

ENACTED BILLS

APRIL 2024

File name: Master

Alabama

1. AL H 121



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Author: [Jim Carns \(R-048\)](#)
Title: Whistleblower Protection
Introduced: 02/06/2024
Partial Amendment: [02/14/2024 House County & Municipal Government Committee, House, Number 2, Amendments Proposed or Offered](#)
[02/14/2024 House County & Municipal Government Committee, House, Number 1, Amendments Proposed or Offered](#)
Enacted: 04/25/2024
Disposition: Enacted
Effective Date: 10/01/2024
Location: Chaptered
Act: 2024-112
Summary: Relates to county and municipal employees; prohibits a supervisor from retaliating against a county or municipal employee who reports certain violations.
Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Act No. 2024-112
Prohibited_Practices: Whistleblower

Arizona

2. AZ H 2252



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Author: [Justin Wilmeth \(R-002\)](#)
Title: Professional Employer Organizations
Introduced: 01/09/2024
Partial Amendment: [02/12/2024 House Commerce Committee, House, Amendments Proposed or Offered](#)
Enacted: 04/02/2024
Disposition: Enacted
Effective Date: 91st day after adjournment [[code impact](#)]
Location: Chaptered
Chapter: 67
Summary: Relates to professional employer organizations; repeals specified provisions of the Arizona Revised Statutes; provides that every professional employer organization that is located in the State shall maintain either a minimum net worth of at least a specified amount or a bond, an irrevocable letter of credit or securities that have a minimum market value of a specified amount; provides that the bond shall be held by an insured depository institution.
Status: 04/02/2024 Chapter No. 67
Industry: PEO

Colorado

3. CO S 155



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Sponsor: [Faith Winter \(D-025\)](#)
Title: Payment of Family and Medical Leave Benefits
Introduced: 02/12/2024
Enacted: 04/11/2024
Disposition: Enacted

Effective Date:

Location:

Chapter:

Summary:

Status:

Leave_laws:

This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly [\[code impact\]](#)

Chaptered

59

Concerns ensuring accurate payment of family and medical leave benefits.

04/11/2024 Signed by GOVERNOR.

04/11/2024 Session Law Chaptered. Chapter No. 59

Family, Medical

Florida

4. FL H 433



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Concurrence	Executive

Compare:

Author:

Title:

Introduced:

Partial Amendment:

Enacted:

Disposition:

Effective Date:

Location:

Chapter:

Summary:

Status:

Employer_Obligations:

Workplace_Behavior:

FL S 1492

Tiffany Esposito (R-077)

Workplace Heat Exposure Requirements

01/09/2024

03/08/2024 SENATE, Senate, Number 241284, Amendments Adopted

03/07/2024 HOUSE, House, Number 702123, Amendments Adopted

03/05/2024 SENATE, Senate, Number 846392, Amendments Adopted

02/27/2024 HOUSE, House, Number 957329, Amendments Failed

02/27/2024 HOUSE, House, Number 884917, Amendments Failed

02/27/2024 HOUSE, House, Number 865847, Amendments Withdrawn

02/27/2024 HOUSE, House, Number 702461, Amendments Failed

02/27/2024 HOUSE, House, Number 615961, Amendments Failed

02/27/2024 HOUSE, House, Number 590295, Amendments Failed

02/27/2024 HOUSE, House, Number 505349, Amendments Withdrawn

02/27/2024 HOUSE, House, Number 503973, Amendments Withdrawn

02/27/2024 HOUSE, House, Number 354735, Amendments Failed

02/27/2024 HOUSE, House, Number 252721, Amendments Failed

02/21/2024 House Commerce Committee, House, Number 212755, Amendments Adopted

04/11/2024

Enacted

07/01/2024, 09/30/2026 [\[code impact\]](#)

Chaptered

2024-80

Preempts regulation of heat exposure requirements in workplace to State; provides that certain local laws, ordinances, resolutions, regulations, rules, codes, policies, and amendments are void and prohibited; requires the Department of Commerce to adopt rules relating to workplace heat exposure requirements if OSHA has not done so by a certain date; prohibits local governments from mandating or imposing requirements or seeking information from persons relating to certain requirements.

04/11/2024 Signed by GOVERNOR.

