



2026 Employment Laws on the Horizon Report

As of July 1, 2026

This mid-year edition captures laws scheduled to take effect on July 1, 2026, and beyond. For ongoing updates on newly enacted employment and labor laws, regulations, and noteworthy case law that may impact your business, speak to your Seyfarth attorney about signing up for the monthly *Employment Law Report*.

MINIMUM WAGE AND TIP CREDIT

Revisions are effective July 1, 2026, unless otherwise noted. Certain sub-minimum wage rates for learners/minors, heightened minimum wage rates for emergencies, industry-specific rates (e.g., home care workers, piece-rates), and/or rates for “gig” workers are not included.

Jurisdiction	7/1/26 Minimum Wage	7/1/26 Minimum Cash Wage
<i>See counsel for coverage definitions and exceptions</i>		
Alaska	\$14.00	\$14.00
Eff. 7/1/27	\$15.00	\$15.00
California*		
Alameda	\$17.76	\$17.76
Berkeley	\$19.61	\$19.61
Emeryville	\$20.34	\$20.34
Fremont	\$18.05	\$18.05
Glendale Hotel Workers	\$25.00	\$25.00
Eff. 7/1/27	\$27.50	\$27.50
Eff. 7/1/28	\$30.00	\$30.00
Long Beach Hotel Workers	\$26.50	\$26.50
Eff. 7/1/27	\$28.00	\$28.00
Eff. 7/1/28	\$29.50	\$29.50
City of Los Angeles	\$18.42	\$18.42
Unincorporated Areas of LA County	\$18.47	\$18.47
City of Los Angeles Hotel Workers	\$25.00	\$25.00
Eff. 7/1/27	\$27.50	\$27.50
Eff. 7/1/30	\$30.00	\$30.00
Malibu	\$17.91	\$17.91
Milpitas	\$18.50	\$18.50
Pasadena	\$18.57	\$18.57
San Diego		
Hospitality workers**	\$21.06	\$21.06
Hotels and Amusement park workers**	\$19.00	\$19.00
San Francisco	\$19.61	\$19.61
Santa Monica	\$18.47	\$18.47
Santa Monica Hotels (with benefits)	\$25.00	\$25.00
West Hollywood Hotels	\$20.87	\$20.87

Jurisdiction	7/1/26 Minimum Wage	7/1/26 Minimum Cash Wage
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* Healthcare workers \$25 (See future increases) ** Rates scheduled to increase through 7/1/30		
Colorado <i>Boulder</i> Eff. 1/1/27	\$18.17	\$15.15
<i>Edgewater</i> Eff. 1/1/27 Eff. 1/1/28	\$19.99 \$21.99	\$16.97 \$18.97
D.C.	\$18.40	\$10.30
Florida Eff. 9/30/26	\$15.00	\$11.98
Hawaii Eff. 1/1/28	\$18.00	\$16.50
Illinois <i>Chicago</i> <i>Cook County</i>	\$17.05 \$15.40	\$12.96 \$9.25
Maine <i>Portland</i> Eff. 1/1/27 Eff. 1/1/28	\$17.75 \$19.00	\$8.88 \$9.50
Maryland <i>Howard County (Small Employers)</i> <i>Montgomery County</i> Large Employers Mid-sized Employers Small Employers	\$16.00 \$18.00 \$16.50 \$15.95	\$3.63 \$4.00 \$4.00 \$4.00
Michigan Eff. 1/1/27	\$15.00	\$6.30
Minnesota <i>St. Paul</i> Small employers Micro employers	\$16.37 \$14.25	\$16.37 \$14.25
Nebraska <i>Lincoln (Minors only and may be overturned)</i>	\$15.00	\$12.87
New Mexico <i>Albuquerque</i> Eff 1/1/27 Eff 1/1/28 Eff 1/1/29 <i>Sante Fe City</i> <i>Sante Fe County</i>	\$13.00 \$14.00 \$15.00 \$15.40 \$15.40	\$6.50 \$7.00 \$7.50 \$3.00 \$4.62
New York See rates NYC Covered Security Guards 1/1/27	N/A	
Oregon		



Jurisdiction <i>See counsel for coverage definitions and exceptions</i>	7/1/26 Minimum Wage	7/1/26 Minimum Cash Wage
Standard Portland Metro Urban	\$15.55 \$16.80 \$14.55	\$15.55 \$16.80 \$14.55
Rhode Island Eff. 1/1/27	\$17.00	\$3.89
Virginia Eff. 1/1/27 Eff. 1/2/28	\$13.75 \$15.00	\$2.13 \$2.13
Washington <i>Everett (15-500 Employees)</i> <i>Renton (Mid-sized Employer)</i>	\$19.77 \$21.57	\$19.77 \$21.57