



# Employers State Law Alert

Summarizing Significant New Employment Laws & Regs in All 50 States

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## With 2024 underway, employers face new state laws on wages, leave, and more

by Tammy Binford

The coming of a new year always brings changes to state laws on minimum wages as well as other employment-related matters, and 2024 is no exception.

The National Employment Law Project (NELP), which tracks state and local laws related to employment, counts 25 states and 60 cities and counties that will raise their minimum wages by the end of 2024.

In addition to minimum wage increases, some states are seeing new laws related to paid leave, noncompetete

agreements, pay transparency, drug testing, and criminal records among other things.

Here's a look at some state law changes.

### MINIMUM WAGE

Information from NELP shows that minimum wage increases went into effect on January 1 in 22 states. Three more states will see increases later in the year.

The new year brought the minimum to at least \$15 per hour for at least some employees in six states. Many of the minimum wage increases are a result of cost-of-living adjustments.

The states with increases that took effect on January 1 are:

<b>Alaska:</b>	From \$10.85 to \$11.73
<b>Arizona:</b>	\$13.85 to \$14.35
<b>California:</b>	\$15.50 to \$16
<b>Colorado:</b>	\$13.65 to \$14.42
<b>Connecticut:</b>	\$15 to \$15.69
<b>Delaware:</b>	\$11.75 to \$13.25
<b>Hawaii:</b>	\$12 to \$14
<b>Illinois:</b>	\$13 to \$14
<b>Maine:</b>	\$13.80 to \$14.15

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<b>Maryland:</b>	\$13.25 for large employers and \$12.80 for small employers to \$15 for all employers
<b>Michigan:</b>	\$10.10 to \$10.33
<b>Minnesota:</b>	\$10.59 for large employers and \$8.63 for small employers to \$10.85 for large employers and \$8.85 for small employers
<b>Missouri:</b>	\$12 to \$12.30
<b>Montana:</b>	\$9.95 to \$10.30
<b>Nebraska:</b>	\$10.50 to \$12
<b>New Jersey:</b>	\$14.13 (standard) to \$15.13
<b>New York:</b>	\$15 for New York City, Long Island, and Westchester County to \$16; \$14.20 to \$15 upstate New York
<b>Ohio:</b>	\$10.10 to \$10.45
<b>Rhode Island:</b>	\$13 to \$14
<b>South Dakota:</b>	\$10.80 to \$11.20
<b>Vermont:</b>	\$13.18 to \$13.67
<b>Washington:</b>	\$15.74 to \$16.28

Three states have increases scheduled for later in the year. **Florida** will go from \$12 to \$13 on September 30. On July 1, **Nevada** will go from \$11.25 for employers not offering health insurance and \$10.25 for those offering insurance to \$12 for all employers. **Oregon's** new rate set for July 1 is yet to be determined, but the current minimums are \$15.45 in Portland, \$14.20 for standard, and \$13.20 for rural employers.

A report from NELP published in December 2023 notes more state efforts to raise minimum wages are in process. Those efforts include a campaign for signatures for a ballot initiative in **Alaska** to get a \$15 an hour minimum wage by 2027.

The report also includes a signature collecting effort in **Arizona** for a ballot measure aimed at getting cost-of-living adjustments plus \$1 in 2025 and 2026.

NELP also reports that in **California** a measure has qualified for the November 2024 ballot calling for an \$18 minimum wage by 2025-26. In **Massachusetts**, a campaign in the legislature calls for a \$20 minimum by 2027.

NELP also reports that signatures are being collected in **Missouri** for a ballot initiative for a \$15 minimum by 2026 along with earned sick leave. And signatures are being collected in **Ohio** for a \$15 minimum by 2028. A similar effort is underway in **Oklahoma** for a \$15 minimum by 2029.

NELP also reports lawsuits and appeals are ongoing in **Michigan** resulting from ballot campaigns for a new minimum wage.

**PAID LEAVE**

**California** has a new law providing paid sick leave. On January 1, the number of paid leave hours an employee can use each year to recover from illness or to care for a sick family member was increased from three to five. California also has a new law providing leave that isn't necessarily paid after pregnancy loss.

