

HAPPY NEW EMPLOYMENT LAW YEAR!

January 1, 2026 Employment Law Checklist

SurePayroll Employment Update



New year, same HR reality: as the clock strikes midnight, a fresh stack of employment laws goes into effect.



January kicks off HR's busy season

With nearly **fifty new laws taking effect nationwide on January 1st, 2026**, the year starts fast for HR. For multi-state employers, tracking what's changing can make the new year feel like anything but a clean slate.

But don't worry — we're here to help.



Table of Contents

California	3
Colorado	4
Connecticut	5
Delaware	6
District of Columbia	6
Illinois	6
Maine	8
Maryland	9
Minnesota	9
New Hampshire	10
New York	11

Oregon	11
Pennsylvania	12
Rhode Island	13
Washington	14
Minimum Wage Updates	16

Topic	Overview	Action
Discrimination Claim Deadlines	A new amendment to the state’s Fair Employment and Housing Act clarifies the time employees have to file a lawsuit after the Civil Rights Department declines to pursue an employee’s discrimination complaint. Employees may then file a civil action one year after the Department notifies the employee in writing (a) that it closed the investigation without choosing to file a civil action for the alleged violation or (b) that the employee’s complaint remains closed after the employee appeals the Department’s initial closure of the complaint.	<i>Understand the CRD’s new deadlines for employees to file discrimination claims.</i>
Exempt/Non-Exempt	California’s exemption salary thresholds require employees to earn at least twice the state minimum wage. Beginning January 1, 2026, the minimum wage will be \$16.90 per hour, meaning for employees to qualify for an administrative, professional, or executive exemption, they must earn at least \$70,304 per year.	<i>Review employees’ exemption status under the increased threshold.</i>
Pay Transparency	On October 8, 2025, Governor Newsom signed SB 642 into law, amending the state’s existing pay transparency law. Effective January 1, 2026, the “pay scale” that must be included in job postings needs to be a “good faith estimate” of the pay range, reflecting what the employer intends to pay a new hire. Additionally, the term “wages” will also include all forms of pay -- including bonuses, stock options, benefits, travel reimbursements, and allowances. Finally, employers will also need to begin maintaining job title and wage history records for at least 3 years after the employee’s employment ends.	<i>Make sure your job postings comply with the new law.</i>
Penalties	Beginning January 1, 2026, the California Labor Commission will be able to investigate employers accused of stealing employee’s tips.	<i>Ensure tips are paid on time.</i>
Domestic Violence Leave	On October 1, 2025 the California Governor signed Assembly Bill No. 406 which, effective January 1, 2026, expanded uses under California’s state wide domestic violence, sexual assault, and stalking leave law. The new use allows employee who is a victim or a family member of a victim to take leave to attend judicial proceedings related to that crime, including, but not limited to, any delinquency proceeding, a post arrest release decision, plea, sentencing, post conviction release decision, or any proceeding where a right of that person is an issue.	<i>Update your California handbook docs to comply with this new law.</i>

California

Effective January 1, 2026

Topic	Overview	Action
Employment AI Regulation	On October 13, 2025, Governor Newsom signed SB 53 , creating a comprehensive safety framework for frontier AI developers, which are large, cutting-edge systems built by major developers with substantial resources. Beginning January 1, 2026, SB 53 regulates developers of the most advanced and resource-intensive AI models by imposing disclosure and transparency obligations, including the adoption of written governance frameworks and reporting of safety incidents. This bill also institutes protections for employees of frontier AI developers who report violations of the law.	<i>If you're a frontier AI developer, make sure you communicate new protections to your employees.</i>
WARN Acts	On October 1, 2025, Governor Newsom signed SB 617 amending the California Worker Adjustment and Retraining Act. The law already requires employers to provide written notice to employees in the event of a mass layoff, but now employers must also include in the notice whether the employer plans to coordinate services through the local workforce development board or another entity and information about the statewide food assistance program known as CalFresh. The amendments will go into effect on January 1, 2026.	<i>Update your WARN notices.</i>

