

July 2022 Brings 40+ New Employment Law Requirements

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As the midpoint of 2022 approaches, HR professionals continue to juggle an array of critical responsibilities. They're overseeing health and safety protocols, adopting flexible workplace policies, recruiting and hiring in a tight labor market, and continuing to support their workforces in the third year of a pandemic.

With the pandemic-fueled increase in remote workers, HR teams also find they must now comply with many additional employment laws in the jurisdictions where their remote employees are located. This new challenge means it's doubly important for organizations to get a jump start on the new employment laws taking effect July 1 at the state and local levels.

This July states and localities roll out [more than 40 new employment laws](#), regulations, amendments and legal provisions that will impact employers. To help HR teams prepare, we've summarized the key topic areas covered and provide a list by state of the new compliance requirements taking effect on or about July 1, 2022.

Key Topics

Minimum Wage

This summer brings minimum wage increases to more than 20 jurisdictions in the US, including statewide increases in Connecticut, Nevada and Oregon. Employers will also see changes to the minimum wage in the District of Columbia; Montgomery County, Maryland; Chicago and Cook County, Illinois; St. Paul and Minneapolis, Minnesota; Portland, Oregon; and more than 10 localities in [California](#).

All the rate changes can be found on our [Minimum Wage Rates by State and Municipality](#) 50-State Chart, which provides a comprehensive overview of all new rates taking effect in July as well as future rate increases across the US.

Employee Leaves

States and localities alike continue to expand employee leave benefits, and New Mexico is the latest to roll out a statewide program. Beginning July 1, under the state's Healthy Workplaces Act, employers will be required to provide earned sick and safe leave for employees to use for illness, to care for or assist a family member, and for absences due to domestic abuse, sexual assault or stalking, among other reasons.

Also on July 1, non-hotel employers in West Hollywood, California, must provide eligible employees with paid and unpaid time off to use for sick leave, vacation and personal necessity. (For the city's hotel employers, the time off requirement began last January.)

Our [Leave Laws by State and Municipality](#) 50-State Chart provides an overview of these and other leave requirements at the federal, state and local levels.

Marijuana Laws

Two states have new marijuana-related amendments that expand the types of conduct employers may prohibit in the workplace. Connecticut, which legalized recreational marijuana last summer, will roll out the employment-related provisions of the law this July. These provisions address, in part, an employer's rights to prohibit possession and use of the drug and to conduct testing. In South Dakota, the state will expand the types of conduct related to the use of medical cannabis that employers may prohibit in their workplaces.

Other Trending Topics

As flexible work arrangements remain in demand, San Francisco has added new employee-friendly provisions to its Family Friendly Workplace Ordinance, including a requirement that employers engage in an interactive process to arrive at an acceptable flexible or predictable working arrangement with an employee.

Employers in Connecticut and Virginia should take note of new posting and notice requirements that take effect on July 1. And Maryland employers with 50 or more employees have a July 1 deadline to submit a survey report concerning sexual harassment settlements to the Maryland Commission on Civil Rights.

Federal, State and Local Developments

Federal

Topic	Legal Development	Effective Date
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Topic	Legal Development	Effective Date
Payroll Taxes	Federal Standard Mileage Rate Increase Takes Effect for Second Half of 2022	July 1

Alabama

Topic	Legal Development	Effective Date
Family Leave	Alabama Enacts Adoption Promotion Act	July 1
Independent Contractors	Alabama Marketplace Contractors Law Takes Effect	July 1

California

Topic	Legal Development	Effective Date
Retirement Savings	California CalSavers Enrollment Deadline for Employers With Five or More Employees	June 30
Health Care Benefits	California Requires Coverage of Basic Health Care Services	July 1
Paid Sick Leave	West Hollywood, California, Paid Sick Leave Requirements Take Effect for Non-Hotel Employers	July 1
Flexible Work Arrangements	San Francisco, California, Family Friendly Workplace Ordinance Amendments Take Effect	July 12

Connecticut

Topic	Legal Development	Effective Date
Labor Relations	Connecticut Protects Employees in Regard to Captive Audience Meetings	July 1
Paid Family and Medical Leave	Connecticut Employers Must Provide Paid Family and Medical Leave Notices	July 1
Recreational Marijuana	Connecticut's Recreational Marijuana Law's Employment-Related Provisions Take Effect	July 1

Florida

Topic	Legal Development	Effective Date
Independent Contractors	Florida Enacts Law Shielding Employers That Support Independent Contractors in Emergencies	July 1
Training	Florida Limits Diversity Training	July 1

Georgia

Topic	Legal Development	Effective Date
Independent Contractors	Georgia Adopts New Test for Independent Contractors Under Unemployment Law	July 1

Illinois

Topic	Legal Development	Effective Date
Sexual Harassment	Chicago, Illinois, Sexual Harassment Amendments Take Effect	July 1

Indiana

Topic	Legal Development	Effective Date
Data Security Breach	Indiana Clarifies Data Breach Notification Timeline	July 1

Maryland

Topic	Legal Development	Effective Date
Sexual Harassment	Maryland Requires a Second Sexual Harassment Settlement Report	July 1

Minnesota

Topic	Legal Development	Effective Date
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Topic	Legal Development	Effective Date
Unemployment Insurance	Minnesota Amends Students' Eligibility for Unemployment Insurance Benefits	July 3

Mississippi

Topic	Legal Development	Effective Date
Equal Pay	Mississippi Equal Pay Law Takes Effect	July 1

New Mexico

Topic	Legal Development	Effective Date
Paid Sick Leave	New Mexico Paid Sick Leave Law Takes Effect	July 1
Paid Time Off	Bernalillo County, New Mexico, Earned Paid Time Off Accrual and Use Cap Increases Again	July 1

Ohio

Topic	Legal Development	Effective Date
Overtime	Ohio Overtime Amendments Take Effect	July 6

Oregon

Topic	Legal Development	Effective Date
Workplace Safety	Oregon Permanent Wildfire Smoke Exposure Rules Take Effect	July 1

South Dakota

Topic	Legal Development	Effective Date
Medical Marijuana	South Dakota Expands Prohibited Conduct Under Medical Cannabis Law	July 1

Tennessee

Topic	Legal Development	Effective Date
Discrimination	Tennessee Bans Hairstyle Discrimination	July 1
Subminimum Wages	Tennessee Prohibits Subminimum Wages	July 1

Virginia

Topic	Legal Development	Effective Date
Discrimination	Virginia Expands Definition of Religious Discrimination	July 1
Overtime	Virginia Overtime Amendments Take Effect	July 1
Workplace Safety	Virginia Requires Seizure First Aid Poster	July 1

West Virginia

Topic	Legal Development	Effective Date
Unemployment Insurance	West Virginia Employers May Report Employees Who Refuse Rehire Offers	July 1