



## NEW BILLS

November 1 - 15, 2025

Bill			Title	Summary	Intro Date
AL	H	49	Labor and Employment	Relates to employment; relates to employers required to provide location and break time for employees to express breast milk.	11/5/2025
FL	S	328	Immigration Law Enforcement	Cites this act as the Florida Economic Prosperity and Immigration Act; requires proof of a specified identification number for certain applicants for a driver license; prohibits the Department of Highway Safety and Motor Vehicles from disclosing or making accessible certain photographs and related information to any agency that primarily enforces immigration law or to any employee or agent of such agency; deletes the requirement for certain private employers to use the E-Verify system.	11/3/2025
FL	S	358	Division of Labor Standards	Creates the Division of Labor Standards within the Department of Commerce for specified purposes; revises the protected rights of an employee; authorizes and provides the division certain Powers to conduct investigations, issue citations, enforce and collect judgments by certain means, and partner with other entities for enforcement and education outreach; creates the Division of Labor Standards Community Advisory Board within the Division of Labor Standards.	11/4/2025
IL	H	4214	Wage Payment and Collection Act	Amends the Wage Payment and Collection Act; provides that complaints filed with the Department of Labor alleging violations of the Act shall be filed within 3 years after the wages, final compensation, or wage supplements were due.	11/24/2025
MA	H	4681	Labor and Abolishing Barriers	Relates to protecting labor and abolishing barriers to organizing rights.	11/3/2025

MA	H	4767	Health Care Employers	Requires health care employers to develop and implement programs to prevent workplace violence.	11/18/2025
MI	H	5215	Fair Employment Practices	Prohibits an employer from discriminating against the employee based on an employee who is or who intends to become a candidate for public office.	11/5/2025
NJ	S	4852	Prohibited Employment Actions	Prohibits certain employment actions against employees affected by a declared state of emergency.	11/6/2025
NJ	SCR	138	Independent Contractors in Employment Status Test	Declares Department of Labor and Workforce Development new rules concerning employment status test for independent contractors inconsistent with legislative intent.	11/6/2025
NJ	A	6131	Project Labor Agreements	Requires public entities to enter into project labor agreements in certain public works projects at or above a certain amount.	11/24/2025
NJ	S	4905	Waterfront Workers	Revises statutory definition of certain waterfront workers.	11/24/2025
NV	S	8	Employment	Relates to employment; revises provisions relating to the compensation of employees.	11/15/2025
OH	H	593	Paid Family Leave Insurance	Regards to paid family leave insurance.	11/18/2025
PA	H	2014	Child Labor Act	Amends the the act known as the Child Labor Act; provides for minors serving in volunteer emergency service organizations.	11/6/2025
PA	S	1093	Minimum Wage Act	Amends the act known as The Minimum Wage Act; provides for minimum wages, for exemptions and for duty of employer.	11/17/2025
US	H	5908	Non-Essential Workers Transparency Act	Enacts the Non-Essential Workers Transparency Act.	11/4/2025
US	S	3117	National Labor Relations Act	Amends the National Labor Relations Act regarding labor organization elections.	11/6/2025
US	S	3128	National Labor Relations Act	Amends the National Labor Relations Act to protect worker privacy.	11/6/2025
US	H	6066	Fair Labor Standards Act	Amends the Fair Labor Standards Act of 1938 to strengthen the provisions relating to child labor.	11/17/2025
US	H	6122	BARN Act	Enacts the Better Agriculture Resources Now Act (BARN) Act.	11/19/2025

US	H	6139	Labor-Management Reporting and Disclosure Act	Amends the Labor-Management Reporting and Disclosure Act of 1959 to require unions to make certain disclosures to its members.	11/19/2025
VA	H	5	Paid Sick Leave	Relates to Employment; Relates to paid sick leave; Relates to civil penalties; expands provisions of the Code that currently require one hour of paid sick leave for every 30 hours worked for home health workers to cover all employees of private employers and state and local governments; requires that employees who are employed and compensated on a fee-for-service basis accrue paid sick leave in accordance with regulations adopted by the Commissioner of Labor and Industry.	11/17/2025
VA	S	2	Family and Medical Leave	Relates to aid family and medical leave insurance program; relates to notice requirements; relates to civil action; requires the Virginia Employment Commission to establish and administer a paid family and medical leave insurance program with benefits beginning January 1, 2029; relates to benefits which are paid to cover individuals, as defined in the bill, for family and medical leave.	11/17/2025
VA	S	28	Overtime for Certain Employees	Relates to overtime for certain employees; relates to domestic workers; adds domestic workers, as defined in the bill, to provisions related to overtime pay; relates to delayed specified effective date.	11/17/2025
VA	S	32	Denial or Abridgement of the Right To Work	Relates to denial or abridgement of the right to work; relates to repeal; repeals the provisions of the Code of specified State that, among other things, prohibit any agreement or combination between an employer and a labor union or labor organization whereby nonmembers of the union or organization are denied the right to work for the employer, membership in the union or organization is made a condition of employment or continuation of employment by such employer, or the union or organization/.	11/17/2025

WI	A	675	Noncompete Clauses for Medical Practitioners	Concerns noncompete clauses for medical practitioners.	11/19/2025
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