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## New Year, New Laws: Compliance Challenges U.S. Employers Face in 2015

By Ilyse Schuman, Michael J. Lotito and Sebastian Chilco

Although this year's labor- and employment-related legislative activity was down slightly from that of 2013—in part due to congressional gridlock—by no means was 2014 insignificant. Throughout the year, an influx of new and amended laws requires employers to establish, revisit, or revise policies and practices. Although the November elections changed the political landscape in Washington as well as in a number of states, the contests were not solely between candidates for office. Voters also went to the polls to voice their position on ballot initiatives benefitting employees. On these issues, voters resoundingly approved pro-employee measures. Approval of these ballot measures suggests that employers could face even more new state and local mandates in the years ahead.

While our attention pivots to 2015, which brings a bevy of new compliance obligations for employers, we must also examine what transpired the past 12 months to understand continued and emerging challenges employers will confront in 2015 (and possibly in future years).<sup>1</sup>

A divided Congress may have forestalled federal legislative changes, but the legislative gridlock at the federal level accelerated efforts by state and local jurisdictions to pass more labor and employment laws. As highlighted below, the types of new and amended laws, as well as the level of legislative activity, run the gamut. Although wage and hour is the standout issue, states and localities also enacted measures concerning alternative dispute resolution, background checks, benefits, contingent workers, discrimination, leaves of absence, notices, posting, privacy, recordkeeping, reductions-in-force, retaliation, taxation, unemployment, whistleblowing, workers' compensation and workplace safety. While it is no surprise that California enacted the most employment laws in 2014,<sup>2</sup> large and small states from every corner of the country also took action impacting employers.

1 Information in this article was derived from [Littler GPS®](#), the firm's subscription service that tracks and analyzes employment- and labor-related legislation and regulations. In addition to legislative and regulatory tracking and analysis, GPS subscribers also have access to a comprehensive library of surveys covering a wide variety of labor and employment issues.

2 See Christopher Cobey, Marina Gruber and Monica Ahuja, [Gubernatorial Writer's Cramp: 2014 California Employment Legislation Affecting Private Sector Employers](#), Littler ASAP (Oct. 3, 2014).

State and local legislators made boosting lower-paid employees' wages a priority this year. In 2015, the minimum wage rates in at least 24 states will change; 25 if Nevada elects to change its rate.<sup>3</sup> Moreover, Maryland has scheduled two increases: one in January and another in July 2015. Additionally, New York will continue its recent tradition of increasing minimum wage rates on New Year's Eve, with increases scheduled to take effect on December 31, 2014, and again on December 31, 2015. Employers in northern California's greater Bay Area will see four cities establish or increase their local minimum wage to an amount above the state rate, which is already higher than the federal minimum wage.

State and local elected officials also sought to improve employee well-being by mandating paid sick leave. There was a noticeable uptick in paid sick leave legislation in 2014. California and Massachusetts created measures that will take effect in 2015, doubling the number of state-level jurisdictions with paid sick leave requirements.<sup>4</sup> Local jurisdictions, however, continue to outpace states in enacting paid leave legislation. For example, in 2015, there will be more local paid sick leave laws in various New Jersey jurisdictions than exist at the state level nationwide. Shortly after California enacted a statewide law, voters in Oakland joined their neighbors in San Francisco by approving a paid sick leave measure. Although Oregon has no state-level requirement, paid sick leave is required in the city of Portland, and will soon be required in the city of Eugene.<sup>5</sup>

There also is a burgeoning trend toward extending employment protections to non-employees. In 2015, California and Illinois will grant interns fair employment protections. This nearly doubled the overall number of states that do so, beyond just the District of Columbia, New York and Oregon.

