



POST ELECTION: SURVIVAL GUIDE FOR MULTISTATE EMPLOYERS

2025
EDITION





INTRODUCTION

Since the pandemic, there are more multi-state employers with remote employees across the country. With the outcome of the election, we can expect more states enacting laws and regulations in 2025.

In this guide, our HR experts provide their top strategies for navigating a patchwork of state laws expected in 2025.

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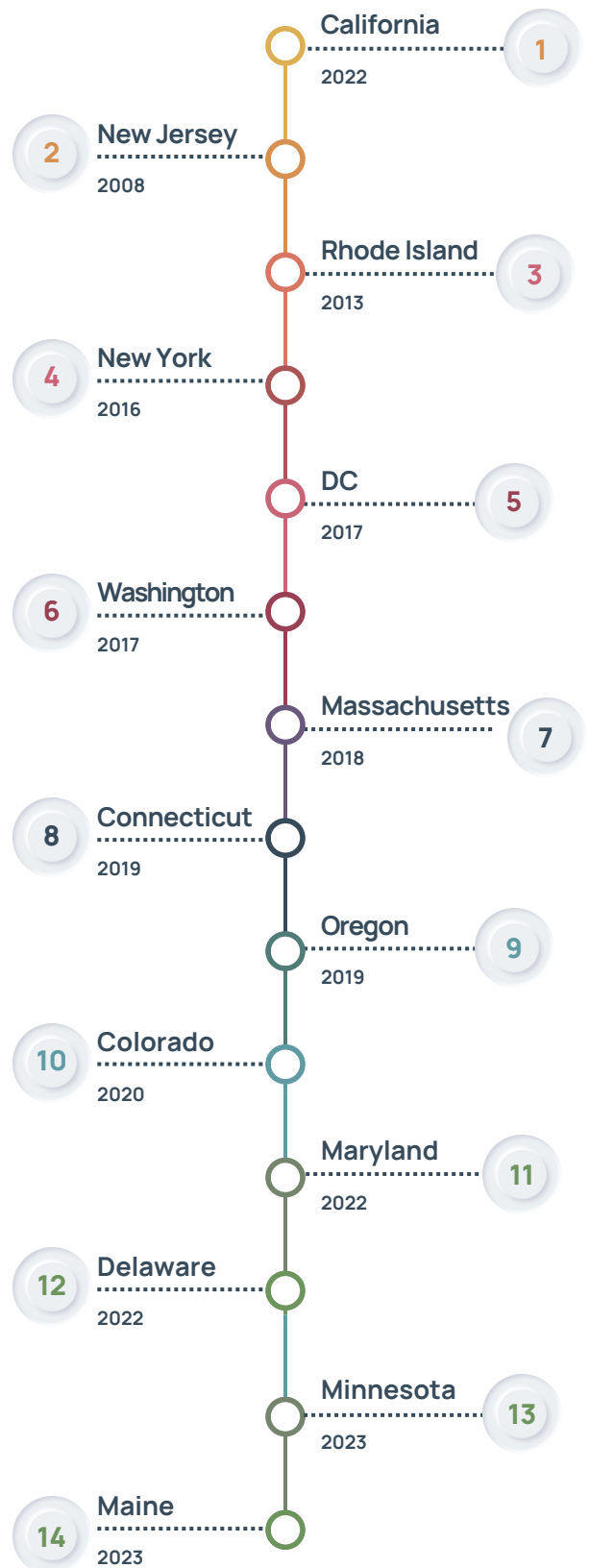
Tips to Keep Up with State and Local Laws

PATTERNS FOR ENACTING STATE LAWS

State laws tend to catch on. What does this mean for HR? When you have a workforce spread out across the country watching legislation pass in each state can help you plan and stay proactive when it comes to developing policies.

For example, check out this timeline of Paid Family Medical Leave.