In **Minnesota**, a law that took effect January 1 requires employers to offer sick and safe leave to eligible employees. Under the law, covered employees earn one hour of sick and safe time for every 30 hours worked up to a maximum of 48 hours each year unless the employer agrees to a higher amount.

**Illinois** has a new law, the Paid Leave for All Workers Act, that allows employees to accrue 40 hours of paid leave per year to use for any purpose.

**PAY TRANSPARENCY**

Pay transparency has attracted the attention of lawmakers in some states. **Colorado** has a law that took effect January 1 that requires employers posting job and promotion opportunities to include a salary range, benefits, and information about the hiring process.

**Hawaii** has a new law that took effect January 1 that prohibits an employer from paying employees in "any protected category" listed in the state's employment discrimination law any less than it pays other employees for "substantially similar work." The law also requires that certain job listings include the hourly rate or salary range that "reasonably reflects the actual expected compensation" for the job.

**NONCOMPETES**

New laws for 2024 in **California** reinforce the state's crackdown against employers requiring employees to agree not to go to a competitor or start a competing business for a certain period or in a particular geographic area.

One law that took effect on January 1 requires written notices be given to employees and former employees stating that any post-employment noncompete agreements previously

entered into are void unless the agreement satisfies one of the exceptions on the prohibition of noncompetes.

The other law prohibits employers from entering into or enforcing noncompetes, which are generally prohibited in California, regardless of where or when they were signed.

### CANNABIS USE AND TESTING

On January 1, a new law in **California** stipulates that except for workers in the building and construction trades, employers may not discriminate based on an employee's cannabis use during nonwork hours or on the results of an employer's drug screening that detects nonpsychoactive cannabis.

Another new California law prohibits employers from requesting information from applicants about prior use of cannabis unless otherwise required by law.

A new law in **Washington** limits the use of drug tests in hiring decisions. Under the law, employers can't refuse to hire someone based on tests that detect cannabis metabolites, which can be detected long after the use of cannabis.

### CRIMINAL RECORDS

**New York's** Clean Slate Act is set to take effect on November 16, 2024. It provides for the sealing of certain criminal records from background checks and hiring.

## STATUTES



### New Jersey ANALYSIS

#### Employee Rights

#### **New Jersey domestic workers gain added protections**

by Yostina Mishriky, Genova Burns LLC

On January 12, 2024, Governor Phil Murphy signed the New Jersey Domestic Workers Bill of Rights Act (S-723/A-822), establishing a broad range of rights and employment protections for domestic workers. Domestic workers were previously excluded from the New Jersey Law Against Discrimination (NJLAD) and the New Jersey State Wage and Hour Law, leaving them without employee rights such as protections against harassment and discrimination and rest and meal breaks. The new law follows the precedent set by other

states, including California, Connecticut, New York, and Massachusetts. Similar bills are pending in Philadelphia and Washington, D.C. The law will take effect in July 2024.

### WHO IS COVERED UNDER THE NEW LAW?

Domestic workers under the law include caretakers, housekeepers, organizers, gardeners, drivers, and other domestic service workers and can include full-time and part-time employees, independent contractors, and temporary workers.

The law excludes dog walkers; house sitters; people whose primary work is house maintenance, such as roofers or plumbers; and home healthcare aides paid through public funds.

### WHAT IS COVERED BY THE NEW LAW?

The new law covers a wide range of rights and protections domestic workers are now entitled to that are aimed at addressing long-standing issues, including:

- The establishment of written agreements to document hours, wages, and duties;
- Mandatory meal and rest breaks;
- Protection against discrimination, harassment, and retaliation; and
- Provisions to facilitate the enforcement of domestic worker rights and to educate both workers and employers on the new law.

The law also requires employers to provide notice to domestic workers about their rights, ensures advance notice of termination, and provides other protections for live-in workers, such as privacy and antitrafficking safeguards.