The picture of compliance challenges in 2015 is not complete without an understanding of both regulatory and legislative changes. Just as the federal legislative gridlock prompted state and local governments to pass legislation similar to that stalled in Congress, the federal gridlock also prompted the Obama Administration to make changes through rulemaking, with some of these changes expected in 2015.<sup>6</sup> Legal obligations have become increasingly dynamic, so static employment guidelines, handbooks and trainings provide employers no refuge. Maintaining and providing up-to-date policies and practices is made more daunting by staggered effective dates for various new laws and regulations. Accordingly, employers must make diligent efforts to ensure compliance obligations are timely met at the federal, state and local levels. To assist employers, the chart below briefly summarizes select federal, state and local changes that will occur in 2015.

## Laws Effective December 31, 2014

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
New York	SB 2607 (2013)	Wage & Hour	Minimum wage increases to \$8.75 per hour.
New York	Hospitality Wage Order <sup>7</sup>	Wage & Hour	Tipped employee maximum tip credit increases and varies by type of tipped employee. Provides increases to meal and lodging credit; uniform maintenance rates; and minimum salary requirement for exempt executive and administrative employees.
New York	General Wage Orders	Wage & Hour	Provides increases to meal and lodging allowance; tips; uniform maintenance; and minimum salary requirement of exempt executive and administrative employees.
New York	Building Services Wage Order	Wage & Hour	Provides increases to unit rate for janitors in residential buildings; minimum weekly wage; allowances for utilities; uniform maintenance rate; and minimum salary rate of exempt executive and administrative employees.

<sup>3</sup> See Brian Dixon and Sebastian Chilco, *The Future of the Minimum Wage—2015 and Beyond*, Littler ASAP (Nov. 13, 2014).

<sup>4</sup> Connecticut and the District of Columbia also have paid sick leave laws.

<sup>5</sup> On July 28, 2014, Eugene, Oregon, passed a mandatory paid sick leave law, effective July 1, 2015. However, one week earlier, the Board of Commissioners of Lane County, in which Eugene is located, passed ordinances that seek to nullify any mandatory paid sick leave laws in cities within the county. Although the conflicting legislation may need to be resolved by the courts, employers should develop and implement compliant sick leave policies until the conflict has been resolved.

<sup>6</sup> See Ilyse Schuman and Michael J. Lotito, Some Federal Agency Rules Delayed, *Others Imminent, According to Newly Released Fall Regulatory Plans*, Workplace Policy Update (Nov. 24, 2014).

<sup>7</sup> Governor Cuomo directed the state labor department to convene a wage board to review and recommend changes to regulations for food service workers and service employees. The final scheduled meeting will be held on December 10, 2014. Accordingly, pay and other requirements in the hospitality industry may change.

