



2017 ~ 2018 State & Local Labor Law Changes

Release date: 2/1/2017

Below is an overview of the upcoming state and local law changes that will be going into effect in 2017/2018. Pay close attention to all changes, but of note: New state and local **“Paid Sick Leave”** mandates are being enacted, as well as more states are adopting the **“Ban the Box”** initiatives rules for pre-employment.

<i>State</i>	<i>Regulatory Changes</i>	<i>Effective Date</i>
Arizona	Paid Sick Time	7/1/2017
California	Gender Neutral Restroom Law	3/1/2017
California	Ban the Box (LA)	1/22/2017
California	San Jose “Opportunity to Work” Ordinance	3/13/2017
Colorado	Personnel File Access	1/1/2017
Connecticut	Ban the Box	1/1/2017
Illinois	Employee Sick Leave Act	1/1/2017
Illinois	Paid Sick Leave (Chicago)	7/1/2017
Illinois	Freedom to Work Act	1/1/2017
Illinois	Paid Sick Leave (Cook County)	7/1/2017
Kentucky	Right-to-Work	1/9/2017
Massachusetts	Pay Equity Law	7/1/2018
Minnesota	Paid Sick Leave (Minneapolis)	7/1/2017
Minnesota	Paid Sick and Safe Time (St. Paul)	7/1/2017
New Jersey	Paid Sick Leave (Morristown)	1/11/2017
New York	Paid Family Leave	1/1/2018
New York	Wage Payment Regulations	3/7/2017
Ohio	Gun in Trunks Law	3/19/2017
Oregon	New Paystub Requirements	1/1/2017
Tennessee	Amends “No Firearms” Notice	7/1/2016 & 1/1/2018
Tennessee	Expands E-Verify	1/1/2017
Vermont	Ban the Box	7/1/2017
Vermont	Paid Sick Leave	1/1/2017
Washington	Scheduling Ordinance (Seattle)	7/1/2017

When you have questions about state, local or other changes that may affect your company and your policies, contact McCloskey Partners and we will be sure to assist you or make sure you are directed to the appropriate industry experts.

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