

Employment Law Corner

Monthly Report



October 2025

October Updates

[AI in the Workplace: Legal Pitfalls Beyond Discrimination, Privacy, and Data Security](#)

[MA Pay Transparency Is Almost Here: Are You Ready?](#)

[If it quacks like a duck: Physical Agility Tests and the ADA](#)

[A Brave New World: AI and Your Workplace](#)

[A Few Questions To Ask Before A RIF](#)

New State Leave Laws

I can remember playing the video game Asteroids as a child. My little ship stuck in the middle of the field with asteroids hurtling towards me from every direction. I can remember the dread of impending doom, hoping that I could intercept the next rock before being blown to smithereens. Sometimes I wonder if HR professionals experience a similar dread when faced with the ever changing leave law landscape. The constant bombardment of new and changing laws can leave one feeling lost in space. Fear not fellow travelers for we offer a port in the legal storm - the *Employment Law Corner*.

Paid Family and Medical Leave (PFML)

As has been the case in recent years, we have seen an expansion of paid family and medical leave in numerous states in 2025. **California** (big surprise) eliminated an employers' ability to require employees to use up to two weeks of company-provided vacation before accessing PFML. **Delaware** began taking contributions from wages to fund its PFML, and employees will be allowed to take PFML starting January 1, 2026. **Illinois** made "family responsibilities" a protected classification, meaning it is now unlawful to refuse to hire, deny a promotion, or discharge an employee based on the employee's "actual or perceived" responsibility to provide "personal care" to a family member. **Maine** employers with fifteen (15) or more employees must contribute one (1%) percent of wages to the state's PFML, while employers with fewer than fifteen (15) employees are required to contribute one half (0.5%) percent of wages. Maine employees will be allowed to access the state's PFML fund on May 1, 2026. **Minnesota** –on June 16, 2025, the Minnesota Department of Employment and Economic Development

published its final paid leave rules to clarify its program that begins on January 1, 2026 - ([Final Rules.docx](#)). Effective July 2, 2025, **New York** requires all employers to provide twenty (20) hours of paid prenatal leave for pregnancy-related healthcare services. **Rhode Island** increased its Temporary Caregiver Insurance benefits from six (6) weeks to seven (7) weeks in a benefit year.

Paid Sick Leave

Not to be left out, sick leave laws continue their evolution in 2025. **Alaska** – Starting July 1, 2025, employers with fifteen (15) or more employees must allow employees to accrue up to fifty-six (56) hours of sick time per year, while employers with fewer than fifteen (15) employees must allow accrual of up to forty (40) hours per year. The minimum accrual rate is one (1) hour of sick leave for every thirty (30) hours worked. **Connecticut** – now allows frontloading of sick leave in lieu of accrual. In 2025, the state's sick leave law applies to employers with twenty-five (25) or more employees working in the state of Connecticut, but this scope will expand to eleven (11) or more employees in 2026 and one (1) or more employees 2027 – see [paid-sick-leave-qa-10-18-24.pdf](#). Nebraska – starting October 1, 2025, employers with twenty (20) or more employees must allow employees to accrue up to fifty-six (56) hours of sick time per year, while employers with fewer than twenty (20) employees must allow accrual of up to forty (40) hours per year. The minimum accrual rate is one (1) hour of sick leave for every thirty (30) hours worked. **Washington** state has expanded the definition of those persons included in the term “family” for caregiver purposes. Now any person who regularly resides in the employee's home or whose relationship creates an expectation of care constitute “family”.

Our new normal - ever changing and expanding leave laws. As such, it is critical to have policies in place that comply with the current patchwork of sick leave, Paid Family Medical Leave, Parental leave, and vacation leave requirements throughout the country. If you feel trapped in a leave law asteroid field, [we can help!](#) We offer a variety of audits, including [Diagnostic Compliance Audit](#), to ensure that your organization is complying with applicable employment laws, mitigate risk, and protect your organization from the financial and reputational costs of inequitable pay practices.

Do you have questions? [Contact us.](#)

We can help! Our **Employment Counsel On-Call Triage Service** is a perfect resource for employers of all sizes looking to receive guidance on employment law and HR-related questions. We work with clients day in, day out to help them navigate complex legal issues and implement best practices. We receive unique questions every day through the **On-Call Service** and are ready to tackle any issue where you need help!

Who We Are:

- We represent employers exclusively from coast to coast in all facets of employment law and litigation. Our mission is solving problems and anticipating issues so you can concentrate on your business.
- We are constantly searching for the trends and upcoming issues in the law that will impact our clients. We want our clients to be informed and ready. Our familiarity with the workplace and our approach sets us apart from other law firms, making us well equipped to handle your unique needs.
- We are not like other firms: Anyone can tell you what the law states and its limits. That is easy. We find creative solutions within those restrictions that move your business forward. We seek to minimize your risk so you can get back to business. Learn how we can help your business: **Foley & Foley PC attorneys specialize in Employment and Labor Law in the Public and Private Sectors (foleylawpractice.com).**

Meet Timothy Kenneally

Attorney Tim Kenneally has practiced law with Foley & Foley PC since 2008 and has been a litigator his entire career. Attorney Kenneally's practice involves the representation of clients in matters involving employment and labor law, data security/personal information protection, insurance, contracts and litigation.

For more info, check out his full bio [here!](#)



Contact Us



www.foleylawpractice.com

info@foleylawpractice.com

(844) 204-0505