## Laws Effective January 1, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Arizona	2015 Minimum Wage Determination	Wage & Hour	Minimum wage increases to \$8.05 per hour.
Arkansas	Issue 5 (Minimum Wage Initiative)	Wage & Hour	Minimum wage increases to \$7.50 per hour, with increases in January 2016 and 2017.
California	AB 2617	Alternative Dispute Resolution	Prohibits requiring an individual to waive the right to file a civil rights charge with the government or a lawsuit in court as a condition of entering into a contract for goods or service. Requires knowing and voluntary written waiver.
California	SB 1034	Benefits	Prohibits imposing any waiting or affiliation period in addition to any waiting period imposed by an employer for a group health plan on an otherwise eligible employee or dependent. Amends requirements concerning eligibility for coverage exclusion.
California	AB 2047	Civil Procedure	Clarifies that the statute of limitations for liquidated damages for various labor code violations is the same as that for the underlying violation.
California	AB 1897	Contingent Workforce	Provides that a client-employer is jointly liable with the labor contractor for wage and hour and workers' compensation law violations.
California	AB 1443	Discrimination	Extends anti-discrimination and harassment protections to interns and volunteers, and broadens categories of programs subject to this prohibition.
California	AB 1660	Discrimination	Undocumented aliens can obtain a driver's license that displays a notice stating the license does not establish eligibility for employment. Employers cannot discriminate against individuals possessing or presenting such licenses.
California	AB 1522 <sup>8</sup> / DLSE Documents	Leaves of Absence	New paid sick leave law's notice, posting, and wage statement requirements take effect. (See <i>below</i> , Laws Effective July 1, 2015). The state's labor department issued a template paid sick leave poster and wage theft protection act notice.
California	AB 2536	Leaves of Absence	Volunteer emergency leave law's definition of emergency rescue personnel is expanded to include an officer, employee, or member of a disaster medical response entity sponsored or requested by the state.
California	AB 1710 <sup>9</sup>	Privacy	Expands data security breach requirements to businesses that maintain computerized data involving California residents' personal information. Requires businesses to offer identity theft prevention services to affected individuals. Strengthens protections concerning Social Security numbers.
California	SB 1131	Taxation	For withholding law purposes, an employee does not include any member of a limited liability company that is treated as a partnership for federal income tax purposes.
California	SB 1306	Various	Permits same-sex marriage, and recognizes out-of-state same-sex marriages.
California	SB 1360	Wage & Hour	A required rest or recovery period is counted as hours worked.
California	Exempt Computer Software Employee Pay Requirements	Wage & Hour	Computer software professionals are exempt from overtime if their hourly rate of pay is no less than \$41.27. If paid on a salary basis, the employee must earn an annual salary of no less than \$85,981.40, be paid at least once a month, and be paid a monthly amount of no less than \$7,165.12.
California	Exempt Licensed Physician & Surgeon Pay Requirements	Wage & Hour	Physicians and surgeons are exempt from overtime if their hourly rate of pay is at least \$75.19.
California	AB 2751	Whistleblowing	Increases whistleblower retaliation penalties. Creates a private right of action for unfair immigration-related practices. Amends immigration-related discrimination protections.

8 See Michelle Barrett Falconer and Pam Salgado, [The Epidemic Continues: California Enacts Statewide Paid Sick Leave Law](#), Littler ASAP (Sept. 10, 2014).

9 See Philip Gordon and Zoe Argento, [California Takes the Lead Again in Data Breach Laws](#), Littler Workplace Privacy Counsel (Oct. 3, 2014).

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
California	AB 1634	Workplace Safety	Generally prohibits stay or suspension of a requirement to abate a hazard found to constitute a serious, repeat serious, or willful serious violation, while the employer's appeal of the citation is pending.
California	AB 2053 <sup>10</sup>	Workplace Safety	Expands AB 1825 training requirements to mandate training about preventing "abusive conduct."
California	AB 326	Workplace Safety	Amends serious injury or death reporting requirements to include email.
California (Richmond)	Ordinance 11-14	Wage & Hour	Sets minimum wage at \$9.60, and allows a \$1.50 rate reduction if medical benefits are provided. Future increases will occur.
California (San Francisco)	2015 Minimum Wage Determination	Wage & Hour	Minimum wage increases to \$11.05 per hour. <i>Note:</i> An additional increase will take effect on May 1, 2015.
California (San Jose)	2015 Minimum Wage Determination	Wage & Hour	Minimum wage increases to \$10.30 per hour.
California (Sunnyvale)	Ordinance No. 3047-14	Wage & Hour	Establishes a minimum wage of \$10.30 per hour; yearly increases are thereafter based on the consumer price index.
Colorado	Minimum Wage Order 31	Wage & Hour	Minimum wage increases to \$8.23 per hour, and tipped employee minimum cash wage to \$5.21 per hour.
Colorado	SB 5 <sup>11</sup>	Wage & Hour	Amends various defined terms in wage payment laws. Also amends final wages law, enforcement provisions, and available employee remedies. Adds recordkeeping requirements and penalties.
Connecticut	HB 5269 <sup>12</sup>	Leaves of Absence	Amends how employer coverage is determined under paid sick leave law. Adds prohibitions.
Connecticut	SB 32	Wage & Hour	Minimum wage increases to \$9.15 per hour; maximum tip credit varies depending on type of tipped employee. Additional increases will occur in January 2016 and 2017.
Delaware	HB 294	Recordkeeping	Addresses how to dispose of certain records when the employer no longer retains them.
Delaware	HB 295	Recordkeeping	Addresses destruction of documents containing personal information.
Delaware	SB 6	Wage & Hour	Minimum wage increases to \$8.25 per hour.
Florida	2015 Minimum Wage Determination	Wage & Hour	Minimum wage increases to \$8.05 per hour, and tipped employee minimum cash wage increases to \$5.03 per hour.
Hawaii	SB 2609	Wage & Hour	Minimum wage increases to \$7.75; for tipped employees, maximum tip credit increases to 50 cents if the employee's wage plus tips are at least \$7 more than the minimum wage. Additional increases in January 2016, 2017, and 2018.
Illinois	HB 5701 <sup>13</sup>	Background Checks	Restricts employers' use of criminal background checks on job applicants, unless an exception exists.
Illinois	HB 8 <sup>14</sup>	Discrimination	Prohibits discrimination based on pregnancy. Requires reasonable accommodation of pregnant employees. Includes notice and posting requirements.
Illinois	HB 4157	Discrimination	Extends sexual harassment and sexual harassment retaliation protections to interns.
Illinois	HB 5622 <sup>15</sup>	Wage & Hour	Permits wage payment via payroll debit card if certain requirements met.
Maine	Announcement re: Withholding & Reporting	Taxation	Implements quarterly income tax and unemployment reporting system. Creates new forms.