### BOTTOM LINE

The passing of the New Jersey Domestic Workers Bill prompts employers to uphold higher standards and comply with essential labor regulations. Violations of the new law will result in penalties issued by the New Jersey Department of Labor and Workforce Development ranging from \$975 to \$13,653. In addition, half of the fines would be paid to the domestic worker.

*Excerpted from New Jersey Employment Law Letter  
John C. Petrella and Dina M. Mastellone, Editors  
Genova Burns LLC*


**Oklahoma  
ANALYSIS**
**Minimum Wage****Initiative petition to increase Oklahoma's minimum wage faces legal challenge**

by Michael Lauderdale, McAfee & Taft

On October 27, 2023, two individuals represented by attorney Melanie Wilson Rughani of the Oklahoma-based law firm Crowe & Dunlevy filed Initiative Petition No. 446, which proposes a dramatic increase in Oklahoma's minimum wage over the coming years. But the petition faces a serious legal hurdle before it makes its way to the ballot.

**PROPOSED MINIMUM WAGE INCREASE**

If passed by voters, the petition would raise the state's minimum wage to \$9/hour beginning in 2025, with successive annual increases resulting in a \$15/hour minimum wage in 2029.

The petition further proposes that, beginning in 2030, the Oklahoma minimum wage would be increased annually based on the cost of living, as measured by the U.S. Department of Labor's (DOL) Consumer Price Index (CPI).

**OPPOSITION**

On November 20, 2023, the Oklahoma State Chamber and Oklahoma Farm Bureau Legal Foundation filed a protest with the Oklahoma Supreme Court asking it to declare the petition legally insufficient. They argue that a portion of the petition violates the Oklahoma Constitution, and the proposed wording of the ballot initiative is misleading.

On December 18, attorneys advocating for the petition filed a response, taking the position that "years of inaction by the state legislature have led the People of Oklahoma to take matters into their own hands" and asking that the challenge be denied.

If declared legally sufficient and ultimately approved by Oklahoma voters, the proposed petition would amend the Oklahoma Minimum Wage Act and apply to any group or groups of persons doing business with gross revenues of more than \$100,000 annually. Accordingly, almost all Oklahoma employers would be subject to the increased minimum wage.

If Initiative Petition 446 proceeds to a vote and passes, most Oklahoma employers can likely expect overall payroll costs to

increase significantly, both because of the increase in the minimum wage and as a result of the cascading effect of hourly workers who earn more than the minimum wage expecting a proportionate increase in their own wages.

*Excerpted from Oklahoma Employment Law Letter Charles S. Plumb, Courtney Bru, Paul Ross, Phil Bruce, and Jacob S. Crawford, Editors McAfee & Taft*

**Pennsylvania****Background Checks****Criminal history information**

This law provides that an employer to whom an individual voluntarily discloses the individual's criminal history record information shall be immune from liability for any claim arising related to the employer's otherwise lawful use or consideration of the criminal history record information in connection with any employment decision.

**Cite:** 2023 PA HB689 (15 pages)

**Enacted:** 12/14/2023

**Effective:** 12/14/2023

<https://www.legis.state.pa.us/CFDOCS/Legis/PN/Public/btCheck.cfm?txtType=PDF&sessYr=2023&sessInd=0&billBody=H&billTyp=B&billNbr=0689&pn=2310>


**Washington  
ANALYSIS**
**Drug Use****New Washington law protects job applicants' off-duty marijuana use**

by Emily A. Bushaw and Margo Jasukaitis, Perkins Coie LLP

*Beginning in 2024, both Washington and California will prohibit employers from basing hiring decisions on an applicant's legal marijuana use.*

**WHAT IS PROHIBITED?**

Effective January 1, 2024, employers are prohibited from discriminating against job applicants based on lawful, off-the-job marijuana use. Specifically, employers may not rely on preemployment drug tests that screen for nonpsychoactive cannabis metabolites when making hiring decisions. A similar law is slated to take effect in California the same day.