04/12/2024 Filed as Chapter No. 2024-80

Posting_requirement, Training

Health, Heat, Safety, Water

5. FL S 958



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Compare:

Similar:

Author:

Title:

Introduced:

Enacted:

Disposition:

Effective Date:

Location:

Chapter:

FL H 1083, FL S 1486

FL H 505

Jonathan Allen Martin (R-033)

Local Government Employees

01/09/2024

04/15/2024

Enacted

07/01/2024 [\[code impact\]](#)

Chaptered

2024-90

Summary: Revises the base salary used to calculate the compensation of county tax collectors; provides that tax collector employees are eligible to receive specified monetary benefits from the State for adopting children within the child welfare system; revises the base salary used to calculate the compensation of district school superintendents; authorizes district school boards to contract with a county tax collectors office to administer road tests on school grounds.

Status: 04/15/2024 Signed by GOVERNOR.
04/16/2024 Filed as Chapter No. 2024-90

Industry: Public_employer

Georgia

6. GA H 563



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Concurrence	Executive

Author: [Rob Leverett \(R-123\)](#)
Title: Fair Employment Practices Act
Introduced: 02/22/2023
Enacted: 04/22/2024
Disposition: Enacted
Effective Date: 07/01/2024 [\[code impact\]](#)
Location: Chaptered
Act: 395
Summary: Relates to the Fair Employment Practices Act of 1978, so as to provide for hearing before an administrative law judge; changes provisions relating to the appointment of hearing officers; provides for a definition; provides the administrator of the Commission on Equal Opportunity with the power to order discovery; changes certain provisions relating to the filing, amending, and investigation of a complaint regarding an unlawful practice.

Status: 04/22/2024 Signed by GOVERNOR.
04/22/2024 Act No. 395

Claims_and_Penalties: Administrative, Complaints
Prohibited_Practices: Discrimination

7. GA H 1010



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Concurrence	Executive

Author: [Jan Jones \(R-047\)](#)
Title: Public Officers and Employees
Introduced: 01/24/2024
Enacted: 04/23/2024
Disposition: Enacted
Effective Date: 07/01/2024 [\[code impact\]](#)
Location: Chaptered
Act: 464
Summary: Relates to personnel administration relative to public officers and employees, so as to increase the number of hours permitted for paid parental leave; specifies that individuals employed full time by local education agencies are eligible employees; provides for related matters; repeals conflicting laws.

Status: 04/23/2024 Signed by GOVERNOR.
04/23/2024 Act No. 464

Industry: Public_employer

8. GA S 362



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Author: [Mike Hodges \(R-003\)](#)
Title: State Government
Introduced: 01/22/2024
Enacted: 04/22/2024
Disposition: Enacted

Effective Date: 07/01/2024 [code impact]
Location: Chaptered
Act: 418
Summary: Relates to State government, so as to provide for requirements relative to employee representation by a labor organization for employers to receive certain economic development incentives from the State; provides for definitions; provides for a penalty; provides for applicability; provides for oversight; provides for related matters; repeals conflicting laws.
Status: 04/22/2024 Signed by GOVERNOR.
04/22/2024 Act No. 418
Industry: Public_employer

Kansas

9. **KS H 2790**



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Concurrence	Executive

Author: [House Commerce, Labor and Economic Development Committee](#)
Title: Professional Employer Organizations
Introduced: 02/09/2024
Enacted: 04/15/2024
Disposition: Enacted
Effective Date: 07/01/2024, 01/01/2025 [code impact]
Location: Chaptered
Chapter: 50
Summary: Transfers registration requirements, related compliance oversight and enforcement authority for such organizations from the Commissioner of Insurance to the Secretary of State; requires the filing of initial and renewal registration applications, reports, financial statements and other assurance documents with the secretary; provides for fees to be submitted to the secretary and granting the secretary responsibility over the professional employer organization fee fund; relates to welfare benefit plans.
Status: 04/15/2024 Signed by GOVERNOR.
04/16/2024 Chapter No. 50
Industry: PEO

Kentucky

10. **KY H 194**



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Sponsor: [Kimberly Poore Moser \(R-064\)](#)
Title: Workplace Violence Against Healthcare Workers
Introduced: 01/08/2024
Partial Amendment: [02/22/2024 House Floor, House, Number 2, Amendments Proposed or Offered](#)
[02/22/2024 House Floor, House, Number 1, Amendments Proposed or Offered](#)
Enacted: 04/04/2024
Disposition: Enacted
Effective Date: 07/15/2024 (Updated) [code impact]
Location: Chaptered
Chapter: 80
Summary: Provides that a person is guilty of assault in the third degree when the actor recklessly, with a deadly weapon or dangerous instrument, or intentionally causes or attempts to cause physical injury to a healthcare provider or other person employed by or under contract with a health clinic, doctor's office, dental office, long-term care facility, hospital, or a hospital-owned or affiliate outpatient facility, if the event occurs in or on the premises of a health clinic, doctor's office, dental office.
Status: 04/04/2024 Signed by GOVERNOR.
04/04/2024 Act No. 80
Employment_relations: Health_care_worker
Industry: Hospitals
Workplace_Behavior: Injury