Colorado

Effective January 1, 2026

Topic	Overview	Action
Poster Requirements	Colorado published to official 2026 COMPS Order . This order must be posted in a visible place where employees can see it. It must also be included in employee handbooks. This new Order takes effect January 1, 2026.	<i>Update COMPS Order.</i>

Colorado

Effective January 1, 2026

Topic	Overview	Action
Non-Competition	In Colorado, employers can't execute non-compete agreements unless the employee earns enough to be classified as "highly compensated." That amount is updated annually. While not final yet, the state has released a proposed PAY CALC Order raising the threshold for highly-compensated employees to \$130,014. The state also has an income threshold for employers using non-solicit agreements, which is 60% of the highly-compensated threshold. In this case, that is \$78,008.40. We will monitor the progress of these increases and will update our tools when more information becomes available.	Review income for employees with non-competes.
Exempt/Non-Exempt	Colorado has not yet finalized the state's annual PAY CALC Order, but the proposed order includes an increased salary thresholds for exemptions. If this proposed order takes effect, on January 12, 2026, the new administrative, executive, and professional (EAP) exemption threshold will be \$1,111.23 per week, and the new threshold for computer employee will be \$34.85 per hour.	Make sure your exempt employees meet the increased threshold.
Family and Medical Leave - Paid	On May 30, 2025, the Colorado governor signed a bill extending the duration of paid family and medical leave, up to an additional 12 weeks, for a parent who has a child receiving inpatient care in a neonatal intensive care unit. The law applies to claims arising on or after January 1, 2026.	Update your FMLA policy.

Connecticut

Effective January 1, 2026

Topic	Overview	Action
Sick Leave	Connecticut's paid sick leave law is expanding. Currently, employers are subject to the law if they have 25 or more employees in the state. On January 1, 2026, that number will drop to 11 employees. It will reduce again to 1 employee in 2027.	Update your Connecticut sick leave policy.

Delaware

Effective January 1, 2026

Topic	Overview	Action
Family and Medical Leave - Paid	Employee leave and benefits under the Healthy Delaware Families Act become available to employees January 1, 2026. We will update our tools closer to the effective date of this program.	<i>Update your family and medical leave policy.</i>

District of Columbia

Effective January 1, 2026

Topic	Overview	Action
Non-Competition	The DC income threshold for non-competes is adjusted each year to conform to changes in the Consumer Price Index (“CPI”). The next CPI update is scheduled to be released on January 13. We will monitor the progress of these increases and will update our tools when more information becomes available.	<i>Review income for employees with non-competes.</i>

Illinois

Effective January 1, 2026

Topic	Overview	Action
Organ, Bone Marrow, and Blood Donor Leave	Starting January 1, 2026, part-time Illinois employees will be able to take paid time off for blood or organ donation. The amendment also explains how to calculate this type of leave.	<i>Update your blood and organ donation leave policy.</i>

Topic	Overview	Action
<p>Protected Characteristics</p>	<p>Illinois recently updated its EEO law. Beginning January 1, 2026, Illinois artificial intelligence bill HB 3773 will take effect. Among other things, this bill prohibits employers using AI in employment decision making from using zip codes “as a proxy for protected classes.” Essentially, employment AI must not discriminate against any person based on their zip code.</p>	<p><i>Update your Illinois AI policy.</i></p>
<p>Workplace Safety</p>	<p>In perhaps the most unique change this legislative session, Illinois employers are now prohibited from discriminating or retaliating against employees for using employer-issued equipment to record crimes of violence committed against an employee or their family or household member. Employers also can’t take away employer-issued equipment solely because the employee tried to use it for such purposes and must grant employees access to any photographs, recordings or any other digital documents or communications related to any crimes of violence committed against the employee or their family or household members. These changes will take effect on January 1, 2026.</p>	<p><i>Ensure you aren’t punishing employees for reasons protected by this law.</i></p>
<p>Criminal History</p>	<p>Illinois updated its background check laws for day care centers. Now, day care centers who allow new hires and volunteers to work pending the results of their background check must provide supervision for those employees or volunteers. The childcare criminal background check renewal timeline for employees and volunteers was also increased from three to five years</p>	<p><i>Review your background check practices.</i></p>
<p>Employment AI Regulation</p>	<p>On August 9, 2024, Illinois Governor Pritzker signed H.B. 377, imposing new responsibilities on employers who use artificial intelligence to help make employment decisions. Beginning January 1, 2026, employers may not involve AI in employment decision making if using the AI has the effect of discriminating against people in protected classes. Employers will also be required to provide notice to employees that artificial intelligence is used in the employer’s decision-making process.</p>	<p><i>Review your AI practices to keep them in compliance with new requirements.</i></p>

