

24 Employment Law Updates for the New Year

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~~Effect of the new 2024 rules on the New Year's Day~~

STATE	TOPIC	SUMMARY OF EMPLOYMENT LAW UPDATE
California	Reproductive Loss Leave	Effective January 1, 2024, California law requires certain employers to allow employees to take a limited leave for reproductive loss following a reproductive lost event.
	Non-Compete Agreements	Effective January 1, 2024, non-compete agreements in California are unenforceable regardless of where and when the contract is signed. Further, by February 14, 2024, state law will require employers to give notice to current employees and former employees meeting certain qualifications that their non-compete agreements are void.
	Cannabis Use	Effective January 1, 2024, an applicant's prior use of cannabis generally cannot be requested except in certain situations. Further, state law disallows discrimination against an employee for use of cannabis off the job and away from the workplace.
	Sick Leave Expansion	Effective January 1, 2024, employees meeting certain qualifications in California will be entitled to receive an increase in their amount of paid sick leave.
	Workplace Violence Prevention Program	Effective January 1, 2024, the law will now require workplace violence prevention programs, along with annual trainings, in the workplace. Enforcement of this statute will begin July 1, 2024.
Colorado	Wage Transparency	Beginning January 1, 2024, employers have new job posting and notice of promotion requirements in Colorado. Internal employees are no longer required to receive notice of promotional opportunities but are required to receive a notice of a job vacancy, amongst other requirements that have been added.
Hawaii	Wage Transparency	Effective January 1, 2024, certain employers in Hawaii are required to disclose in their job listings an hourly rate or salary range that reasonably reflects the actual expected compensation.
Illinois	Child Homicide or Suicide Leave	Effective January 1, 2024, certain Illinois employers will be required to provide employees meeting certain qualifications unpaid leave following the loss of a child by suicide or homicide. Additionally, some employers will be required to provide eligible employees unpaid leave following such fatality.
	Family Member Death due to Crime of Violence Leave	Effective January 1, 2024, Illinois expands the Victims' Economic Security and Safety Act to provide employees unpaid leave related to the death of a family member or household member killed in a crime of violence to grieve or make arrangements. Such leave is in addition to any leave provided under the under the Family Bereavement Leave Act.
	Organ Donation Leave	Effective January 1, 2024, some employers in Illinois will be required to give employees meeting certain qualifications with limited paid leave to serve as an organ donor.
	Gender Based Violence Leave	Effective January 1, 2024, the Illinois Gender Violence Act is amended to expand the definition of "gender-related violence" to include "domestic violence" as that term is defined in the Victims' Economic Security and Safety Act. The amendment also sets a statute of limitations after the cause of action accrued for claims raised by non-minors. Finally, the amendment limits the scope of employer liability to certain contexts.
	Paid Leave for All	Effective January 1, 2024, employees will be entitled to up to 40 hours of paid leave, which may be taken for any reason without the requirement of providing documentation.
Illinois – Chicago	Paid Leave and Paid Sick and Safe Leave	[Was effective January 1, 2024; now delayed]. Employees will be entitled to up to 40 hours of paid sick leave to be available for use for specific sick leave purposes and up to 40 hours of paid leave to be used for any reason each year. This will be effective July 1, 2024, and will only apply to certain employees. Additional information regarding the ordinance and changes to the same thereafter can be found at the bottom of the table.
Illinois – Cook County	Paid Leave Ordinance	Effective December 31, 2023, all employees working for employers in Cook County will be entitled to up to 40 hours of paid leave each year which can be used for any purpose. This ordinance is almost identical to the Illinois Paid Leave for All Workers Act. More guidance is expected to be released by Cook County on January 1, 2024.
Maryland	Non-Compete Salary Threshold	Effective January 1, 2024, Maryland's state minimum wage rate will increase to \$15.00 per hour for all employers. Because of this increase, Maryland's income threshold for enforcing a non-competition and conflict of interest agreement terms will automatically adjust to ban such agreements for those making below a certain hourly rate.
Minnesota	Pay History	Effective January 1, 2024, the law will not allow employers to ask about or consider the pay history of a job application for the purpose of determining that applicant's compensation or other benefits.
	Earned Sick and Safe Time	Beginning January 1, 2024, certain employees will receive at least one hour of paid sick leave for every 30 hours worked. The law allows employers to use paid time off policies to satisfy the requirements of the law.
Minnesota – Bloomington	Paid Sick and Safe Leave	Following the passage of Minnesota's Earned Safe and Sick Time law, Bloomington, Minnesota updated its sick leave ordinance to align with the state law.
Minnesota – St. Paul	Paid Sick and Safe Leave	Similar to Bloomington, St. Paul, Minnesota updated its sick leave ordinance to better align with the new state law.
Nevada	Sexual Assault Leave	Effective January 1, 2024, domestic violence leave has been expanded to include sexual assault. To qualify, the leave applies to certain employees and certain employees whose family/household members are victims of sexual assault.
Oregon	Bias Leave	Effective January 1, 2024, domestic violence leave has been extended to include employees who are subject to bias crimes. This is applicable to only certain employers in Oregon.
	Discrimination for Refusal to Expose Employees to Hazardous Conditions	Effective January 1, 2024, the law will not allow employers to discriminate or retaliate against employees or prospective employees, who with no reasonable alternative and in good faith, refused to expose other employees to serious injury or death arising from a hazardous condition at a place of employment.
Tennessee	Paid Family Leave Insurance	Effective January 1, 2024, insurance companies licensed to engage in life insurance of disability insurance in Tennessee may issue Paid Family Leave coverage. Insurance may be written as an amendment or rider to a group disability income policy or life insurance policy or be a separate group insurance policy purchased by employers. Coverage may be provided to covered employees for certain circumstances.
Washington	Cannabis	Beginning January 1, 2024, the law will not allow employers to discriminate against a person in the initial hiring of employment based on the person's use of cannabis off the job and away from the workplace or an employer-required drug screening where the person tests positive for non-psychoactive cannabis except for certain positions.

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