10 See Jennifer Mora and Stephanie Gail Lee, [Bullying Be Gone—New California Law Makes Anti-Bullying Training For Employers' Supervisors A Must](#), Littler ASAP (Oct. 2, 2014).

11 See Josh Kirkpatrick and Jennifer Harpole, [Wage Protection Act Makes Significant Changes to Colorado Wage and Hour Law](#), Littler ASAP (Oct. 5, 2014).

12 See George O'Brien and Jason Stanevich, [Connecticut Amends Paid Sick Leave Statute to Provide Some Employer-Friendly Changes](#), Littler ASAP (June 17, 2014).

13 See Adam Wit, Darren Mungerson and Jennifer Mora, [Illinois Enacts New Law Impacting Inquiries on Criminal Background Checks](#), Littler ASAP (July 21, 2014).

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Maryland	HB 295	Wage & Hour	Minimum wage increases to \$8.00 per hour; for tipped employees, maximum tip credit increases to \$4.37 per hour. Additional increases to occur in July 2015, 2016, 2017, and 2018. Also amends training wage and wage paid to employees in amusement / recreation establishments.
Maryland (Montgomery County)	Expedited Bill 36-14	Background Checks	Creates “ban-the-box” law for employers with 15 or more employees. Prohibits criminal inquiries, disclosures, and checks until first interview concludes, unless exception exists.
Massachusetts	SB 2195	Wage & Hour	Minimum wage increases to \$9.00 per hour; for tipped employees, minimum cash wage increases to \$3.00 per hour and maximum tip credit increases to \$6.00 per hour. Additional increases to occur in January 2016 and 2017. Minimum wage for agriculture and farming employees also increases.
Minnesota	HF 779	Benefits	Establishes certain requirements for the provision of health insurance in Minnesota to be further in line with the federal Patient Protection and Affordable Care Act.
Minnesota	HF 2576	Civil Liability	Renders inadmissible in a private lawsuit against an employer evidence of acts committed by an employee where information relating to the employee’s criminal history record was expunged before s/he committed the act at issue.
Missouri	2015 Minimum Wage Determination	Wage & Hour	Minimum wage increases to \$7.65, and tipped employee minimum cash wage increases to \$3.83.
Montana	2015 Minimum Wage Determination	Wage & Hour	Minimum wage increases to \$8.05 per hour.
Nebraska	Initiative 425	Wage & Hour	Minimum wage increases to \$8.00 per hour; for tipped employees, maximum tip credit increases to \$5.87 per hour. Additional increase to occur in January 2016.
Nebraska	LB 765	Wage & Hour	Allows wage payment via payroll debit card if requirements met.
New Hampshire	SB 207	Discrimination	Prohibits conditioning employment on a promise to refrain from disclosing wages, or waiving the right to disclose wages, salary, or paid benefits, and retaliation for disclosure. Amends the statute of limitations for administrative claims and private suits. Includes notice and posting requirements.
New Jersey	2015 Minimum Wage Determination	Wage & Hour	Minimum wage increases to \$8.38 per hour.
New Mexico (Las Cruces)	Ordinance No. 2726	Wage & Hour	Establishes a minimum wage of \$8.40 per hour. Sets additional increases for January 2016 and 2017, and annual increases beginning January 2018. Sets tipped employee wage rates, and creates notice, posting, and recordkeeping requirements.
Ohio	2015 Minimum Wage Determination	Wage & Hour	Minimum wage increases to \$8.10 per hour, and tipped employee minimum cash wage increases to \$4.05 per hour.
Oregon	2015 Minimum Wage Determination	Wage & Hour	Minimum wage increases to \$9.25 per hour.