Illinois

Effective January 1, 2026

Topic	Overview	Action
Lactation Accommodation	Employers with more than 4 employees are required to pay mothers during nursing breaks at their regular rate of compensation and can't require employees to use paid leave to take the break. This law goes into effect January 1, 2026.	Review your rest break policy.
Pay Transparency	The amended Workplace Transparency Act makes it against public policy to execute any agreement that: <ul style="list-style-type: none">- prevents an employee from engaging in protected concerted activity to address work related issues;- intends to shorten the applicable statute of limitation; or- applies non-Illinois law to an Illinois employee's claim or requires a venue outside of Illinois to adjudicate employees' claims. This amendment also allows employees to recover consequential damages when challenging contract violations. These changes will take effect on January 1, 2026.	Make sure your employment agreements comply with the new law.

Maine

Effective January 1, 2026

Topic	Overview	Action
Exempt/Non-Exempt	Beginning January 1, 2026, the salary threshold for Maine executive, administrative, and professional exemptions will be \$45,300.32 per year (3,000 times the state minimum wage—\$15.10 per hour for 2026).	Make sure your exempt employees meet the increased threshold.
Non-Competition	Maine prohibits non-competes with employees who earn less than 400% of the federal poverty level. The updated federal poverty level is generally released in mid-January. We will monitor the progress of this increase and will update our tools when more information becomes available.	Review income for employees with non-competes.

Maryland

Effective January 1, 2026

Topic	Overview	Action
Non-Competition	In Maryland, non-competes are prohibited with employees earning less than 150% of the minimum wage. For 2026, the state minimum wage will be \$15.10 per hour , which means that the non-compete income threshold will be \$22.65 per hour.	<i>Review income for employees with non-competes.</i>

Minnesota

Effective January 1, 2026

Topic	Overview	Action
Family and Medical Leave - Paid	Minnesota's paid family and medical leave program will take effect January 1, 2026. When the program starts, the premium rate will be .88% (the percentage of an employee's wages that will be collected by the state from employers). The premium will be split between employers and employees. By July 31 of each year, the state may adjust the premium rate, but the total annual premium can never exceed 1.1% of employees' wages.	<i>Make sure your exempt employees meet the increased threshold.</i>
Meals and Rest Breaks	<p>Beginning January 1, 2026, employers will have new meal and rest break requirements in Minnesota. Currently, employers must let employees that work 8 or more hours in a row a "sufficient time" to eat a meal. Under the new law, employers must give employees who work 6 hours or more in a row a meal break of at least 30 minutes.</p> <p>The current rest break law requires employers to give employees "adequate time" within every 4 hours of work to use the "nearest convenient restroom." Starting January 1, employers must provide a rest break of at least 15 minutes "or enough time to utilize the nearest convenient restroom" every 4 hours of work.</p>	<i>Update your meal and rest break policy.</i>
Poster Requirements	Minnesota recently released new versions of the state's Minimum Wage and Paid Leave posters . We have updated these posters in our tools.	<i>Update your Minimum Wage and Paid Leave posters.</i>

