leave, unemployment and workers' compensation	Dead	23 March 2026
WI	SB 747†	Relating to: grants to match county investments in the health care, public health, and care provider workforce and making an appropriation. (FE)	Dead	23 March 2026
WI	SB 768†	Relating to: independent contractor healthcare workers and healthcare	Dead	23 March 2026

State	Bill	Title	Current status	Last action
		worker platforms. Wages, hours and worker classification		
WV	HB 2037	Relating to eligibility for workers' compensation benefits by requiring blood test after traumatic injury to determine intoxication Paid leave, unemployment and workers' compensation	In committee	12 February 2025
WV	HB 2052	Eliminating the requirement that the apprenticeship training tax credit base be limited to wages paid to apprentices in the construction trades Wages, hours and worker classification	Passed chamber	29 March 2025
WV	HB 2197	Including three types of cancer for which rebuttable presumption of injury from employment exists for firefighters	In committee	13 February 2025
WV	HB 2287	Relating to authorizing the Department of Agriculture to promulgate a legislative rule relating to employment reference and inquiries and background checks	In committee	12 February 2025
WV	HB 2388	Exclude workers of a ski area operators from maximum hour requirements	In committee	24 February 2025
WV	HB 2441	To make those who fail drug test ineligible for unemployment Paid leave, unemployment and workers' compensation	Enacted	31 July 2025
WV	HB 2492	Place Correction and Rehab state workers into a separate category from other state workers and increase their salary scales. Wages, hours and worker classification	In committee	17 February 2025

State	Bill	Title	Current status	Last action
WV	HB 2494	Relating generally to child labor. Workplace safety and health	In committee	17 February 2025
WV	HB 2577	Reducing the amount of time someone can receive unemployment Paid leave, unemployment and workers' compensation	In committee	18 February 2025
WV	HB 2585	Relating generally to DOH employees.	In committee	18 February 2025
WV	HB 2623	Abolishing PEIA and the establishing contract healthcare for State Employees	In committee	19 February 2025
WV	HB 2682	Modifying the Occupational Pneumoconiois award categories for Worker’s Compensation	In committee	20 February 2025
WV	HB 2767	Establishing workers cooperative corporations	In committee	21 February 2025
WV	HB 2771†	Relating to wages of persons with disabilities Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	21 February 2025
WV	HB 2784	To reaffirm and enhance the workers compensation exclusive remedy rule or doctrine Paid leave, unemployment and workers' compensation	In committee	21 February 2025
WV	HB 2799	Prohibiting the termination of employment of an employee who defends themselves from an attack inside workplace	In committee	21 February 2025
WV	HB 2829	Relating to statute of limitations for discrimination	In committee	24 February 2025

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
WV	HB 2850	Creating the Paid Parental Leave Pilot Program Paid leave, unemployment and workers' compensation Companion: WV SB 637	In committee	24 February 2025
WV	HB 2852	Relating to portable benefit plans Paid leave, unemployment and workers' compensation	In committee	24 February 2025
WV	HB 2857	Workplace bullying accountability Discrimination, harassment and pay equity	In committee	24 February 2025
WV	HB 2900	Establishing the Family and Medical Leave Insurance Benefits Act Paid leave, unemployment and workers' compensation	In committee	24 February 2025
WV	HB 2902	Employer discriminatory practices Discrimination, harassment and pay equity	In committee	24 February 2025
WV	HB 2976	To quantify fair workman compensation rates and more equitable method of tracking/billing for various classifications within volunteer fire departments and emergency rescue personnel	In committee	26 February 2025
WV	HB 3107	Creating WV Black Lung Program Paid leave, unemployment and workers' compensation	In committee	4 March 2025
WV	HB 3176	Defining a work day for school service personnel and removing a provision relating to employment of licensed practical nurses	In committee	6 March 2025

State	Bill	Title	Current status	Last action
WV	HB 3256	Granting full time employees of county boards of education three months of paid leave following the birth of a child Paid leave, unemployment and workers' compensation	In committee	7 March 2025
WV	HB 3341	Relating to who may diagnose post-traumatic stress disorder as a compensable disease under workers compensation Paid leave, unemployment and workers' compensation	In committee	13 March 2025
WV	HB 3390	Provide a 15% pay raise for non-uniformed workers working within Dept of Corrections Wages, hours and worker classification	In committee	17 March 2025
WV	HB 3392	Maintaining the solvency of the Unemployment Compensation Fund Paid leave, unemployment and workers' compensation	In committee	17 March 2025
WV	HB 3405	Authorizing the West Virginia Commissioner of Highways to offer locality pay to Division of Highways employees working in certain jurisdictions Wages, hours and worker classification	In committee	17 March 2025
WV	HB 3407	Increasing the minimum wage based upon increases in the consumer price index Wages, hours and worker classification	In committee	17 March 2025
WV	HB 4005	Skills to work	Enacted	29 June 2026
WV	HB 4014	Workforce Readiness and Opportunity Act	In committee	28 January 2026