Rhode Island	S 2249	Wage & Hour	Minimum wage increases to \$9.00 per hour; for tipped employees, maximum tip credit increases to \$6.11 per hour.
South Dakota	Measure 18	Wage & Hour	Minimum wage increases to \$8.50 per hour, and tipped employee minimum cash wage increases to \$4.25 per hour. Annual updates indexed to inflation in 2016 and after.
Tennessee	SB 1808 <sup>16</sup>	Privacy	Restricts employer access to applicant and employee social media information and accounts, unless an exception exists.

14 See Adam Wit and Darren Mungerson, *Illinois Amends the Human Rights Act to Provide Greater Protections Regarding Pregnancy*, Littler ASAP (Aug. 29, 2014).

15 See Matthew Hank, *Illinois Statute Clarifies Circumstances When Employers May Pay Wages Via Payroll Debit Cards*, Littler Wage & Hour Counsel (Aug. 13, 2014).

16 See Philip Gordon and Joon Hwang, *Tennessee Joins the Growing List of States Limiting Employers’ Access to Personal Online Content*, Littler ASAP (May 13, 2014).

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Texas (Austin)	Ordinance No. 20140828-041	Workplace Safety	Prohibits use of portable electronic devices while operating a motor vehicle.
United States	IRS, HHS & EBSA Final Regulations re Excepted Benefits for Dental, Vision, & EAPs	Benefits	Regulations address the treatment of dental and vision benefits and employee assistance programs as limited excepted benefits, which are generally exempt from the ACA market reform requirements. Rules apply to group health plans and group health insurance issuers for plan years starting in 2015.
United States	Executive Order 13658 <sup>17</sup>	Government Contractors	Minimum wage increases to \$10.10 per hour for employees of certain government contractors; increases minimum wage of tipped employees to \$4.90 per hour. Provides for future increases.
United States	Affordable Care Act's Shared Responsibility Provision	Healthcare	The ACA's employer "pay-or-play" mandate will generally apply to larger firms with 100 or more full-time employees as of January 1, 2015.
United States	IRS Rev. Proc. 2014-30.	Taxation	Increases annual limitation on deductions for HSAs to \$3,350 for an individual with self-only coverage under a high deductible health plan and \$6,650 for an individual with family coverage under a high deductible health plan.
United States	OSHA Final Rule re 29 C.F.R. part 1904 <sup>18</sup>	Workplace Safety	Updates list of industries that are partially exempt from OSHA recordkeeping requirements. Expands the types of work-related injuries that must be reported.
Vermont	HB 552	Wage & Hour	Minimum wage increases to \$9.15 per hour, and tipped employee minimum cash wage increases to \$4.58 per hour. Sets increases for 2016, 2017, and 2018, with annual increases beginning 2019.
Virginia	SB 110	Unemployment	Creates unemployment work-sharing program allowing an employer to temporarily reduce employees' work hours in lieu of layoffs with the state paying affected employees a percentage of unemployment insurance benefits.
Washington	2015 Minimum Wage Determination	Wage & Hour	Minimum wage increases to \$9.47 per hour.
West Virginia	HB 4283	Wage & Hour	Minimum wage increases to \$8.00 per hour; for tipped employees, maximum tip credit increases to 70% of minimum wage. Additional increase to occur in January 2016.
West Virginia	HB 201	Wage & Hour	Employers are exempt from state maximum hours and overtime requirements (but not minimum wage) if 80% of employees are subject to federal law concerning maximum hours and overtime.