Minnesota

Effective January 1, 2026

Topic	Overview	Action
Sick Leave (Minneapolis)	<p>Minneapolis Mayor Frey recently signed Ordinance No. 2025-041 amending the city’s paid sick leave ordinance. Among other things, the amended ordinance clarifies who is not considered an employee, expands the definition of family member, repeals the 90-day waiting period for employees to use sick time, permits leave to accrue in fractions of an hour, allows leave to be taken in the same increments of time for which an employee is paid, expands the reasons leave can be used, and updates the ways employers are allowed to frontload leave.</p> <p>Employers are allowed to frontload leave in two different ways: an employer can provide 48 hours to each employee at the beginning of the year and pay the employee for all accrued but unused time at the end of the year; or an employer can provide 80 hours to each employee at the beginning of the year and not pay employees for any remaining accrued but unused time at the end of the year.</p> <p>Review the Minneapolis Sick Leave Research entry for more information. This ordinance will go into effect on December 31, 2025.</p>	<p><i>Review your sick leave policy. SixFifty’s sick leave policy already complies with these changes.</i></p>

New Hampshire

Effective January 1, 2026

Topic	Overview	Action
Military Leave	<p>New Hampshire already requires employers to provide unpaid leave and employment protections for employees in the military that are called to active duty. Beginning January 1, 2026, New Hampshire will extend those protections to spouses of military members. Employers will be required to provide unpaid, job-protected leave to spouses of military members who are involuntarily mobilized for military service.</p>	<p><i>Update your military leave policy.</i></p>

New York

Effective January 1, 2026

Topic	Overview	Action
Exempt/Non-Exempt	Beginning January 1, 2026, the salary threshold to qualify for the Administrative or Executive exemptions for employees working in New York City and Nassau, Suffolk, and Westchester Counties will be \$1,275 per week. Employees working in other areas of New York must earn at least \$1,199.10 per week to qualify. New York doesn't have a salary threshold for the Professional exemption.	<i>Make sure your exempt employees meet the increased threshold.</i>

Oregon

Effective January 1, 2026

Topic	Overview	Action
Non-Competition	The Oregon income threshold for non-competes is adjusted each year to conform to changes in the Consumer Price Index ("CPI"). The next CPI update is scheduled to be released on January 13. We will monitor the progress of these increases and will update our tools when more information becomes available.	<i>Only enter non-compete agreements with employees who earn at least the threshold amount.</i>
Pay Stubs	<p>On June 6, 2025, Oregon passed SB 906, which, effective January 1, 2026, amends existing paystub disclosure rules to require employers to provide a detailed written explanation of all potential earnings and deductions at the time of hire. Employers will be required to furnish a comprehensive list of all possible pay rates, benefit deductions and contributions, and any other potential deductions, including the purpose for each.</p> <p>Additionally, employers must disclose any allowances claimed as part of the minimum wage, employer-provided benefits that may appear on pay stubs, and a full list of all payroll codes with clear descriptions. This information must be made easily accessible to employees, such as through a website or a physical posting, and must be reviewed and updated annually by January 1st. The state Bureau of Labor and Industries is required to create a model guidance document for employers in English, Spanish, and other languages upon request.</p>	<i>Make sure you're meeting new paystub requirements for Oregon employees.</i>

Oregon

Effective January 1, 2026

Topic	Overview	Action
Sick Leave	Starting January 1, 2026, Oregon employees can use their paid sick leave to donate blood.	Update your sick leave policy.

Pennsylvania

Effective January 1, 2026

Topic	Overview	Action
Criminal History (Philadelphia)	On October 8, 2025 the Philadelphia Mayor signed amendments to the city's Fair Criminal Record Screening Standards Ordinance (FCRSSO). Under the ordinance, employers were already limited in the extent to which they could consider employees' or applicants' criminal histories. These amendments add some clarifying definitions and expand some protections. Employers may no longer consider any summary offenses, nor may they consider misdemeanors over 4 years old. The amendments also place limits on employers' consideration of expunged or sealed records and require additional notification and instruction steps. These amendments take effect January 6, 2026.	Review your criminal history check process.
Equal Employment Opportunity Enforcement (Chester County)	<p>The Chester County Board of Commissioners adopted Ordinance No. ORD-2025-03 requiring the development of a new Chester County Human Relations Commission to assure equal opportunity for all persons concerning employment, housing, and use of public accommodations without regard to the actual or perceived expression of a protected characteristic.</p> <p>This ordinance also establishes a variety of human rights protections, including ban-the-box and salary history protections which prohibit employers from inquiring about criminal and compensation histories during the hiring process.</p> <p>This ordinance takes effect December 23, 2025.</p>	Review your EEO policy.

