



## 2026 Employment Laws on the Horizon Report

*As of December 1, 2025*

This year’s edition goes beyond our standard online updates, capturing laws that took effect in the fall of 2025 (September–November) and those “on the horizon,” scheduled to take effect on December 1, 2025, 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, TIP CREDIT, AND MINIMUM EARNINGS FOR EXEMPT STATUS REVISIONS

*Effective January 1, 2026, unless otherwise noted. Note that certain sub-minimum wage rates for learners or certain minors, heightened minimum wage rates for emergencies, a myriad industry- or position-specific rates (e.g., home care workers, piece-rates), and/or rates for “gig” workers are not included. Most jurisdictions publish updated posters, which are not linked below.*

Jurisdiction <i>See counsel for coverage definitions and exceptions</i>	2026 Minimum Wage	2026 Minimum Cash Wage	2026 Min. Earnings for Exempt Status
Alaska Effective 7/1/26 Effective 7/1/27	\$14.00 \$15.00	\$14.00 \$15.00	\$1,120/week (or \$58,240 annually)
Arizona <i>Flagstaff</i> <i>Tucson</i>	\$15.15 \$18.35 \$15.45	\$12.15 \$18.35 \$12.45	
California* <i>Belmont</i> <i>Burlingame</i> <i>Cupertino</i> <i>Daly City</i> <i>East Palo Alto</i> <i>El Cerrito</i> <i>Foster City</i> <i>Glendale</i> Hotel Workers, Eff. 7/1/26 Hotel Workers, Eff. 7/1/27 Hotel Workers, Eff. 7/1/28 <i>Half Moon Bay</i> <i>Hayward</i> <i>26+ employees</i> <i>25 or fewer employees</i>	\$16.90 \$18.95 \$17.86 \$18.70 \$17.50 \$17.90 \$18.82 \$17.85 \$25.00 \$27.50 \$30.00 \$17.91 \$17.79 \$16.90	\$16.90 \$18.95 \$17.86 \$18.70 \$17.50 \$17.90 \$18.82 \$17.85 \$25.00 \$27.50 \$30.00 \$17.91 \$17.79 \$16.90	\$70,304/year or \$1,352/week  Computer software employee: \$122,573.13/year, \$10,214.44/month, or \$58.85/hour  Physicians or surgeons: \$107.17/hour  Higher Ed: \$152.10/hour

<b>Jurisdiction</b> <i>See counsel for coverage definitions and exceptions</i>	<b>2026 Minimum Wage</b>	<b>2026 Minimum Cash Wage</b>	<b>2026 Min. Earnings for Exempt Status</b>
<i>Long Beach</i>			
Hotel Workers, Eff. 7/1/26	\$26.50	\$26.50	
Hotel Workers, Eff. 7/1/27	\$28.00	\$28.00	
Hotel Workers, Eff. 7/1/28	\$29.50	\$29.50	
<i>Los Altos</i>	\$18.70	\$18.70	
<i>City of Los Angeles</i>			
Hotel Workers, Eff. 7/1/26	\$25.00	\$25.00	
Hotel Workers, Eff. 7/1/27	\$27.50	\$27.50	
Hotel Workers, Eff. 7/1/28	\$30.00	\$30.00	
<i>Menlo Park</i>	\$17.55	\$17.55	
<i>Mountain View</i>	\$19.70	\$19.70	
<i>Novato</i>			
100+ employees	\$17.73	\$17.73	
26-99 employees	\$17.46	\$17.46	
1-25 employees	\$16.90	\$16.90	
<i>Oakland</i>	\$17.34	\$17.34	
Hotel workers with health benefits	\$18.85	\$18.85	
Hotel workers without health benefits	\$25.14	\$25.14	
<i>Palo Alto</i>	\$18.70	\$18.70	
<i>Petaluma</i>	\$18.31	\$18.31	
<i>Redwood*</i>	\$18.65	\$18.65	
<i>Richmond</i>	\$19.18	\$19.18	
If medical benefits exceed min. wage	\$17.68	\$17.68	
<i>San Carlos</i>	\$17.75	\$17.75	
<i>San Diego</i>	\$17.75	\$17.75	
Qualifying hotel, amusement park, and event center employees (Eff. 7/1/26)**	\$19.00	\$19.00	
<i>San Jose</i>	\$18.45	\$18.45	
<i>San Mateo</i>	\$18.60	\$18.60	
<i>San Mateo County</i>	\$17.95	\$17.95	
<i>Santa Clara</i>	\$18.70	\$18.70	
<i>Santa Rosa</i>	\$18.21	\$18.21	
<i>Sonoma</i>			
26+ employees	\$18.47	\$18.47	
1-25 employees	\$17.38	\$17.38	
<i>South San Francisco</i>	\$18.15	\$18.15	
<i>Sunnyvale</i>	\$19.50	\$19.50	
<i>West Hollywood (non-hotel employees)</i>	\$20.25	\$20.25	
*Rates may vary for qualifying fast food or healthcare workers			
** Rates scheduled to increase through 7/1/2030			