WHEN STATES ENACTED PAID FAMILY MEDICAL LEAVE



MAJOR STATE LAWS TRENDS 2024-2025

Consumer Data Privacy Act

Oregon Consumer Privacy Act

Effective: January 1, 2025

Tennessee Information Protection Act

Effective: July 1, 2025

Minnesota Consumer Data Privacy Act

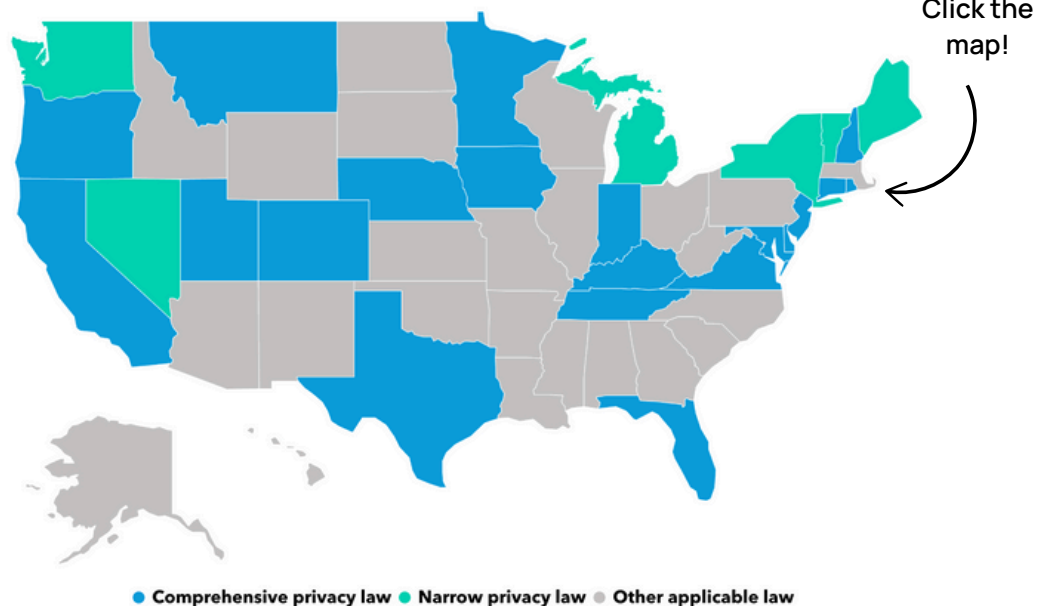
Effective: July 31, 2025

Maryland Online Data Protection Act

Effective: October 1, 2025

Illinois Amendments to the Right to Privacy Act

Effective: October 1, 2025



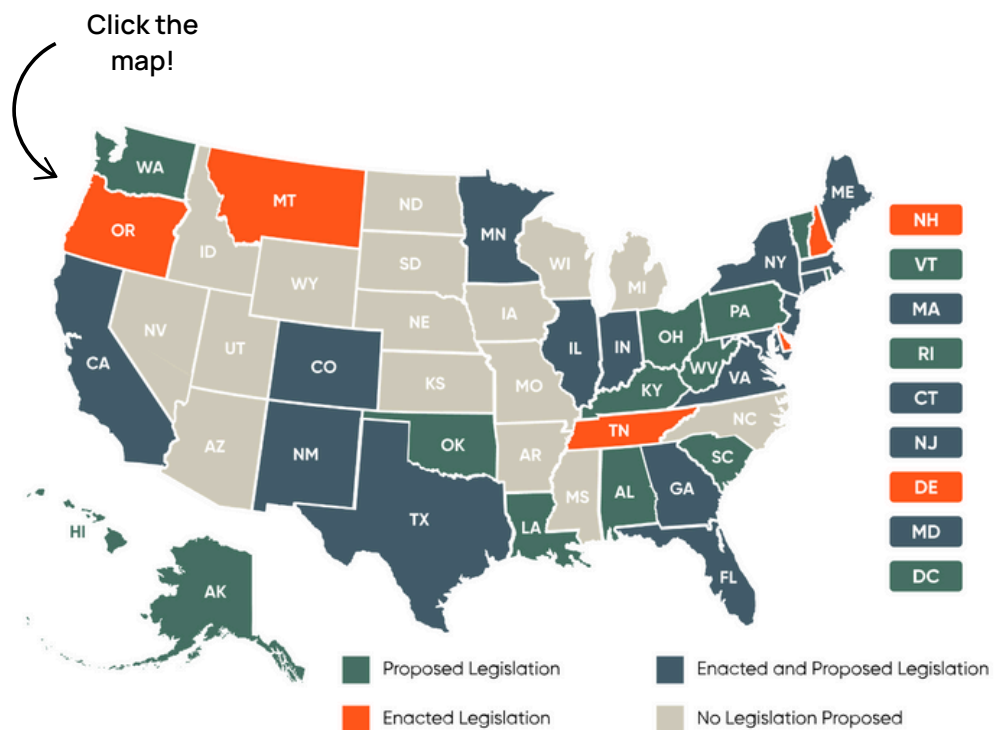
MAJOR STATE LAWS TRENDS 2024-2025

AI Legislation

More than 400 state AI-related bills filed in 2024.