Pennsylvania

Effective January 1, 2026

Topic	Overview	Action
Sick Leave (Pittsburgh)	<p>Pittsburgh's sick leave law currently requires employers to provide employees with 1 hour of sick leave for every 35 hours worked in the city. Starting January 1, 2026, the accrual rate will change to 1 hour of sick leave for every 30 hours worked.</p> <p>Currently, employers with less than 15 employees have to let employees accrue up to 24 hours of sick leave per year. On January 1, 2026, this will increase to 48 hours. For employees with 15 or more employees, the cap will increase from 40 hours to 72 hours. For employers that frontload, they'll have to provide either 48 or 72 hours of sick leave at the beginning of the benefit year, depending on employer size.</p>	<p>Update your sick leave policy.</p>

Rhode Island

Effective January 1, 2026

Topic	Overview	Action
Exempt/Non-Exempt	<p>Rhode Island's salary threshold for white collar exemptions is any salary that exceeds the state minimum wage when divided by their hours worked. The minimum wage will be \$16 per hour beginning January 1, 2026, meaning that the salary threshold for 2026 will be \$640 per week in Rhode Island. That threshold is still below the federal requirements though, so the federal threshold of \$684 per week should be followed.</p>	<p>Make sure your exempt employees meet the required threshold.</p>
Family and Medical Leave - Paid	<p>Under Rhode Island law, Temporary Caregiver Insurance (TCI) benefits will increase on January 1, 2026. Employees can currently receive up to 7 weeks of benefits in a year. Beginning January 1, 2026, TCI benefits will increase to 8 weeks per year.</p>	<p>Update your paid family and medical leave policy.</p>

Rhode Island

Effective January 1, 2026

Topic	Overview	Action
Non-Competition	Rhode Island prohibits non-competes with employees who earn less than 250% of the federal poverty level. The updated federal poverty level is generally released in mid-January. We will monitor the progress of this increase and will update our tools when more information becomes available.	Only enter non-compete agreements with employees who earn at least the threshold amount.

Washington

Effective January 1, 2026

Topic	Overview	Action
Domestic Violence Leave	Beginning January 1, 2026, Washington's domestic violence leave law will cover victims of hate crimes. Employees that are victims of hate crimes may take a reasonable amount of unpaid leave from work, intermittent leave, or leave on a reduced leave schedule for reasons specified under the law. Because Washington allows employees to use their paid sick leave for reasons that qualify for leave under the state's domestic violence leave law, victims of hate crimes will be able to use paid sick leave for reasons related to the crime.	Update your domestic violence leave policy.
Exempt/Non-Exempt	Beginning January 1, 2026, Washington's salary threshold for administrative, professional, and executive exemptions, will be 2.25x the state minimum wage (\$17.13 per hour in 2026) for all employers regardless of size. This rate will continue to grow annually until it reaches 2.5x the state minimum wage in 2028.	Make sure your exempt employees meet the increased threshold.
Non-Competition	Effective January 1, Washington's new non-compete income threshold will be \$126,858.83 .	Only enter non-compete agreements with employees who earn at least the threshold amount.