Nonpsychoactive cannabis metabolites remain in the body even after it has metabolized any tetrahydrocannabinol (THC) (the active chemical in marijuana). As a result, tests that detect nonpsychoactive cannabis metabolites show whether someone has consumed marijuana within the last few weeks.

In passing this new law, the state legislature noted that “many tests for cannabis show only the presence of nonpsychoactive cannabis metabolites from past cannabis use . . . that have no correlation to an applicant’s future job performance.” The legislature’s express intent in passing the new law was to “prevent restricting job opportunities based on an applicant’s use of cannabis.”

The law doesn’t prohibit employers from basing hiring decisions on drug tests that don’t screen for nonpsychoactive cannabis metabolites, nor does it affect employers’ ability to maintain a drug- and alcohol-free workplace. You’re still permitted to test employees after accidents or when you suspect an employee is under the influence of drugs or alcohol at work.

You may continue to use testing methods that screen for marijuana in addition to other substances only if the cannabis-related test results aren’t provided to you. In short, except as otherwise specified below, you may not receive information about—or base hiring decisions on—applicants’ off-the-job marijuana use.

## WHO IS AFFECTED?

All employers in Washington state are subject to the new law, but the ban on preemployment testing doesn’t extend to all positions. The law doesn’t apply to applicants pursuing roles:

- That require a federal background check or security clearance;
- With “general authority Washington law enforcement agencies” as defined in Revised Code of Washington (RCW) 10.93.020;
- With a fire department, fire protection district, or regional fire protection service authority;
- As a first responder;
- As a corrections officer;
- In the airline and aerospace industries; and
- That are safety-sensitive positions for which impairment while working presents a substantial risk of death. The employer must identify such

safety-sensitive roles *in advance* (i.e., before an applicant applies).

Washington’s law doesn’t preempt state or federal laws that require applicants to be tested as a condition of employment, as a requirement under a federal contract, or to receive federal funding or licensing-related benefits.

## EMPLOYER TAKEAWAYS

To ensure compliance with the new law, you should review your drug testing policies and procedures. If you plan to continue testing applicants for various substances, you must ensure either the test you’re using doesn’t screen for cannabis or, at a minimum, that you won’t be provided with any cannabis-related results. You should also identify which jobs you consider “safety-sensitive” and be sure to include that information in any job postings.

You should work with experienced legal counsel to determine the best approach to ensure compliance with the new law.

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*Excerpted from Washington Employment Law Letter Chelsea Dwyer Petersen and Emily A. Bushaw, Editors Perkins Coie LLP*

## Public Employers: Labor Unions

### Authorizes payroll deductions

This law removes a provision prohibiting public bodies from administering payroll deduction plans for political contributions. It removes this restriction on public employees, allowing a payroll deduction plan to be set up for political contributions with an employee’s consent.

**Cite:** 2023 MI HB4230, MI Pub. Ch. 243 (2 pages)

**Enacted:** 11/29/2023

**Effective:** 2/13/2023

<http://www.legislature.mi.gov/documents/2023-2024/publicact/pdf/2023-PA-0243.pdf>

## Public Employers: Labor Unions

### Requires employer notices

This law requires public employers to provide collective bargaining representatives with their employees’ employment

and contact information. The law also requires that before a public employer enters into a collective bargaining agreement (CBA) that requires all employees in a bargaining unit to pay dues or fees, it would have to inform each affected employee of its intention to enter into the agreement. If such a CBA is in place, the employer would have to inform any prospective employee that would be subject to the agreement before hiring them, even if the agreement has not yet taken effect.

**Cite:** 2023 MI SB169, MI Pub. Ch. 236 (2 pages)

**Enacted:** 11/29/2023

**Effective:** 2/13/2023

<https://www.legislature.mi.gov/documents/2023-2024/publicact/pdf/2023-PA-0236.pdf>

## REGULATIONS

### Alabama

#### *Licensure: Continuing Education*

##### **Continuing education requirements for genetic counselors**

The Board of Genetic Counseling amended rules for renewal of license and continuing education requirements as a prerequisite to licensure renewal.