Delaware Personal Data Privacy Act

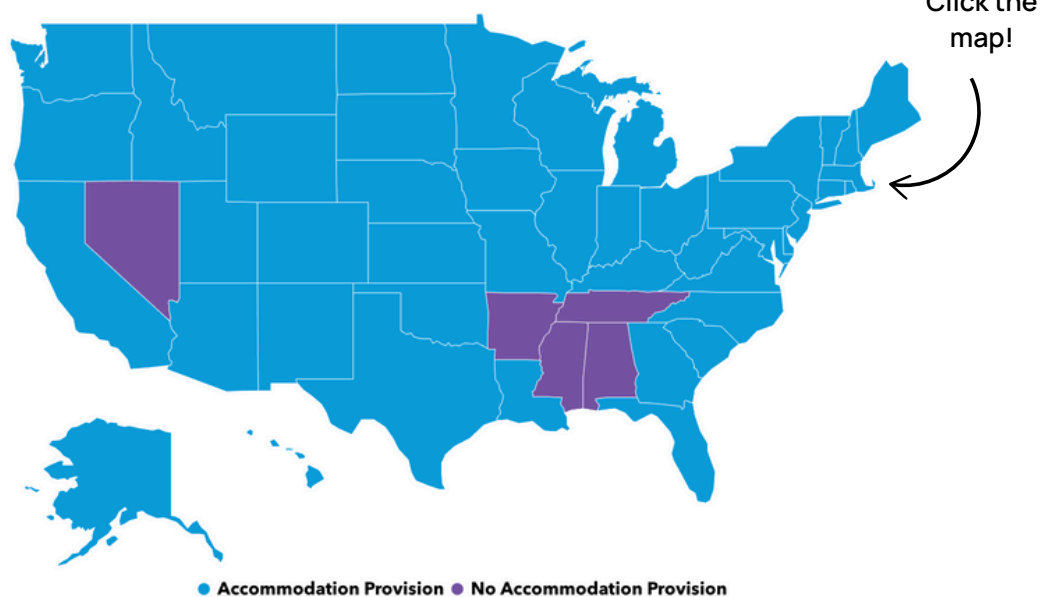
Effective: January 1, 2025



MAJOR STATE LAWS TRENDS 2024-2025

Disability Discrimination Laws

Alongside the ADA, most states have their own laws prohibiting disability discrimination, which mandate employers to provide reasonable accommodations. However, some states define disability differently than federal regulations and require different accommodations.