Topic	Overview	Action
<p>Family and Medical Leave - Paid</p>	<p>Effective January 1, 2026, a new law amends Washington's paid family and medical leave program in several ways, including the following:</p> <ul style="list-style-type: none"> - Expanded Job Protection. Currently, the law only provides job protection if the employer has more than 50 employees and the employee has worked for the employer for at least a year and for at least 1,250 hours in the year before taking leave. The new law gets rid of the hours of work requirement, reduces the service time from 1 year to 180 calendar days, and will apply to smaller employers in phases. For 2026, employers with 25 or more employees will have to provide job protection to eligible employees. In 2027, the requirement will apply to employers with at least 15 employees, and starting in 2028, it will apply to employers with at least 8 employees. Under the law, employees are required to affirmatively exercise their right to job reinstatement. - Interaction with FMLA Leave. The law gives employers a way to count unpaid leave under the federal Family and Medical Leave Act toward the total amount of leave entitled to job protection under the state's paid family and medical leave program if the employee was eligible for paid benefits but didn't apply for them. To do this, employers must provide employees a written notice that includes several required pieces of information. - Notice of Job Protection. Employers will have to provide employees taking leave with a notice about their right to reinstatement. Claim Period. Under the current law, the smallest amount of time for which an employee can file a claim is 8 hours of leave. The new law reduces that to 4 hours. - Benefits Continuation. Currently, employers have to continue an employee's health benefits while on leave if there is at least one day of overlap with leave under the federal Family and Medical Leave Rights Act. The new law will always require benefits continuation unless the employee (1) wasn't employed by the employer when they filed for paid leave benefits, (2) isn't entitled to job protection, or (3) didn't timely exercise their right to job protection. - Notice and Poster. The law currently requires employers to provide employees with a notice of rights under the paid family and medical leave program and put up a poster with the same information. The new law requires the state's Employment Security Department to make certain updates to the form notice and poster. 	<p>Update your paid family and medical leave policy.</p>

Minimum Wage

Effective January 1, 2026

State	New Minimum Wage (Per Hour)
Arizona	\$15.15
Tucson	\$15.45
California	\$16.90
Belmont	\$18.95
Burlingame	\$17.86
Cupertino	\$18.70
Daly City	\$17.50
East Palo Alto	\$17.90
El Cerrito	\$18.82
Foster City	\$17.85
Half Moon Bay	\$17.91
Hayward	\$17.79 per hour for employers with more than 25 employees and \$16.90 for employers with 25 or fewer employees.
Los Altos	\$18.70
Menlo Park	\$17.55
Mountain View	\$19.70
Novato	\$16.90 per hour for employers with 25 or fewer employees, \$17.46 per hour for employers with 26-99 employees, and \$17.73 for employers with 100 or more employees.
Palo Alto	\$18.70
Petaluma	\$18.31
Redwood City	\$18.65
Richmond	\$19.18 per hour for employers who pay less than \$1.50 per hour towards medical benefits, and \$17.68 per hour for employers who pay at least \$1.50 per hour towards medical benefits.
San Carlos	\$17.75
San Diego	\$17.75
San Jose	\$18.45
San Mateo	\$18.60
San Mateo County	\$17.90
Santa Clara	\$18.70
Santa Rosa	\$18.21
Sonoma	\$18.47/hour for large employers (26 or more employees) and \$17.38/hour for small employers (25 or fewer employees).
South San Francisco	\$18.15
Sunnyvale	\$19.50
West Hollywood	\$20.25

Minimum Wage

Effective January 1, 2026

State	New Minimum Wage (Per Hour)
Colorado	\$15.16
Boulder	\$16.82
Boulder County	\$17.99
Denver	\$19.29
Edgewater	\$18.17
Connecticut	\$16.94
Hawaii	\$16.00
Maine	\$15.10
Portland	\$16.72 per hour for hourly employees and \$8.38 for service employees.
Rockland	\$16.00
Maryland, Howard County	\$15.50 per hour for employers with 14 or fewer employees. Employers with 15 or more employees must continue paying the same minimum wage of \$16 per hour.
Michigan	\$13.73
Minnesota	\$11.41
Minneapolis	\$16.37
Saint Paul	\$13.25 per hour for employers with fewer than 6 employees, \$15 per hour for employers with 6-100 employees, and \$16.37 per hour for employers with more than 100 employees.
Missouri	\$15.00
Montana	\$10.85
Nebraska	\$15.00
New Jersey	\$15.23 for employers with fewer than 6 employees and for seasonal employees, and \$15.92 per hour for employers with 6 or more employees.