**Cite:** Ala. Admin. Code r. 405-X-1-.03; 405-X-3-.01 (Vol. XLII, Issue No. 2 AAM, 11/30/2023, page 79) (4 pages)

**Adopted:** 11/15/2023

**Effective:** 1/14/2024

<https://admincode.legislature.state.al.us/api/filing/650b4aaf8f2c007d7781c5fd/filing>; <https://admincode.legislature.state.al.us/api/filing/650b4cab8a279755a3320fe4/filing>

#### *Licensure: Healthcare Professionals*

##### **Provisions for actively deployed licensed nurses**

The Board of Nursing amended rules related to accommodations for actively deployed licensees to conform to existing statute.

**Cite:** Ala. Admin. Code r. 610-X-4-.09 (Vol. XLII, Issue No. 2 AAM, 11/30/2023, page 79) (2 pages)

**Adopted:** 11/17/2023

**Effective:** 1/14/2024

<https://admincode.legislature.state.al.us/api/filing/650afcfce1925d05241b8bd0/filing>

**Return to TOC**

## California

#### *Workers' Compensation*

##### **Medical treatment utilization schedule**

The Division of Workers' Compensation amended rules to make evidence-based updates to the Medical Treatment Utilization Schedule (MTUS) pursuant to Labor Code section 5307.27, related to the Hand, Wrist, and Forearm Disorder Guideline.

**Cite:** 8 CCR §§ 9792.23.4, 9792.24.7 (CRNR 2023, No. 46-Z, 11/17/2023, page 1521) (2 pages)

**Adopted:** 11/2/2023

**Effective:** 11/10/2023

<https://govt.westlaw.com/calregs/Search/Index>

## Colorado

#### *Healthcare Professionals*

##### **Pharmacist rules**

The State Board of Pharmacy amended rules for state-licensed pharmacists, including sections regarding professional conduct, orders, dispensing, outlets, records and recordkeeping requirements, collaborative practice, and other provisions related to the practice of pharmacy.

**Cite:** 3 C.C.R. 719-1 (46 CR 21, 11/10/2023, page 317) (54 pages)

**Adopted:** 11/10/2023

**Effective:** 11/30/2023

<https://www.sos.state.co.us/CCR/Upload/AGORequest/AdoptedRules02023-00580.doc>

## Illinois

#### *Licensure*

##### **Music therapy licensing**

The Department of Financial and Professional Regulation adopted new rules to establish music therapists as a newly licensed profession, establishing procedures and requirements for licensure, renewals, continuing education, examinations and endorsements, and professional conduct.

**Cite:** 68 Ill. Adm. Code 1316 (47 Ill. Reg. 17445, 11/27/23) (24 pages)

**Adopted:** 11/27/2023

**Effective:** 11/13/2023

[https://www.ilsos.gov/departments/index/register/volume47/register\\_volume47\\_47.pdf](https://www.ilsos.gov/departments/index/register/volume47/register_volume47_47.pdf)

## Indiana

### Licensure

Convictions of concern

The State Board of Health Facility Administrators adopted a new rule regarding convictions of concern, which may disqualify an individual for licensure, and includes an explicit list of crimes that may disqualify an individual from receiving a license issued.

**Cite:** 840 I.A.C. 1-4 (Indiana Register, 11/22/2023, DIN: 20231122-IR-840230044FRA) (9 pages)

**Adopted:** 10/23/2023

**Effective:** 11/22/2023

<http://www.in.gov/legislative/iac/20231122-IR-840230044FRA.xml.pdf>

## Iowa

### Benefits

#### Medical advice for claimants

The Department of Workforce Development amended rules to align with statutory amendments that allow claimants to utilize advice from a physician assistant in addition to a physician.

**Cite:** 871 IAC 24 (IAB Vol. XLVI, No. 10, 11/15/2023, page 3336) (3 pages)

**Adopted:** 10/25/2023

**Effective:** 12/20/2023

<https://www.legis.iowa.gov/docs/aco/bulletin/11-15-2023.pdf>

## Kansas

### Licensure

#### Notice requirements

The Board of Examiners in Optometry amended rules for general provisions and licenses to update requirements for

licensees to provide notice to the board within 20 days following certain events relevant to good standing, and to update accreditation requirements for approved schools or colleges of optometry.