11. **KY H 320**



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Sponsor: Daniel Elliott (R-054)
Title: Statutes of Limitations
Introduced: 01/22/2024
Partial Amendment: 03/28/2024 Senate Floor, House, Number 2, Amendments Proposed or Offered
03/25/2024 Senate Floor, House, Number 1, Amendments Proposed or Offered
03/04/2024 House Floor, House, Number 1, Amendments Proposed or Offered
02/28/2024 HOUSE, House, Number 1, Amendments Proposed or Offered
Enacted: 04/10/2024
Disposition: Enacted
Effective Date: 07/15/2024 (Updated) [[code impact](#)]
Location: Chaptered
Chapter: 157
Summary: Relates to civil procedure; provides that specified actions shall be commenced within a specified number of years after the cause of action accrued, including an action against an employer for wrongful discharge in violation of public policy and an action for a violation of the Kentucky Pregnant Workers Act, specified provisions of law regarding unlawful discrimination by employers, or the prohibition against discrimination or retaliation.
Status: 04/10/2024 Became law without GOVERNOR'S signature.
04/10/2024 Act No. 157
Claims_and_Penalties: Statute_limitations
Wage_and_Hour: Wage_and_hour

12. KY H 456



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Sponsor: Samara Heavrin (R-018)
Title: Overtime Compensation
Introduced: 02/01/2024
Enacted: 04/05/2024
Disposition: Enacted
Effective Date: 04/05/2024 [[code impact](#)]
Location: Chaptered
Chapter: 86
Summary: Adds sheriff's offices and county police forces to the local government agencies eligible for an exception to overtime compensation.
Status: 04/05/2024 Signed by GOVERNOR.
04/05/2024 Act No. 86
Industry: Public_employer

13. KY H 829



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Concurrence	Executive

Sponsor: Jason Nemes (R-033)
Title: Medicinal Cannabis
Introduced: 02/26/2024
Partial Amendment: 03/11/2024 House Floor, House, Number 1, Amendments Proposed or Offered
Enacted: 04/17/2024
Disposition: Enacted
Effective Date: 04/17/2024, 07/01/2024, 01/01/2025, 07/01/2025 [[code impact](#)]
Location: Chaptered
Chapter: 195
Summary: Concerns a completed an initial in-person examination and assessment of the patient's medical history and current medical condition which shall include a review of the patient's medical records for the previous twelve months and all other available medical records relevant to the patient's qualifying medical condition and any medications that the patient is currently taking.
Status: 04/15/2024 Posted for passage in Regular Orders of the Day.

04/15/2024 3rd Reading.
04/15/2024 Committee Substitute and Amendment adopted on SENATE floor: Amendment No. (1-title)
04/15/2024 Passed SENATE. *****To HOUSE for concurrence. (26-12)
04/15/2024 To HOUSE Committee on RULES.
04/15/2024 Posted for passage for Concurrence.
04/15/2024 HOUSE concurred in SENATE substitute and amendment. (69-15)
04/15/2024 Enrolled.
04/15/2024 *****To GOVERNOR.
04/17/2024 Signed by GOVERNOR.
04/17/2024 Act No. 195

Workplace_Behavior: Cannabis, E-cigarettes, Marijuana, Smoking, Vaping

14. **KY S 128**



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Sponsor: David Givens (R-009)
Title: Youth Employment Programs
Introduced: 01/23/2024
Partial Amendment: 03/08/2024 [Senate Floor, Senate, Number 1, Amendments Proposed or Offered](#)
Enacted: 04/09/2024
Disposition: Enacted
Effective Date: 07/15/2024 (Updated) [[code impact](#)]
Location: Chaptered
Chapter: 119
Summary: Allows a nonprofit organization to create a work program for minors between certain ages; requires the program to exist to provide minors with life skills and employment skills; requires that the primary benefit of the work performed provide vocational and educational value to the minors; prohibits minors from working when school is in session; prohibits minors from working in activities that engage in interstate commerce.
Status: 04/09/2024 Became law without GOVERNOR'S signature.
04/09/2024 Act No. 119
Industry: Non-profit
Wage_and_Hour: Child_labor