MAJOR STATE LAWS TRENDS 2024-2025

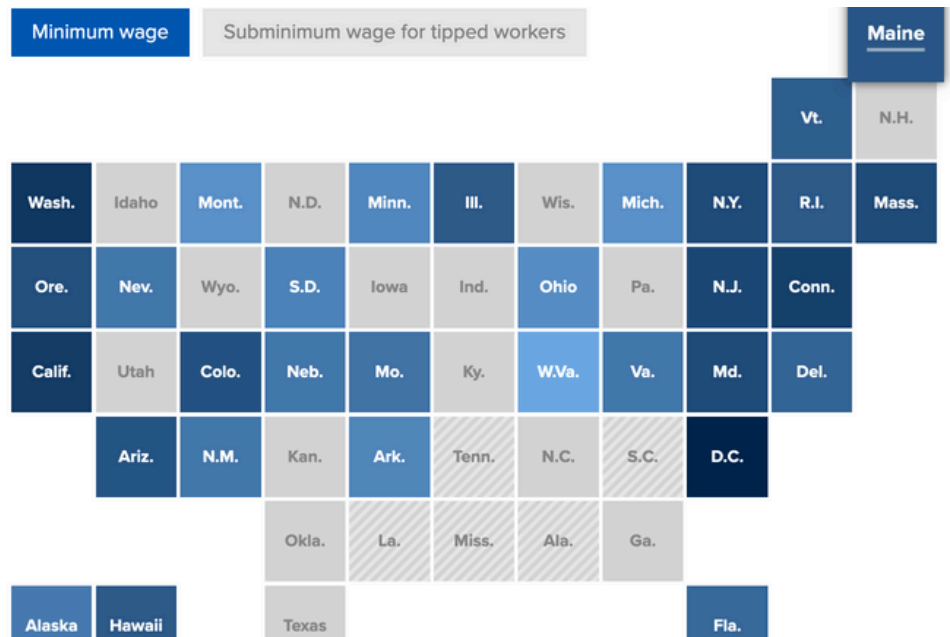
Minimum Wage

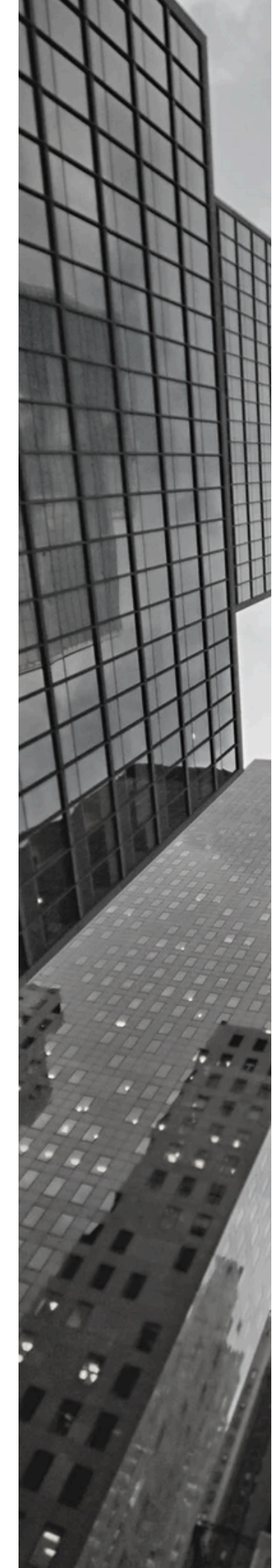
The federal minimum wage has not been raised since 2009. The lack of action has prompted various states and local areas to implement their own minimum wage increases.

These states raised minimum wages in 2024:

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

Click the map!





MAJOR STATE LAWS TRENDS 2024-2025

Workplace Violence Protection

While workplace violence is a growing concern, health care workers face an especially high risk. These states have enacted workplace violence protection plans:

- Arizona
- California
- Colorado
- Connecticut
- Illinois
- Kentucky
- Louisiana
- Minnesota
- Missouri
- Montana
- Nevada
- New Hampshire
- New Jersey
- Oregon
- Rhode Island
- Texas
- Washington

Other Industries:

New York Retail Worker Safety Act

Effective: March 4, 2025

Broad Employer Coverage:

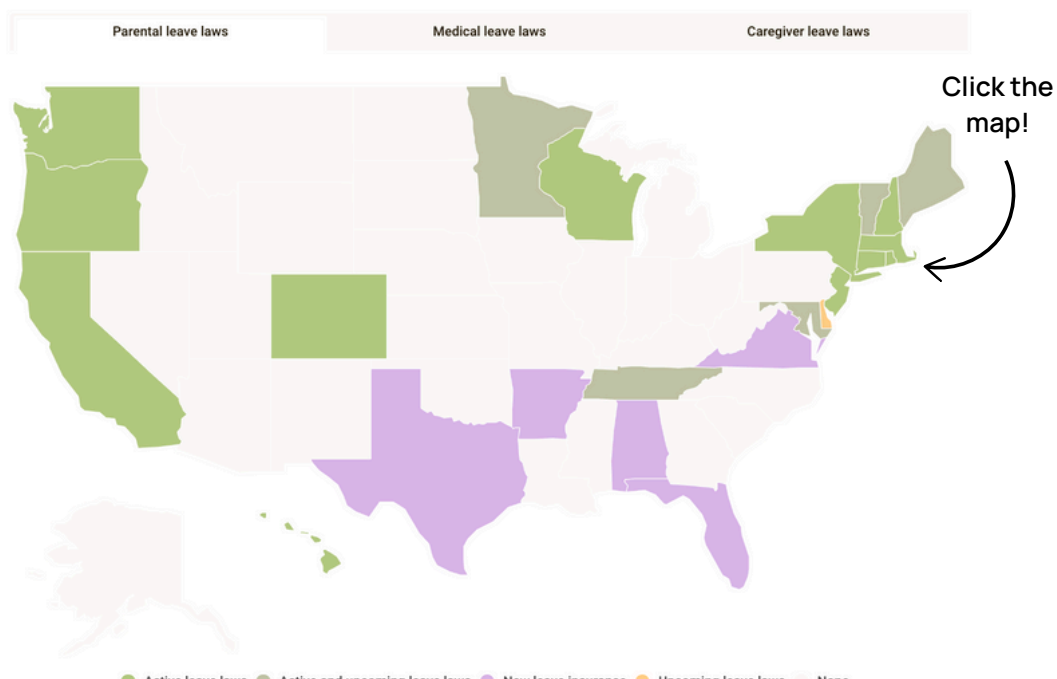
- California
- Texas

Resource: [Thomson Reuters Practical Law](#)