### Laws Effective January 7, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Paterson, New Jersey	Sick Leave Ordinance	Leaves of Absence	Creates paid sick leave law.

### Laws Effective January 15, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Vermont	HB 758	Reductions in Force	Creates mini-WARN law.

### Laws Effective January 20, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Prince George's County, Maryland	CB-078-2014	Background Checks	Creates "ban-the-box" law for employers with 25 or more employees. Prohibits criminal inquiries, disclosures, and checks until after the first interview, unless an exception exists.

17 See William Hays Weissman and Eva Podaras, *Final Regulations Implementing Minimum Wage Increases on Federal Contractors*, Littler ASAP (Oct. 6, 2014)

18 See Ilyse Schuman, *OSHA Issues Final Rule Revising its Severe Injury Recordkeeping and Reporting Requirements*, Littler Workplace Policy Update (Sept. 11, 2014).

## Laws Effective January 31, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Delaware	SB 185	Discrimination	Expands disability discrimination law to apply to employers with four or more employees.

## Laws Effective February 24, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Alaska	Measure 3	Wage & Hour	Increases the minimum wage to \$8.75 per hour. Additional increase will occur in January 2016. Future increases will be based on inflation.
Alaska	Measure 2	Workplace Safety	Allows people age 21 and older to possess up to one ounce of marijuana and up to six plants.

## Laws Effective March 1, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
New Jersey	SB 2124 <sup>19</sup>	Background Checks	Restricts covered employers from asking about or using an applicant's criminal history record when making employment decisions.

## Laws Effective March 2, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Oakland, California	Measure FF	Leaves of Absence	Creates paid sick leave law.
Oakland, California	Measure FF	Wage & Hour	Establishes a minimum wage of \$12.25 per hour. Regulates service charges in the hospitality industry.

## Laws Effective April 1, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Colorado	HB 1383	Workers' Compensation	Amends the required number of healthcare providers on the list of providers from which a worker can choose to seek medical treatment.
Seattle, Washington	Ordinance No. 124490	Wage & Hour	Establishes a minimum wage, which varies based on employer size. Differentiates between hourly minimum wage and hourly minimum compensation. Set increases to occur in January 2016 through 2018 and/or 2025, depending on employer size.

## Laws Effective April 8, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
United States	OFCCP Rule Implementing Executive Order 13672	Discrimination	Implements Executive Order 13672, prohibiting discrimination based on sexual orientation and gender identity by contractors and subcontractors.

## Laws Effective April 14, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
United States	NLRB Rule Governing Representation Case Procedures	Labor-Management Relations	Revises union representation and election procedures under the National Labor Relations Act.

19 See Rod Fliegel, Phil Gordon, Jennifer Mora and Keith Rosenblatt, *New Jersey's "Opportunity to Compete Act" Continues the Nationwide "Ban-the-Box" Trend*, Littler ASAP (Aug. 12, 2014).