Maryland

15. **MD H 136**



1st Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Executive

Crossfiled with: MD S 233
Author: Debra Davis (D-028)
Title: Employer Adverse Actions and Enforcement
Introduced: 01/10/2024
Partial Amendment: 03/16/2024 [House Economic Matters Committee, House, Number 71332401, Amendments Adopted](#)
Enacted: 04/25/2024
Disposition: Enacted
Location: Chaptered
Chapter: 207
Summary: Prohibits employers from taking or threatening to take adverse action against an employee because the employee takes certain actions regarding rights and responsibilities, complaints, investigations, proceedings, or hearings under certain provisions of law; prohibits an employer from hindering or delaying certain persons in the enforcement of certain provisions of law; prohibits a person from making or causing to be made a groundless or malicious complaint or bringing, in bad faith, an action.
Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 207
Prohibited_Practices: Retaliation, Whistleblower

16. **MD H 144**



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Executive

Crossfiled with: [MD S 232](#)

Author: [House Appropriations Committee](#)

Title: Public Employee Relations Act

Introduced: 01/10/2024

Enacted: 04/09/2024

Disposition: Enacted

Location: Chaptered

Chapter: 51

Summary: Alters certain provisions of the Public Employee Relations Act; adds the definition of interested employee organization; alters the timing of exclusive representative access to new employees; clarifies the responsibilities of certain deputy directors; clarifies the process for certain investigations of unfair labor practices; provides that the Public Employee Relations Board shall appoint, among others, a deputy director primarily responsible for Executive Branch labor relations.

Status: 04/09/2024 Signed by GOVERNOR.
04/09/2024 Chapter No. 51

Industry: Public_employer

17. [MD H 244](#)



1st Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Executive

Author: [Debra Davis \(D-028\)](#)

Title: State Occupational Safety and Health Act

Introduced: 01/10/2024

Partial Amendment: [02/14/2024 House Economic Matters Committee, House, Number 39382901, Amendments Adopted](#)
[02/13/2024 House Economic Matters Committee, House, Number 80382501, Amendments Adopted](#)

Enacted: 04/09/2024

Disposition: Enacted

Location: Chaptered

Chapter: 104

Summary: Alters certain civil penalties for violations of the State Occupational Safety and Health Act; requires the Commissioner of Labor and Industry to annually increase the maximum and minimum civil penalties in a certain manner; provides that beginning on specified date, and each calendar year thereafter, the commissioner shall increase each civil penalty amount by the percentage increase, if any, in the Consumer Price Index.

Status: 04/09/2024 Signed by GOVERNOR.
04/09/2024 Chapter No. 104

Claims_and_Penalties: Civil_penalty

Workplace_Behavior: Health, Safety

18. [MD H 260](#)



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Executive

Crossfiled with: [MD S 192](#)

Author: [Mark S. Chang \(D-032\)](#)

Title: State Personnel Collective Bargaining Rights

Introduced: 01/12/2024

Partial Amendment: [02/20/2024 House Appropriations Committee, House, Number 95392301, Amendments Adopted](#)

Enacted: 04/25/2024

Disposition: Enacted

Location: Chaptered

Chapter: 133

Summary: Provides collective bargaining rights to certain supervisory state employees; establishes separate bargaining units for certain supervisory State employees; relates to collective bargaining for supervisory State employees.

Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 133

Industry: Public_employer

19. **MD H 385**



1st Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Executive

Crossfiled with: [MD S 38](#)

Author: [Jeffrie Long \(D-027B\)](#)

Title: Wage and Pay Statements

Introduced: 01/17/2024

Partial Amendment: [03/08/2024 House Economic Matters Committee, House, Number 23302301, Amendments Adopted](#)

Enacted: 04/25/2024

Disposition: Enacted

Location: Chaptered

Chapter: 306

Summary: Requires that a notice containing certain information provided to an employee at the time of hiring be written; requiring that the statement regarding earnings required to be provided to employees by employers be written on the physical pay stub or online pay statement and include certain information; requires the Commissioner of Labor and Industry to create and make available to an employer at no charge a pay stub template for certain purposes.

Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 306

Wage_Payment: Deductions, Pay_stub, Wage_statement

20. **MD H 571**



1st Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Executive

Crossfiled with: [MD S 485](#)

Author: [Lily Qi \(D-015\)](#)

Title: Family and Medical Leave Insurance Program

Introduced: 01/24/2024

Partial Amendment: [03/08/2024 House Economic Matters Committee, House, Number 99322501, Amendments Adopted](#)

Enacted: 04/25/2024

Disposition: Enacted

Location: Chaptered

Chapter: 267

Summary: Modifies provisions of law governing application, administration, and enforcement of the Family and Medical Leave Insurance Program, including provisions related to the payment of contributions, the calculation of the average weekly wage, the submission of claims for benefits, the application of the Program to self-employed individuals, the Family and Medical Leave Insurance Fund, the satisfaction of Program requirements through private employer plans or insurance, and the use of contributions.

Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 267

Leave_laws: Family, Medical

21. **MD H 598**



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Crossfiled with: [MD S 413](#)

Author: [Adrian Boafu \(D-023\)](#)

Title: Military Status Discrimination Prohibition
Introduced: 01/24/2024
Partial Amendment: [03/16/2024 House Health and Government Operations Committee, House, Number 23342801, Amendments Adopted](#)
Enacted: 04/25/2024
Disposition: Enacted
Location: Chaptered
Chapter: 322
Summary: Prohibits discrimination based on military status with regard to housing and employment.
Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 322
Prohibited_Practices: Military_status

22. **MD H 602**



1st Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Executive

Author: [Adrienne A. Jones \(D-010\)](#)
Title: Employment Discrimination Based on Sexual Orientation
Introduced: 01/24/2024
Enacted: 04/25/2024
Disposition: Enacted
Location: Chaptered
Chapter: 131
Summary: Alters certain provisions of law prohibiting employment discrimination on the basis of sex and gender identity to also prohibit employment discrimination on the basis of sexual orientation.
Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 131
Prohibited_Practices: Gender_identity, Sexual_orientation

23. **MD H 609**



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Concurrence	Executive

Crossfiled with: [MD S 591](#)
Author: [Jared Solomon \(D-018\)](#)
Title: Public Libraries Collective Bargaining
Introduced: 01/25/2024
Partial Amendment: [04/02/2024 Senate Floor, Senate, Number 73342301, Amendments Adopted](#)
[03/06/2024 House Appropriations Committee, House, Number 10342501, Amendments Adopted](#)
[03/05/2024 03/05/2024 House Appropriations Committee, House, Number 69392001, Amendments Adopted](#)
Enacted: 04/25/2024
Disposition: Enacted
Location: Chaptered
Chapter: 132
Summary: Authorizes employees of public libraries to form, join, and participate in an employee organization and engage in certain other activities related to collective bargaining; requires employers and certified exclusive representatives to engage in good faith bargaining; establishes a collective bargaining process for employees of public libraries; prohibits employers and employee organizations from engaging in certain actions regarding the exercise of an employee's rights under the Act.
Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 132
Industry: Public_employer

24. **MD H 649**



1st Committee	1st Chamber	2nd Committee	2nd Fiscal	2nd Chamber	Executive
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			Committee		

Crossfiled with: [MD S 525](#)
Author: [Jennifer White Holland \(D-010\)](#)
Title: Equal Pay for Equal Work
Introduced: 01/25/2024
Partial Amendment: [03/14/2024](#) [03/14/2024 House Economic Matters Committee, House, Number 51312401, Amendments Adopted](#)
Enacted: 04/25/2024
Disposition: Enacted
Location: Chaptered
Chapter: 271
Summary: Alters the requirement that an employer disclose certain wage information to an applicant for employment; requires an employer to disclose certain wage information in certain postings and to certain employees at certain times; requires an employer to set the wage range disclosed in good faith; requires the Commissioner of Labor and Industry to develop and make available to employers a form that an employer may use to comply with certain wage disclosure requirements.
Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 271
Employer_Obligations: Recordkeeping, Wage-range
Employment_relations: Applicant, Current_employees, Job_postings, Promotion, Prospective_employee, Transfer

25. **MD H 1397**



1st Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Concurrence	Executive

Crossfiled with: [MD S 590](#)
Author: [Gary Simmons \(D-012B\)](#)
Title: Discrimination Based on Protected Characteristics
Introduced: 02/09/2024
Partial Amendment: [04/08/2024 Senate Floor, Senate, Number 44392601, Amendments Adopted](#)
[04/08/2024 Senate Floor, Senate, Number 24312301, Amendments Adopted](#)
Enacted: 04/25/2024
Disposition: Enacted
Location: Chaptered
Chapter: 377
Summary: Alters certain provisions of law prohibiting discrimination based on certain protected characteristics to include prohibitions on discrimination based on sexual orientation, gender identity, race, religious beliefs, marital status, and disability; withdraws and repeals Chapter 244 of the Acts of the General Assembly of 2023.
Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 377
Prohibited_Practices: Disability, Equal_pay, Race, Sexual_orientation

26. **MD S 38**



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Crossfiled with: [MD H 385](#)
Author: [Alonzo T. Washington \(D-022\)](#)
Title: Wage Payment and Collection Pay Stubs
Introduced: 01/10/2024
Partial Amendment: [02/20/2024 Senate Finance Committee, Senate, Number 68362301, Amendments Adopted](#)
Enacted: 04/25/2024
Disposition: Enacted
Location: Chaptered
Chapter: 305
Summary: Requires that a notice containing certain information provided to an employee at the time of hiring be written; requires that the statement regarding earnings required to be provided to employees be written on the physical

pay stub or online pay statement and include certain information; requires the Commissioner of Labor and Industry to create and make available to an employer at no charge a pay stub template for certain purposes.

Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 305

Wage_Payment: Wage_statement

27. **MD S 192**



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Executive

Crossfiled with: [MD H 260](#)

Author: [Benjamin K Kramer \(D-019\)](#)

Title: Collective Bargaining Supervisory Employees

Introduced: 01/10/2024

Enacted: 04/25/2024

Disposition: Enacted

Location: Chaptered

Chapter: 134

Summary: Provides collective bargaining rights to certain supervisory State employees; establishes separate bargaining units for certain supervisory State employees.

Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 134

Industry: Public_employer

28. **MD S 232**



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Executive

Crossfiled with: [MD H 144](#)

Author: [Senate Finance Committee](#)

Title: Public Employee Relations Act Alterations

Introduced: 01/10/2024

Enacted: 04/09/2024

Disposition: Enacted

Location: Chaptered

Chapter: 52

Summary: Alters certain provisions of the Public Employee Relations Act, including adding the definition of interested employee organization, altering the timing of exclusive representative access to new employees, clarifying the responsibilities of certain deputy directors, and clarifying the process for certain investigations of unfair labor practices.

Status: 04/09/2024 Signed by GOVERNOR.
04/09/2024 Chapter No. 52

Industry: Public_employer

29. **MD S 413**



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Concurrence	Executive

Crossfiled with: [MD H 598](#)

Author: [Dawn Gile \(D-033\)](#)

Title: Military Status Discrimination Prohibition

Introduced: 01/18/2024

Partial Amendment: [03/27/2024 03/27/2024 House Floor, House, Number 59392501, Amendments Adopted](#)
[02/20/2024 Senate Judicial Proceedings Committee, Senate, Number 65302601, Amendments Adopted](#)

Enacted: 04/25/2024

Disposition: Enacted

Location: Chaptered

Chapter: 323
Summary: Prohibits discrimination based on military status with regard to housing and employment.
Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 323
Prohibited_Practices: Military_status

30. **MD S 478**



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Chamber	Concurrence	Executive

Crossfiled with: [MD H 604](#)
Author: [Bill Ferguson \(D-046\)](#)
Title: Families Serve Act of 2024
Introduced: 01/22/2024
Partial Amendment: [04/08/2024 House Floor, House, Number 27372001, Amendments Adopted](#)
[03/12/2024 03/12/2024 Senate Finance Committee, Senate, Number 27342301, Amendments Adopted](#)
Enacted: 04/09/2024
Disposition: Enacted
Effective Date: 07/01/2024 [\[code impact\]](#)
Location: Chaptered
Chapter: 6
Summary: Authorizes employers to grant a preference in hiring and promotion to spouses of eligible service members; requires the appointing authorities in the Executive Branch of State government to apply a certain credit on any selection test for eligible military spouses and veterans of certain uniformed services.
Status: 04/09/2024 Signed by GOVERNOR.
04/09/2024 Chapter No. 6
Employment_relations: Military_spouse, Preference

31. **MD S 485**



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Crossfiled with: [MD H 571](#)
Author: [Antonio L. Hayes \(D-040\)](#)
Title: Family and Medical Leave Insurance Program
Introduced: 01/23/2024
Partial Amendment: [03/13/2024 Senate Finance Committee, Senate, Number 50382401, Amendments Adopted](#)
Enacted: 04/25/2024
Disposition: Enacted
Location: Chaptered
Chapter: 266
Summary: Modifies provisions governing application, administration, and enforcement of the Family and Medical Leave Insurance Program; modifies the payment of contributions, the calculation of the average weekly wage, the submission of claims for benefits, the application of the Program to self-employed individuals, the Family and Medical Leave Insurance Fund, the satisfaction of Program requirements through private employer plans or insurance, and the use of contributions or other funding by the Secretary of Labor.
Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 266
Leave_laws: Family, Medical, Paid_leave

