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2025 Q3 CALENDAR

JULY

- Indiana Allows Certain School-Related Absences for Employees
- Georgia Passes Dignity and Pay Act
- Indiana Bans Physician Noncompete Agreements
- Kansas Amends Restraint of Trade Act
- Washington Minimum Wage Increases (Localities)
  - https://www.rentonwa.gov/City-Services/Business-Resources/Labor-Standards
  - https://www.lni.wa.gov/workers-rights/wages/minimum-wage/local-minimum-wage-rates
- St. Paul Minimum Wage Increase
- Montgomery County Minimum Wage Increase
- Chicago Minimum Wage Increase
- California Minimum Wage Increases (Localities)
- District of Columbia Minimum Wage Increase
- Oregon Minimum Wage Increase
- Alaska Minimum Wage Increase
- Virginia Requires Workplace Violence Reporting Systems for Hospitals
- Virginia Bans Noncompete Agreements for Non-Exempt Employees
- Wyoming Bans Noncompete Agreements
- Los Angeles County Passes Fair Workweek Ordinance
- Arkansas Voids Non-Compete Agreements for Physicians
- Iowa Removes "Gender Identity" from Civil Rights Act
- Alaska Passes Paid Sick Leave, Increases Minimum Wage, and Prohibits Captive Audience Meetings
- Vermont's New Pay Transparency Law
- Washington Includes Protected Classes in Equal Pay and Opportunities Act
- New Hampshire Passes Protections for Nursing Mothers

20
25

WEDNESDAY, JULY 16

- Arkansas Veterans' Benefits and Services Workplace Poster Requirement

MONDAY, JULY 21

- Ohio Allows Employers to Post Labor Law Notices on the Internet

SUNDAY, JULY 27

- Washington Changes Employee Access to Personnel Records
- Washington Enacts "Mini-WARN Act"
- Washington Allows Use of Sick Leave for Immigration Proceedings

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25

AUGUST

FRIDAY, AUGUST 1

- Minneapolis Adds Protected Classes to Civil Rights Ordinance

MONDAY, AUGUST 4

- Arkansas Adds to Information that May be Disclosed to a Prospective Employer

2025

SEPTEMBER

WEDNESDAY, SEPTEMBER 17

- Oregon Updates Oregon Family Leave Act and Paid Leave

TUESDAY, SEPTEMBER 30

- Florida Minimum Wage Increase

Stay compliant with VirgilHR!

Learn more:

2025