



# SGR CONNECTION

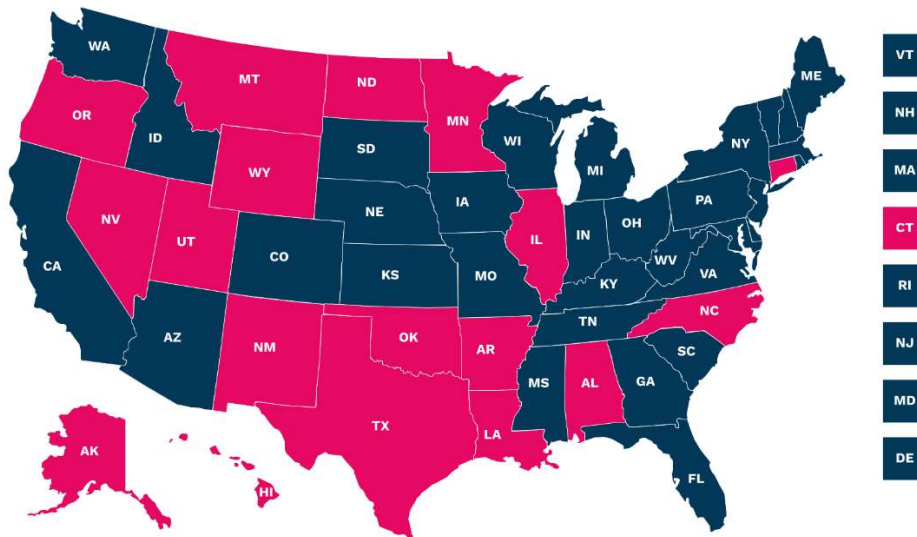
Periodic overview of some of NFIB's issues in state legislatures. (January 2024)

## 2024 STATE LEGISLATIVE SESSION UPDATE

The 2024 state legislative sessions are kicking off this month with several states scheduled to be in session in the coming weeks. Thirty-seven states are set to convene this month and will be followed by Alabama, Connecticut, Oklahoma, Minnesota, Oregon, and Wyoming in February; Louisiana in March; and North Carolina and Arkansas in April. The states of North Dakota, Montana, Texas, and Nevada are not scheduled to convene this year. A detailed 2024 legislative session calendar can be accessed [here](#).

### 2024 State Legislative Session Status

■ Legislature in regular session   ■ Legislature not in session   ■ In special session



Source: MultiState. Data as of January 12, 2024.



## PAID LEAVE

As of January 2024, fifteen states require employers to provide paid sick leave and 13 require employers to provide paid family and medical leave. In 2023, Minnesota, Maine, and Illinois became the latest states to pass legislation guaranteeing paid leave. The states of Maine, Illinois and Nevada allow eligible employees to take paid leave for any reason.

## ILLINOIS

In Illinois, The Paid Leave for All Workers Act [went](#) into effect earlier this month. Under the new law, employees become eligible for leave benefits after 90 days on the job and can accrue one hour of paid leave for every 40 hours [worked](#) for a maximum of 40 hours per year. The state's paid leave benefits can be used for any reason and apply to all employers regardless of size.

## MINNESOTA

In Minnesota, the state's Earned Sick and Safe Time also went [into effect](#) earlier this month. The new law [requires](#) employers to provide employees with one hour of sick leave for every 30 hours worked for qualifying events, including parental leave, safety leave and medical leave. The paid leave benefits are capped at 48 hours per year and apply to all employers regardless of size. The new law is funded through a 0.7 percent payroll tax divided evenly between employers and employees.