32. **MD S 525**



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Crossfiled with: [MD H 649](#)
Author: [Ariana B. Kelly \(D-016\)](#)
Title: Equal Pay for Equal Work
Introduced: 01/24/2024
Partial Amendment: [03/08/2024 Senate Finance Committee, Senate, Number 11322301, Amendments Adopted](#)
Enacted: 04/25/2024
Disposition: Enacted
Location: Chaptered
Chapter: 272
Summary: Alters the requirement that an employer disclose certain wage information to an applicant; requires an employer to disclose certain wage information in certain postings and to certain employees; require an employer to set the wage range disclosed in good faith; requires the Commissioner of Labor and Industry to develop and make available to employers a form that an employer may use to comply with certain wage disclosure requirements; prohibits an employer from taking a certain retaliatory action.
Status: 04/25/2024 Signed by GOVERNOR.
04/25/2024 Chapter No. 272
Employer_Obligations: Application, Recordkeeping, Wage-range
Employment_relations: Applicant, Current_employees, Hiring, Job_postings, Promotion, Prospective_employee, Transfer

Nebraska

33. **NE L 906**



1st Committee	1st Chamber	Executive

Author: [Merv Riepe \(NP-012\)](#)
Title: Child Labor Laws Provisions
Introduced: 01/04/2024
Enacted: 04/02/2024
Disposition: Enacted
Effective Date: 07/19/2024 [[code impact](#)]
Location: Signed by Governor
Summary: Changes provisions relating to child labor laws; provides enforcement powers for the Department of Labor.
Status: 04/02/2024 Signed by GOVERNOR.
Wage_and_Hour: Child_labor

Oklahoma

34. **OK S 1511**



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Author: [Jessica Garvin \(R-043\)](#)
Title: Criminal Background Check for Nurse Aides
Introduced: 02/05/2024
Enacted: 04/23/2024
Disposition: Enacted
Effective Date: 11/01/2024 [[code impact](#)]
Location: Chaptered
Enact: 127
Summary: Relates to long-term care; relates to criminal history background checks for nurse aides; modifies time period of certain requirement; modifies certain restrictions on employment; updates statutory language; updates statutory references; provides an effective date.
Status: 04/25/2024 Chapter No. 127
Employer_Obligations: Background_checks, Criminal_history
Employment_relations: Long-term_care_ees, Nurse_aide
Industry: Long-term_care

Oregon

35. **OR H 4115**



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Author: Office of Representative Helfrich
Title: Supervisory Employee
Introduced: 02/04/2024
Partial Amendment: [02/14/2024 House Business and Labor Committee, House, Number 3, Offered](#)
[02/12/2024 House Business and Labor Committee, House, Number 2, Offered](#)
[02/12/2024 House Business and Labor Committee, House, Number 1, Offered](#)
Enacted: 04/04/2024
Disposition: Enacted
Effective Date: 04/04/2024 [[code impact](#)]
Location: Chaptered
Chapter: 084
Summary: Modifies the definition of supervisory employee to include a guard at a correctional institution or mental hospital or a police officer who serves in the rank of lieutenant or higher except for those lieutenant guards or police officers who were included in an appropriate bargaining unit for purposes of collective bargaining on or before the effective date; includes an employee of the Criminal Justice Division of the Department of Justice who manages police officers of the division.
Status: 04/15/2024 Chaptered. Chapter No. 084
Industry: Public_employer

Tennessee

36. TN H 2113



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Same as: [TN S 2017](#)
Author: [Dennis Powers \(R-036\)](#)
Title: Unpaid Wages
Introduced: 01/24/2024
Enacted: 04/22/2024
Disposition: Enacted
Effective Date: 07/01/2024 [[code impact](#)]
Location: Chaptered
Chapter #: 747
Summary: Relates to property tort actions and statutory liabilities; provides that specified actions shall be commenced within a specified number of years from the accruing of the cause of action, including, among others, actions for unpaid wages for hours worked, overtime, minimum wage, salary, bonuses, commissions, or other compensation owed to an employee or independent contractor, including, but not limited to, any causes of action for breach of contract, unjust enrichment, or quantum merit for unpaid wages.
Status: 04/26/2024 Public Chaptered. Chapter No. 747
Claims_and_Penalties: Statute_limitations, Wage_claims

37. TN S 2083



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Same as: [TN H 1887](#)
Author: [Jack Johnson \(R-027\)](#)
Title: Tennessee Service Members Employment Benefits
Introduced: 01/29/2024
Enacted: 04/11/2024
Disposition: Enacted
Effective Date: 04/11/2024 [[code impact](#)]
Location: Chaptered
Chapter #: 687
Summary: Relates to employment benefits for Tennessee service members; provides that a death benefit paid must equal the death benefit calculated pursuant to the Workers' Compensation Law of this state.