Jurisdiction <i>See counsel for coverage definitions and exceptions</i>	2026 Minimum Wage	2026 Minimum Cash Wage	2026 Min. Earnings for Exempt Status
Colorado <i>Boulder</i> <i>Boulder (Eff. 1/1/27)</i> <i>Boulder County</i> <i>Denver</i> <i>Edgewater County</i> <i>Edgewater County (Eff. 1/1/27)</i> <i>Edgewater County (Eff. 1/1/28)</i>	\$15.16* \$16.82 \$18.17 \$16.82 \$19.29 \$18.17 \$19.99 \$21.99	\$12.14* \$13.80 \$15.15 \$13.80 \$16.27 \$15.15 \$16.97 \$18.97	\$1,111.23/week or \$57,784/year  Highly Compensated Employee: \$130,014/yea  Highly Technical Computer Employees: \$34.85
Connecticut <i>Bartenders</i>	\$16.94	\$6.38 \$8.23	
D.C.	\$17.95	\$12.00	
Florida <i>Eff. 9/30/26</i>	\$14.00 \$15.00	\$10.98 \$11.98	
Hawaii <i>Eff. 1/1/28</i>	\$16.00 \$18.00	\$14.75 \$16.50	
Maine <i>Portland</i> <i>Portland (Eff. 1/1/27)</i> <i>Portland (Eff. 1/1/28)</i> <i>Rockland</i>	\$15.10 \$16.75 \$17.75 \$19.00 \$16.00	\$7.55 \$8.38 TBD TBD \$8.00	\$871.16 weekly or \$45,300.32 per year.
Maryland <i>Howard County (Small Employers)</i> <i>Howard County (Small Employers, eff. 7/1/26)</i>	\$15.00 \$15.50 \$16.00	\$3.63 \$3.63	
Michigan <i>Eff. 1/1/27</i>	\$13.73 \$15.00	\$5.49 TBD	
Minnesota <i>Minneapolis</i> <i>St. Paul</i> Macro and large employers Small employers (Eff. 7/1/26) Micro employers (Eff. 7/1/26)	\$11.41 \$16.37 \$16.37 \$16.37 \$14.25	\$11.41 \$16.37 \$16.37 \$16.37 \$14.25	
Missouri	\$15.00	\$7.50	
Montana	\$10.85	\$10.85	
Nebraska	\$15.00	\$2.13	
New Jersey <i>(Seyfarth Post)</i>	\$15.92	\$6.05	
New Mexico* <i>Las Cruces</i> <i>Santa Fe (Eff. 1/1/27)</i> <i>* Santa Fe County will adjust rates 3/1/26</i>	\$13.01 \$17.50	\$5.20 \$3.00	
New York <i>NYC, Long Island, and Westchester County</i> Tipped Service Workers Tipped Food Service Workers <i>Remainder of New York</i> Tipped Service Workers Tipped Food Service Workers <i>(Seyfarth Post)</i>	\$17.00  \$16.00	\$14.15 \$11.35  \$13.30 \$10.70	<i>NYC, Long Island, and Westchester:</i> \$1,275/week or \$66,300/year  <i>NY:</i> \$1,199.10/week or \$62,353.20/year

<b>Jurisdiction</b> <i>See counsel for coverage definitions and exceptions</i>	<b>2026 Minimum Wage</b>	<b>2026 Minimum Cash Wage</b>	<b>2026 Min. Earnings for Exempt Status</b>
Ohio* *Ohio's minimum wage applies to businesses with gross receipts of at least \$405,000/yr., otherwise the minimum wage is \$7.25/hr.	\$11.00	\$5.50	
Oklahoma* (Eff. 11/1/2025)  *June 2026 election may raise to \$10.50 in 2026 with additional preset increases	\$7.25	\$2.13	
Rhode Island Eff. 1/1/27	\$16.00 \$17.00	\$3.89	
South Dakota	\$11.85	\$5.925	
Vermont	\$14.42	\$7.21	
Virginia	\$12.77	\$2.13	
Washington <i>Bellingham</i> <i>Burien</i> <i>Everett</i> 500+ Employees 15-500 Employees 15-500 Employees (Eff. 7/1/26) <i>Unincorporated King County (see <a href="#">exceptions</a>)</i> <i>Renton (large employer)</i> <i>Renton (mid-sized employer)</i> <i>Renton (mid-sized employer, eff. 7/1/26)</i> <i>Sea Tac (hospitality and transp. workers)</i> <i>Seattle</i> <i>Tukwila</i>	\$17.13 \$19.13 TBD \$20.77 \$18.77 \$19.77 \$20.82 \$21.57 \$20.57 \$21.57 \$20.74 \$21.30 \$21.65	\$17.13 \$19.13 TBD \$20.77 \$18.77 \$19.77 \$20.82 \$21.57 \$20.57 \$21.57 \$20.74 \$21.30 \$21.65	\$1,541.70/week or \$80,168.40/year*  Computer: \$59.96/hour  *Note changes upcoming 1/1/27 and 1/1/28