State	Bill	Title	Current status	Last action
WV	HB 4025	Exempting certain employees from the classified civil service system	Enacted	29 June 2026
WV	HB 4072	Creating the Employee Child Care Assistance Partnership Paid leave, unemployment and workers' compensation	In committee	14 January 2026
WV	HB 4134	To quantify fair workman compensation rates and more equitable method of tracking/billing for various classifications within volunteer fire departments and emergency rescue personnel	In committee	14 January 2026
WV	HB 4152	Workforce-Education Partnership Act	In committee	3 February 2026
WV	HB 4153	West Virginia Skilled and Ready to Work Internship and Apprenticeship Incentive Act Wages, hours and worker classification	In committee	14 January 2026
WV	HB 4199	Relating to requiring employees that receive gratuities be paid at least the established state minimum wage hourly rate. Wages, hours and worker classification	In committee	14 January 2026
WV	HB 4350	Removing certain requirements from WV Jobs Act	In committee	16 January 2026
WV	HB 4401	To modify the calculation of the taxable wage base. Wages, hours and worker classification	In committee	16 January 2026
WV	HB 4438	Relating to Sexual Abuse Prevention Screening, Hiring and Dismissal Requirements	In committee	16 January 2026

State	Bill	Title	Current status	Last action
WV	HB 4442	To require state employees making over $75,000 base salary are to become “at will employees of the state”, while all employees making under $75,000 base salary will have the rule of 80 retirement reinstated and accrued sick leave be used to extend service years upon retirement. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	16 January 2026
WV	HB 4467	Relating to maternity leave for school employees Paid leave, unemployment and workers' compensation Companion: WV HB 4485	In committee	3 February 2026
WV	HB 4548	WV building and constructions trades code enforcement West Virginia First	In committee	20 January 2026
WV	HB 4876	Relating generally to child labor Workplace safety and health	In committee	28 January 2026
WV	HB 4901	Modifying the Occupational Pneumoconiois award categories for Worker’s Compensation	In committee	28 January 2026
WV	HB 4902	Place Correction and Rehab state workers into a separate category from other state workers and increase their salary scales. Wages, hours and worker classification	In committee	28 January 2026

State	Bill	Title	Current status	Last action
WV	HB 4903	Provide a pay equity salary adjustment and increase to certain employees of the Division of Corrections and Rehabilitation Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	28 January 2026
WV	HB 4970	To require all state employees, county employees, and employees of county school boards to be subject to random drug testing	In committee	29 January 2026
WV	HB 4978	Permitting Workforce WV to actively reach out to Unemployment Compensation filers with available jobs that fit their prior job history and salary range Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	In committee	11 February 2026
WV	HB 5001	Prohibiting the termination of employment of an employee who defends themselves from an attack inside workplace	In committee	30 January 2026
WV	HB 5080	Related to 12 weeks of paid leave Paid leave, unemployment and workers' compensation	In committee	3 February 2026
WV	HB 5083	Related to paid leave Paid leave, unemployment and workers' compensation	In committee	3 February 2026
WV	HB 5116	Creating the Katherine Johnson and Dorothy Vaughan Fair Pay Act Wages, hours and worker classification	In committee	3 February 2026

State	Bill	Title	Current status	Last action
WV	HB 5140	Employer discriminatory practices Discrimination, harassment and pay equity	In committee	3 February 2026
WV	HB 5145	Relating to portable benefit plans Paid leave, unemployment and workers' compensation	In committee	3 February 2026
WV	HB 5154	Relating to statute of limitations for discrimination Discrimination, harassment and pay equity	In committee	3 February 2026
WV	HB 5178	To provide asset preservation for minors who earn income from artistic or creative services for us of their name, image, or likeness	In committee	4 February 2026
WV	HB 5256	Relating to wages of persons with disabilities Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	5 February 2026
WV	HB 5264	Establishing workers cooperative corporations	In committee	5 February 2026
WV	HB 5271	Granting full time employees of county boards of education three months of paid leave following the birth of a child Paid leave, unemployment and workers' compensation	In committee	5 February 2026
WV	HB 5358	Authorizing the West Virginia Commissioner of Highways to offer locality pay to Division of Highways employees working in certain jurisdictions Wages, hours and worker classification	In committee	9 February 2026