Status: 04/15/2024 Public Chaptered. Chapter No. 687
Docket: To_be_tagged

Virginia

38. VA H 18



1st Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Executive

Identical: VA S 7
Author: Dan Helmer (D-010)
Title: Hate Crimes and Discrimination
Introduced: 01/10/2024
Enacted: 04/02/2024
Disposition: Enacted
Effective Date: 07/01/2024 [code impact]
Location: Chaptered
Chapter: 266
Summary: Relates to hate crimes and discrimination; relates to ethnic animosity; relates to penalties; provides that it is the policy of the Commonwealth to safeguard all individuals within the Commonwealth from unlawful discrimination in employment and in places of public accommodation because of such individual's ethnic origin; adds victims who are intentionally selected because of their ethnic origin to the categories of victims whose intentional selection for a hate crime involving assault.

Status: 04/02/2024 Signed by GOVERNOR.
04/02/2024 Acts of Assembly. Chapter No. 266

Prohibited_Practices: Ethnicity

39. VA H 100



1st Committee	1st Chamber	2nd Committee	2nd Fiscal Committee	2nd Chamber	Concurrence	Executive

Author: Holly Seibold (D-012)
Title: Child Labor Offenses
Introduced: 01/10/2024
Partial Amendment: 02/29/2024 Senate Commerce and Labor Committee, Senate, Number 1, Amendments Adopted
02/20/2024 Senate Commerce and Labor Committee, Senate, Number 1, Amendments Proposed or Offered

Enacted: 04/03/2024
Disposition: Enacted
Effective Date: 07/01/2024 [code impact]
Location: Chaptered
Chapter: 369
Summary: Relates to child labor offenses; relates to civil penalties; provides that the civil penalty shall not exceed to a specified amount for each violation that results in the employment of a child who is seriously injured or who dies in the course of that employment.

Status: 04/03/2024 Signed by GOVERNOR.
04/03/2024 Acts of Assembly. Chapter No. 369

Claims_and_Penalties: Civil_penalty
Wage_and_Hour: Child_labor

40. VA H 149



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Concurrence	Executive

Identical: VA S 391
Author: Dan Helmer (D-010)
Title: Employee Protections
Introduced: 01/10/2024

Partial Amendment: [01/24/2024 House Labor and Commerce Committee, House, Number 1, Amendments Proposed or Offered](#)

Enacted: 04/08/2024

Disposition: Enacted

Effective Date: 07/01/2024 [\[code impact\]](#)

Location: Chaptered

Chapter: 632

Summary: Relates to employee protections; relates to medicinal use of cannabis oil; provides that no employer shall discharge, discipline, or discriminate against an employee for such employee's lawful use of cannabis oil under the laws of the Commonwealth pursuant to a valid written certification issued by a practitioner for the treatment or to eliminate the symptoms of the employee's diagnosed condition or disease.

Status: 04/08/2024 Signed by GOVERNOR.
04/08/2024 Acts of Assembly. Chapter No. 632

Prohibited_Practices: Cannabis_oil

41. **VA S 7**



1st Committee	1st Fiscal Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Identical: [VA H 18](#)

Author: [Bryce E. Reeves \(R-028\)](#)

Title: Hate Crimes and Discrimination

Introduced: 01/10/2024

Enacted: 04/02/2024

Disposition: Enacted

Effective Date: 07/01/2024 [\[code impact\]](#)

Location: Chaptered

Chapter: 334

Summary: Relates to hate crimes and discrimination; relates to ethnic animosity; relates to penalties; provides policy of the Commonwealth to safeguard all individuals within the Commonwealth from unlawful discrimination in employment and in places of public accommodation because of such individual's ethnic origin; adds victims who are intentionally selected because of their ethnic origin to the categories of victims whose intentional selection for a hate crime involving assault, assault and battery, or trespass.

Status: 04/02/2024 Signed by GOVERNOR.
04/02/2024 Acts of Assembly. Chapter No. 334

Prohibited_Practices: Ethnicity

42. **VA S 391**



1st Committee	1st Chamber	2nd Committee	2nd Chamber	Executive

Identical: [VA H 149](#)

Author: [Stella Pekarsky \(D-036\)](#)

Title: Employee Protections

Introduced: 01/09/2024

Enacted: 04/08/2024

Disposition: Enacted

Effective Date: 07/01/2024 [\[code impact\]](#)

Location: Chaptered

Chapter: 674

Summary: Relates to employee protections; relates to medicinal use of cannabis oil; amends the provision that prohibits an employer from discriminating against an employee for such employee's lawful use of cannabis oil pursuant to a valid written certification issued by a practitioner for the treatment or to eliminate the symptoms of the employee's diagnosed condition or disease, with certain exceptions, by specifying that such use must conform to the laws of the Commonwealth.

Status: 04/08/2024 Signed by GOVERNOR.
04/08/2024 Acts of Assembly. Chapter No. 674

Prohibited_Practices: Medical_cannabis_oil