Minimum Wage

Effective January 1, 2026

State	New Minimum Wage (Per Hour)
New Mexico, Las Cruces	\$13.01
New York	\$16.00
New York City	\$17.00
Suffolk County, Long Island	\$17.00
Westchester County	\$17.00
Ohio	\$11.00
Rhode Island	\$16.00
Vermont	\$14.42. The hourly minimum wage for tipped employees will increase to \$7.21.
Virginia	\$12.77
Washington	\$17.13
Bellingham	\$19.13
Everett	\$18.77 per hour for employers with 15-499 employees worldwide or with annual gross revenue of more than \$2 million. Employers with 500 or more employees continue to have a minimum wage of \$20.24 per hour, and those with fewer than 15 employees or with annual gross revenue of less than \$2 million must follow the state minimum wage.
King County	\$18.32 per hour for employers with 15 or fewer employees and an annual gross revenue of less than \$2 million, \$19.82 per hour for employers with 15 or fewer employees and an annual gross revenue of \$2 million or more, \$19.82 for employers with 16-499 employees, and \$20.82 per hour for all other employers. Employee counts are worldwide.
Renton	\$21.57 per hour for employers with more than 500 employees, and \$20.57 per hour for employers with 15-500 employees or employers with 1-14 employees who make over \$2 million of annual gross revenue in Renton. Employers who don't fall into one of these categories must follow the state minimum wage.
SeaTac	\$20.74 per hour for hospitality and transportation employees.
Seattle	\$21.30
Tukwila	\$21.65

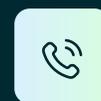
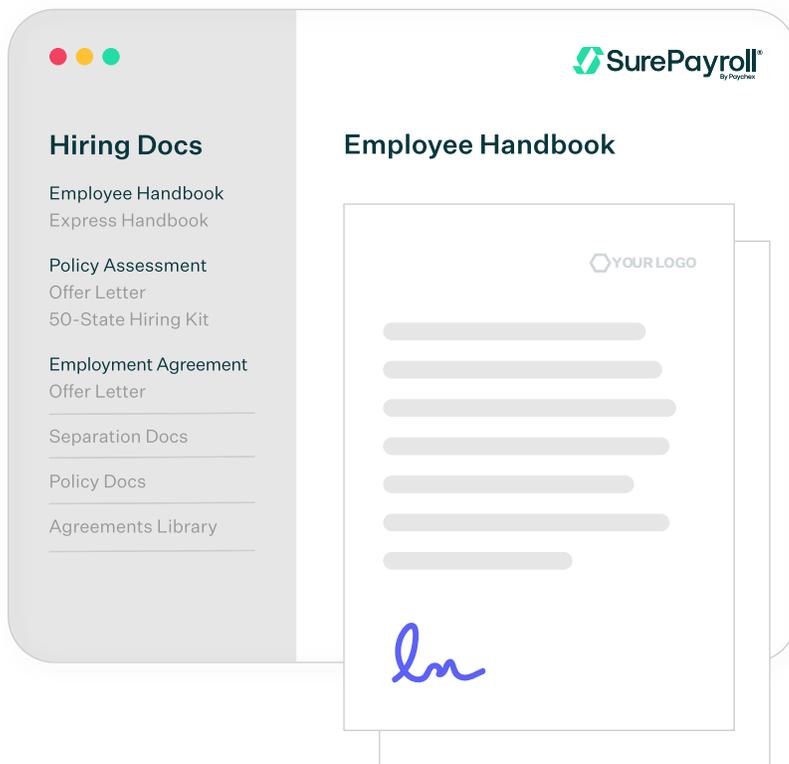
Take the hassle out of HR compliance

SurePayroll makes multi-state compliance simple for HR and Legal teams.

Easily research state-specific laws, generate documents to comply, and keep them up-to-date with changing laws with AI-powered legal updates.

Want to learn more?

 [Schedule a demo.](#)



For more information, visit [SurePayroll.com](https://www.surepayroll.com)

911 Panorama Trail South,
Rochester, NY, 14625
855-354-6941

Source: report compiled by sixfifty.com.