MAJOR STATE LAWS TRENDS 2024-2025

Leave Laws

The United States has at least 43 state laws regulating parental, medical, and caregiver leave, with more being added.

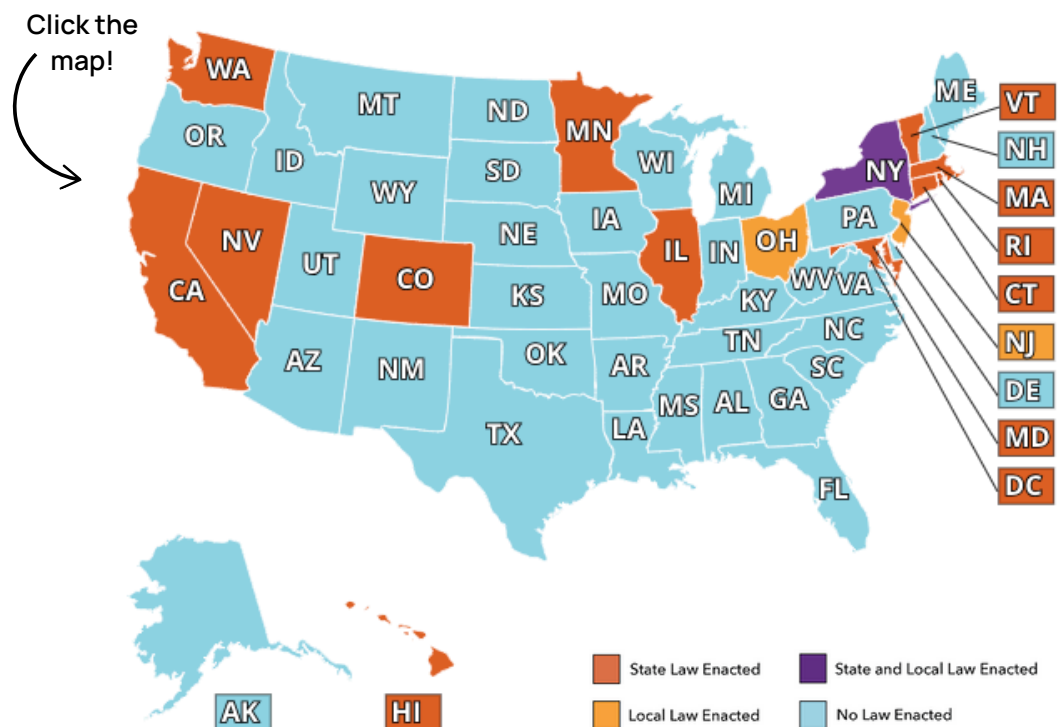


MAJOR STATE LAWS TRENDS 2024-2025

Pay Transparency Laws

In the past few years, a growing number of states are requiring employers to disclose pay ranges for open positions – either in their job postings or during the hiring process.

- California
- Colorado
- Connecticut
- Hawaii
- Illinois
- Maryland
- Massachusetts
- Minnesota
- Nevada
- New York
- Rhode Island
- Vermont
- Washington





HOW TO NAVIGATE STATE LAWS: POST COVID

Tips to Keep Up with State and Local Laws

1. Bookmark primary sources
 - a. [DOL: State Minimum Wage Laws](#)
 - b. [LegiScan](#)
2. Find the strictest policy to cover all states. This may mean you pay more in some states in a trade off for ease of compliance.
3. Assign a position in HR to keep tabs on state legislation. Expect that it might take more resources for your department to comply with a patchwork of state laws.
4. Watch the state law trends through HR newsletters.
5. If you don't already have an HRIS, utilize a third party data or system management tool to help support you in complying with various state laws.
6. Like the Workplace Violence Protection Plan, most states are providing a template to help employers comply so you can get a sense of what to expect when developing your policy.
7. Schedule handbook updates quarterly, bi-annually, or annually to ensure your policies are reviewed on a regular basis.