State	Bill	Title	Current status	Last action
WV	HB 5424	Verifying legal employment status of workers.	In committee	10 February 2026
WV	HB 5456	Relating to disability pay for West Virginia State Troopers Wages, hours and worker classification, Discrimination, harassment and pay equity	In committee	11 February 2026
WV	HB 5480	Relating to establishing the West Virginia Youth Summer Employment and Career Readiness Program.	Enacted	29 June 2026
WV	HB 5485	Relating to increasing the state minimum wage. Wages, hours and worker classification	In committee	13 February 2026
WV	HB 5502	Amending the Human Rights Act to allow regulation of traits associated with a person's race only for nondiscriminatory purposes Discrimination, harassment and pay equity	In committee	13 February 2026
WV	HB 5515	Relating to modernizing and updating workers' compensation statutes. Paid leave, unemployment and workers' compensation	Enacted	29 June 2026
WV	HB 5539	West Virginia Coal Miners Employment Act	In committee	16 February 2026
WV	HB 5542	Repeal WV Right to Work Unions and collective bargaining	In committee	16 February 2026
WV	HB 5571	To provide a pay equity salary adjustment for non-uniformed employees of the Division of Corrections and Rehabilitation Wages, hours and worker classification,	In committee	16 February 2026

State	Bill	Title	Current status	Last action
		Discrimination, harassment and pay equity		
WV	HB 5617	To allow authorized retailers, qualified as workforce training community centes, to retain a portion of consumer sales and use taxes	In committee	16 February 2026
WV	HB 5671	Increasing the minimum wage based upon increases in the consumer price index Wages, hours and worker classification	In committee	17 February 2026
WV	SB 1053	Authorizing Unemployment Automation and Administration Fund to modernize and enhance WorkForce West Virginia Paid leave, unemployment and workers' compensation	Enacted	25 June 2026
WV	SB 106	Relating to locality pay to certain DOH employees Wages, hours and worker classification	Introduced	14 January 2026
WV	SB 1073	Classifying independent contractors and employees Wages, hours and worker classification	In committee	23 February 2026
WV	SB 110	Creating WV Black Lung Program	In committee	14 January 2026
WV	SB 111	Reinstating prevailing wage Wages, hours and worker classification	Introduced	14 January 2026
WV	SB 113	Modifying responsibility for reimbursement of training cost of certain law-enforcement employees	In committee	12 February 2025
WV	SB 114	Creating Paid Parental Leave Pilot Program	In committee	26 February 2026

State	Bill	Title	Current status	Last action
		Paid leave, unemployment and workers' compensation		
WV	SB 115	Repealing Workplace Freedom Act	Introduced	14 January 2026
WV	SB 128	Creating WV Workplace Security Act Workplace safety and health	In committee	14 January 2026
WV	SB 157	Providing pay raise for state road employees Wages, hours and worker classification	Introduced	12 February 2025
WV	SB 16†	Clarifying requirements for filing occupational pneumoconiosis claims	In committee	12 February 2025
WV	SB 240	Approving overtime pay for teachers Wages, hours and worker classification	In committee	14 January 2026
WV	SB 242	Requiring Division of Labor establish separate rules for residential or commercial plumbing	In committee	14 January 2026
WV	SB 247	Modifying responsibility for reimbursement of training cost of certain law-enforcement employees	In committee	14 January 2026
WV	SB 367†	Department of Agriculture rule relating to employment references, employment inquiries, and background checks	In committee	25 February 2025
WV	SB 401	Exempting certain employees from classified civil service system	In committee	15 January 2026
WV	SB 402	Workforce Readiness and Opportunity Act	Enacted	25 June 2026
WV	SB 42	Reducing number of days required for certain educators to apply for	In committee	12 February 2025

State	Bill	Title	Current status	Last action
		full-time employment		
WV	SB 426	Dissolving PEIA and converting to employer-owned mutual insurance company	In committee	13 February 2025
WV	SB 427	Permitting certain teenagers to work without obtaining work permit Workplace safety and health	Enacted	8 August 2025
WV	SB 458	Providing pay raise for state road employees Wages, hours and worker classification	Introduced	16 January 2026
WV	SB 462	Using E-Verify to verify legal employment status of workers Discrimination, harassment and pay equity	In committee	16 January 2026
WV	SB 490	Approving short-term training programs for eligibility for federal Workforce Pell Grants	Enacted	25 June 2026
WV	SB 510	Using criminal records as disqualification from practicing particular professions Discrimination, harassment and pay equity	Introduced	20 January 2026
WV	SB 555	Relating to public sector unions Unions and collective bargaining	In committee	20 February 2025
WV	SB 567	Prohibiting employment termination of employee who defends themselves from attack inside workplace	In committee	21 February 2025
WV	SB 572	Prohibiting spending authority for money used by board or commission that retains labor position	In committee	24 February 2025