## CALIFORNIA

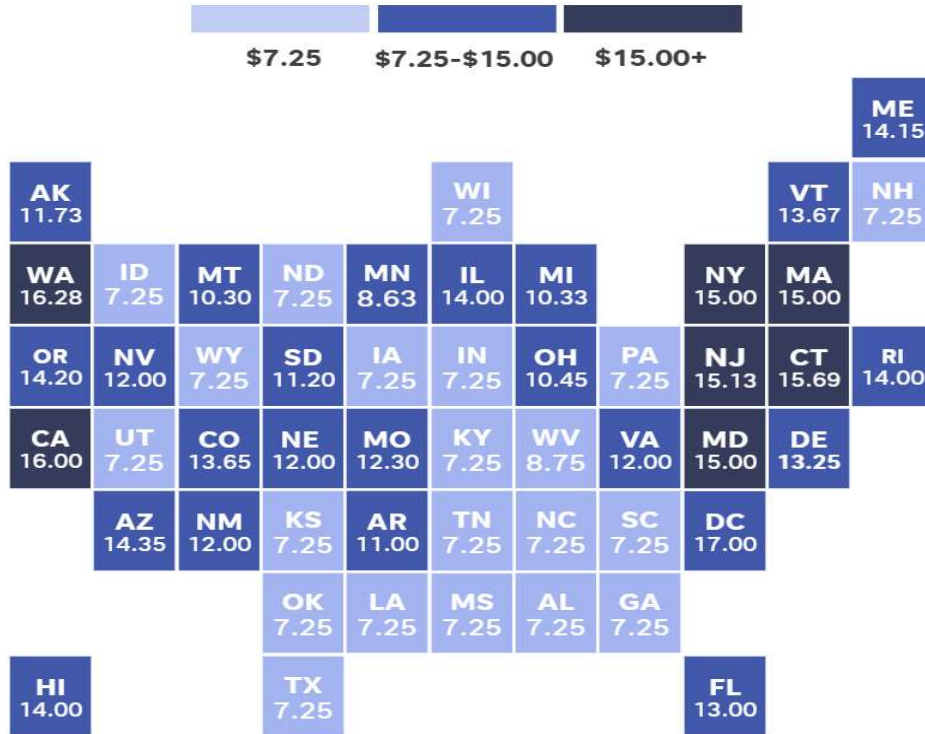
In October 2023, Governor Gavin Newsom [signed](#) into law a bill expanding paid sick leave in the state. The new law went into effect earlier this month and amends the Healthy Workplaces, Healthy Families Act of 2014 to expand paid sick leave from three to five days within a 12-month period. The law applies to all employers regardless of size and employees become eligible for leave after 30 days on the job.

## NEW JERSEY

The New Jersey legislature is considering a [proposal](#) that would expand job-protected paid leave benefits to workers at businesses with five or more employees. The proposal would amend the current law that guarantees job-protected leave for workers at businesses with 30 or more employees. If passed into law, it would apply to employees at businesses with 20 or more employees this year, 10 or more employees in 2025 and five or more in 2026.

## MINIMUM WAGE

Many states are [starting](#) the new year with minimum wage increases. In total, 22 states increased their minimum [wage rates](#) this month ranging between a \$2 increase in Hawaii to 23 cents in Michigan. Additionally, the states of Nevada and Oregon are set to increase their rates later this year. The changes in the states' minimum wage rates are largely due to scheduled increases and inflation. The states with the highest minimum wage rates (at \$15+ per hour) include Washington, California, Connecticut, Massachusetts, New York, New Jersey, and Maryland. Twenty states remain at the federal minimum wage rate of \$7.25 per hour.