**Cite:** K.A.R. 65-4-4; K.A.R. 65-5-4 (44-42 kan reg 1284, 11/02/2023) (3 pages)

**Adopted:** 11/2/2023

**Effective:** 11/17/2023

<https://sos.ks.gov/publications/Register/Volume-42/Issues/Issue-44/11-02-23-51624.html>

## Louisiana

### Licensure

#### Nurse aide training and competency evaluation

The Department of Health and Hospitals amended rules for certified nurse aides regarding training and competency evaluation program approval, determination of competence, educational requirements, and information to be maintained on the state registry.

**Cite:** LAC 48:I, §§10001, 10033 (LR 49:1936, 11/20/2023) (2 pages)

**Adopted:** 11/20/2023

**Effective:** 11/20/2023

<https://www.doa.la.gov/media/yk4cybhc/2311.pdf>

## Maine

### Benefits

#### Retirement savings program

The Maine Retirement Savings Board amended rules to implement the Maine Retirement Savings Program to automatically establish an Individual Retirement Account for Maine Covered Employees who do not otherwise have access to a retirement savings plan through their employer.

**Cite:** 90 699 CMR Ch. 101, Rule 2023-236 (Weekly Notices of State Rulemaking, 11/22/2023) (7 pages)

**Adopted:** 11/22/2023

**Effective:** 11/22/2023

<https://mainesaves.org/wp-content/uploads/2023/06/PL-2023-c.-167-LD-1082-ME-Savings-Retirement-Board.pdf>

## Michigan

### Licensure

#### General rules for dentistry

The Department of Licensing and Regulatory Affairs amended, added, and rescinded rules governing the practice of dentistry including rules for general provisions, licensure, supervision, specialties, standards of practice, telehealth, and continuing education requirements.

**Cite:** AC, R 338 (2023 MR 19, 11/01/2023, page 2) (56 pages)

**Adopted:** 10/2/2023

**Effective:** 10/2/2023

[https://www.michigan.gov/lara/-/media/Project/Websites/lara/moahr/ARD/2023-Michigan-Register/MR19\\_110123.pdf?rev=1a807f9e176f4fc6bb121381d1353578&hash=12B8DCD116CC7B1932AD334F6DF59D6E](https://www.michigan.gov/lara/-/media/Project/Websites/lara/moahr/ARD/2023-Michigan-Register/MR19_110123.pdf?rev=1a807f9e176f4fc6bb121381d1353578&hash=12B8DCD116CC7B1932AD334F6DF59D6E)

## Missouri

### Licensure

#### Social work licensure

The State Committee for Social Workers amended rules for licensure requirements to implement updates for experience requirements, license application, and continuing education.

**Cite:** 20 CSR 2263-2.030, 2.050, 2.082 (48 MoReg 2085, 11/15/2023) (5 pages)

**Adopted:** 11/30/2023

**Effective:** 12/30/2023

<https://www.sos.mo.gov/cmsimages/adrules/csr/current/20csr/20c2263-2.pdf>

## Nevada

### Unemployment

#### Contribution rates

The Employment Security Division of the Department of Employment, Training and Rehabilitation amended rules to update the contribution rate schedule for employers for 2024, based on employers' reserve ratios.

**Cite:** NAC 612.270 (2023 Nev. Reg. 310, 12/04/23) (3 pages)

**Adopted:** 12/4/2023

**Effective:** 1/1/2024

<https://www.leg.state.nv.us/Register/2023Register/R083-23A.pdf>

## North Carolina

### Occupational Safety

#### Radiation protection

The Radiation Protection Commission adopted amendments to update requirements for notices, instructions, reports to employees, posting of notices, inspections, standards for protection against radiation, reporting requirements, recordkeeping, and other provisions related to employee safety with regard to radiation exposure.