State	Bill	Title	Current status	Last action
WV	SB 600	Creating Securing Worker Privacy and Right to Know Act	Introduced	26 February 2025
WV	SB 611	Excluding workers of ski area operators from maximum hour requirements	Passed committee	7 March 2025
WV	SB 636†	Repealing Workplace Freedom Act	Introduced	28 February 2025
WV	SB 644	Reinstating prevailing wage Wages, hours and worker classification	Introduced	3 March 2025
WV	SB 651	Creating WV Black Lung Program	In committee	3 March 2025
WV	SB 670	Relating to locality pay to certain Division of Highways employees Wages, hours and worker classification	Introduced	4 March 2025
WV	SB 68	Creating Voluntary Portable Benefit Account Act Paid leave, unemployment and workers' compensation	In committee	14 January 2026
WV	SB 713	Creating WV Workplace Security Act Workplace safety and health	In committee	6 March 2025
WV	SB 714	Creating Voluntary Portable Benefit Account Act Paid leave, unemployment and workers' compensation	In committee	6 March 2025
WV	SB 83	Reducing number of days required for certain educators to apply for full-time employment	In committee	14 January 2026
WV	SB 904	Modernizing and updating workers' compensation statutes Paid leave, unemployment and workers' compensation	In committee	10 February 2026

State	Bill	Title	Current status	Last action
WV	SB 945	Permitting Adjutant General to pay employees during federal government shutdown or furlough Wages, hours and worker classification	Enacted	25 June 2026
WY	HB 155	Workplace violence in health care. Workplace safety and health	In committee	3 February 2025
WY	HB 163	Prohibiting employment of unauthorized aliens. Discrimination, harassment and pay equity	In committee	3 February 2025
WY	HB 178†	Work allowance for voting.	Dead	11 February 2025
WY	HB 178	Public unions-transparency and dues withdrawal limitations. Unions and collective bargaining	Vetoed	11 March 2026
WY	HB 257	Barber apprenticeships. Wages, hours and worker classification	Dead	11 February 2025
WY	HB 306	State employees-authorizing semimonthly pay periods. Wages, hours and worker classification	In committee	3 February 2025
WY	HB 324	State elected officials-employees at will and regulations.	Dead	1 March 2025
WY	HB 35	Firefighters-paid leave and hazard pay. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation, Workplace safety and health	Enacted	27 February 2026
WY	HB 6	Unemployment insurance coverage-period and reporting. Paid leave, unemployment and workers' compensation	Introduced	9 February 2026
WY	SF 107	Noncompete agreements prohibited.	Enacted	19 March 2025

State	Bill	Title	Current status	Last action
		Noncompetes and restrictive covenants		
WY	SF 129	Hospital employees - drug and alcohol testing.	Dead	3 March 2025
WY	SF 175	Unemployment insurance coverage - period and reporting. Paid leave, unemployment and workers' compensation	Dead	1 March 2025
WY	SF 176	Unemployment compensation - employer contributions. Paid leave, unemployment and workers' compensation	Dead	3 March 2025
WY	SF 187	Public employee retirement plan - contributions.	Dead	1 March 2025
WY	SF 41	Portable benefit accounts. Wages, hours and worker classification, Paid leave, unemployment and workers' compensation	■ Enacted	6 March 2026

What this report could not read

On 2 November 2026, 12,484 bills in current sessions were held without their text: Montana 3,456, Illinois 715, Virginia 715, Puerto Rico 633, Congress 624, Kansas 618, Michigan 526, Missouri 461, Delaware 454, New Hampshire 450, Hawaii 436, Colorado 270, New Jersey 254, Nevada 247, Mississippi 215, Massachusetts 212, Rhode Island 197, Northern Mariana Islands 194, Arizona 184, Guam 159, Utah 153, US Virgin Islands 148, West Virginia 143, New York 115, Iowa 112, Ohio 105, North Dakota 96, Maine 82, California 78, Kentucky 58, South Carolina 52, Georgia 43, Louisiana 40, North Carolina 39, Nebraska 32, Oklahoma 31, Minnesota 23, Wisconsin 20, New Mexico 16, Tennessee 16, Oregon 13, Florida 12, Alaska 11, Maryland 4, South Dakota 4, Washington 4, District of Columbia 3, Texas 3, Alabama 2, Idaho 2, Pennsylvania 2, Vermont 2. They are matched on their titles alone, so a bill on this topic whose title does not say so may be missing; check those legislatures directly.

† Matched on the bill's title alone, because the platform does not yet hold that bill's full text. Every other bill is matched on its whole document.

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