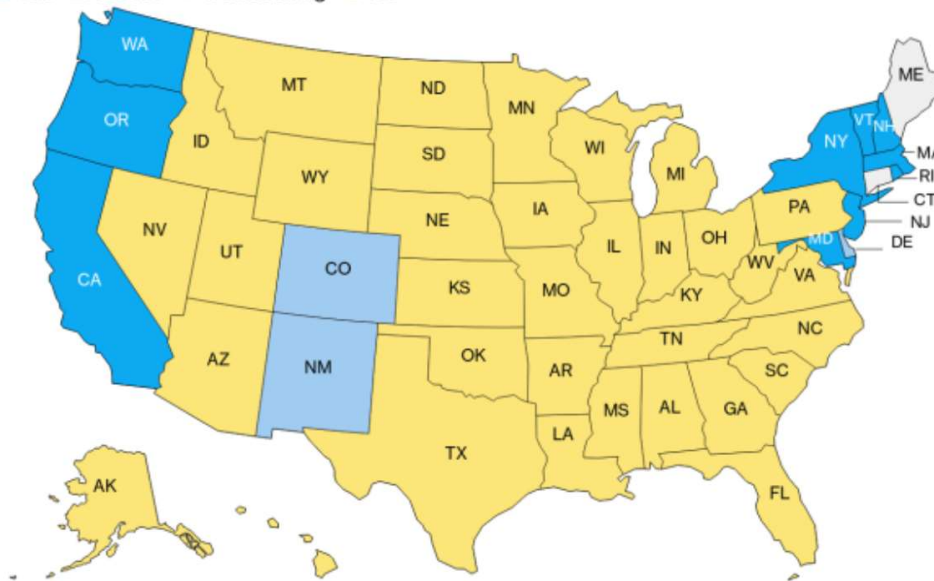
## VEHICLE EMISSIONS STANDARDS

In August 2022, the California Air Resources [Board voted](#) to ban the sale of new gas-powered vehicles and light trucks by 2035 to curb greenhouse gas emissions and combat climate change. The revised regulations, known as the Advanced Clean Car Standards II, [gradually](#) phase out gas-powered vehicles requiring 35% of the sale of new cars to be electric by 2026; 51% to be electric by 2028; 68% by 2030 and 100% of new vehicles sold in California to be electric by 2035. Since California's adoption of the revised rules, states that follow California's vehicle emission standards have increasingly considered and adopted the new rules. Seven of the 17 states that follow California's vehicle emission standards have already adopted the new rules. Those include Colorado, Delaware and New Mexico that adopted partial rules that stopped short of banning the sale of gas-powered vehicles in 2035 and instead require 82% of vehicles sold to be electric by 2032.

## State Adoption of New Car Emissions Rules

Some are considering or adopted only partial standards

■ Yes ■ Partial ■ Considering ■ No



### MAINE

The Maine Board of Environmental Protection postponed a [final vote](#) on the adoption of California's Advanced Clean Car Standards II from December 2023 to February 2024. The proposed rules are similar to those passed in Colorado and New Mexico and would gradually increase the sale of electric vehicles and require that 82% of new vehicles sold in the states to be electric by 2032.

## MISCELLANEOUS

### ALASKA

The Alaska legislature is considering a bill that would [establish](#) a Volunteer Labor Compliance Officer Program within the state's labor department. If passed into law, the Department would be able to task volunteer compliance officers with accessing, inspecting, and reporting potential Labor Code violations of construction sites.

### MICHIGAN

In November 2023, Governor Gretchen Whitmer [signed](#) into [law the](#) Clean Energy and Jobs Act requiring the state to transition to 100% clean energy sources by 2040. The new [law goes](#) into effect in February 2024 and requires electric providers to gradually utilize renewable energy sources.

### HAWAII

On January 1, 2024, Hawaii's pay transparency law went into effect. The legislation passed into law last year and requires employers with 50 or more employees to post salary ranges and benefits on

job advertisements. Similar laws [have been](#) considered in several states and passed in Colorado, California, New York, Washington, and Illinois.

## **NEW JERSEY**

On January 8, 2024, the New Jersey [legislature](#) passed comprehensive data privacy legislation. The proposal applies to entities that control or process the data of at least 100,000 consumers or entities that process the data of at least 25,000 consumers and generate any revenue from selling or processing consumer data. The proposal is similar to those passed in twelve other states and enables consumers to access, correct and delete the data collected on them.

Need additional information?

Contact Noor Adhoob @ [noor.adhoob@nfib.org](mailto:noor.adhoob@nfib.org)