**Cite:** 10A NCAC 15 (38:09 NCR 587, 11/01/2023) (5 pages)

**Adopted:** 10/1/2023

**Effective:** 10/1/2023

<https://files.nc.gov/oah/documents/2023-11/Volume-38-Issue-09-November-1-2023.pdf?VersionId=1VcAJ023zV7K LKHGTCtwghHK0ejLhir5>

## Oregon

### Wages

#### Payment of sub-minimum wage

The Bureau of Labor and Industries implemented statutory requirements that the commissioner consider the employment of specific types of persons or of individual persons themselves at a fixed minimum hourly wage rate lower than the rate required by 653.025, when the commissioner has determined that the application of these requirements would substantially curtail employment opportunities for the specific types of persons or individuals involved; and amended rules to update civil penalties against employers.

**Cite:** OAR 839-020-0015; OAR 839-020-1010 (Oregon Bulletin, November 2023) (4 pages)

**Adopted:** 10/5/2023

**Effective:** 10/6/2023

<https://secure.sos.state.or.us/oard/viewReceiptTRIM.action?ptId=9848068>



## Wages

### Prevailing wage rate determination

The Bureau of Labor and Industries amended the prevailing rates of wage as determined by the Commissioner, following the rates stated in the Prevailing Wage Rates for Public Works Contracts dated July 5, 2023, and as available on the Bureau's webpage.

**Cite:** OAR 839-025-0700 (Oregon Bulletin, November 2023) (1 page)

**Adopted:** 10/4/2023

**Effective:** 10/5/2023

<https://secure.sos.state.or.us/oard/viewReceiptTRIM.action?ptId=9848063>

## Workers' Compensation

### Workers' benefit fund

The Workers' Compensation Division amended rules to update the rate of the Workers' Benefit Fund assessment, the method and manner for calculating the assessment rate, and the method and manner in which employers are to pay the assessment, with a lowered rate of 2.0 cents per hour.

**Cite:** OAR 436-070-0003; OAR 436-070-0010 (Oregon Bulletin, November 2023) (2 pages)

**Adopted:** 10/13/2023

**Effective:** 1/1/2024

<https://secure.sos.state.or.us/oard/viewReceiptTRIM.action?ptId=9848102>

## Texas

### Licensure: Healthcare Professionals

#### Professional nursing education

The Board of Nursing amended professional nursing education rules to include a new definition of nursing clinical judgment used in educational testing, correct outdated references, clarify factors that will be considered by the Board when determining whether to approve a new nursing education program, and simplify the existing numbering system for the Board's educational guidelines.

**Cite:** 22 TAC §§215.2 - 215.10, 215.12, 215.13 (48 TexReg 6907, 11/24/2023) (7 pages)

**Adopted:** 11/10/2023

**Effective:** 11/30/2023

<https://www.sos.state.tx.us/texreg/pdf/backview/0630/0630prop.pdf>

### Licensure: Healthcare Professionals

#### Vocational nursing education

The Board of Nursing amended vocational nursing education rules to include a new definition of nursing clinical judgment used in educational testing, correct outdated references, clarify factors that will be considered by the Board when determining whether to approve a new nursing education program, and simplify the existing numbering system for the Board's educational guidelines.

**Cite:** 22 TAC §§214.2 - 214.10, 214.12, 214.13 (48 TexReg 6906, 11/24/2023) (8 pages)

**Adopted:** 11/10/2023

**Effective:** 11/30/2023

<https://www.sos.state.tx.us/texreg/pdf/backview/0630/0630prop.pdf>

## Virginia

### Licensure

#### Universal real estate license recognition

The Real Estate Board amended rules pursuant to legislative requirements adopting universal license recognition (ULR), allowing regulatory boards to require a jurisprudential exam of ULR applicants if such exam is required of other applicants, adding ULR provisions, and including the requirement that ULR applicants pass the Virginia Real Estate Exam.

**Cite:** 18VAC135-20 (40 va regs reg 411, 11/20/2023) (1 page)

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