## Laws Effective May 1, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
San Francisco, California	Ordinance No. 140687	Wage & Hour	Minimum wage increases to \$12.25 per hour; sets yearly increases through 2018, with annual increases per cost-of-living increases beginning 2019.

## Laws Effective July 1, 2015 <sup>20</sup>

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
California	AB 1522	Leaves of Absence	Creates paid sick leave law. Also contains access to personnel file and recordkeeping requirements.
Mountain View, California	File 14-341	Wage & Hour	Establishes a minimum wage of \$10.30 per hour. Annual increases to occur on January 1. Creates notice, posting, and recordkeeping requirements, and prohibits retaliation.
District of Columbia	B20-459	Wage & Hour	Minimum wage increases to \$10.50 per hour; for tipped employees, maximum tip credit increases to \$7.73 per hour. Additional increase to occur on July 2016. Annual increases to occur beginning July 2017.
Chicago, Illinois	Ordinance No 02014-9680	Wage & Hour	Establishes minimum wage that is the greatest of: state minimum wage; federal minimum wage; or \$10.00 per hour. Established increases to occur in July 2016, 2017, 2018, and 2019. Annual increases to occur beginning July 2020. Sets tipped employee wage rates, and creates notice and posting requirements. Prohibits retaliation.
Maryland	HB 295	Wage & Hour	Minimum wage increases to \$8.25 per hour; for tipped employees, maximum tip credit increases to \$4.62 per hour. Training wage and wage paid to employees of amusement / recreational establishment also change.
Massachusetts	Question 4 <sup>20</sup>	Leaves of Absence	Creates paid sick leave law.
Nevada	2015 Minimum Wage Determination	Wage & Hour	Minimum wage <u>may</u> change; announcement due by April 1, 2015.
New Hampshire	HB 1360	Workplace Safety	Prohibits using certain electronic devices while driving.
Oregon	Measure 91	Workplace Safety	Legalizes recreational marijuana for people ages 21 and older.
Eugene, Oregon	Ordinance No. 20357	Leaves of Absence	Creates paid sick leave law.

## Laws Effective August 1, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Minnesota	SB 1775	Wage & Hour	Minimum increases to \$9.00 (adult) and \$7.25 (minor) for large employers, \$7.25 for small employers, and \$7.50 for certain hotel employers. Additional increase will occur in August 2016. Annual increases will occur beginning January 2018. Also amends training wage.

## Laws Effective October 1, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
Berkeley, California	Ordinance No. 7,352	Wage & Hour	Increases minimum wage to \$11.00 per hour.
Montgomery County, Maryland	Bill 27-13 (2013)	Wage & Hour	Increases minimum wage to \$9.55 per hour.
Prince George's County, Maryland	Bill 94-2013 (2013)	Wage & Hour	Increases minimum wage to \$9.55 per hour.

<sup>20</sup> See Adam Forman, Christopher Kaczmarek, and Carie Torrence, [Massachusetts Voters Approve Paid Sick Leave Law](#), Littler ASAP (Nov. 7, 2014).

## Laws Effective December 31, 2015

JURISDICTION	ITEM	MAIN TOPIC	SUMMARY
New York	SB 2607 (2013)	Wage & Hour	Increases minimum wage to \$9.00 per hour; tipped employee minimum cash wage and maximum tip credit varies by type of tipped employee.
New York	Hospitality Wage Order	Wage & Hour	Tipped employee maximum tip credit increases and varies by type of tipped employee. Establishes increases to meal and lodging credit; uniform maintenance rates; and minimum salary requirement for exempt executive and administrative employees.
New York	General Wage Orders	Wage & Hour	Creates increases to meal and lodging allowance; tips; uniform maintenance; and minimum salary requirement of exempt executive and administrative employees.
New York	Building Services Wage Order	Wage & Hour	Creates increases to unit rate for janitors in residential buildings; minimum weekly wage; allowances for utilities; uniform maintenance rate; and minimum salary rate of exempt executive and administrative employees.

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