



Key Changes to U.S. Compliance Regulations

Q2 2026 Edition

- ✓ **Minimum Wage Updates**
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- ✓ **Fair Workweek**

U.S. Compliance Watch

Q2 2026

This bulletin is for informational purposes only and is not meant to provide legal advice. Recipients should consult with counsel before taking any actions based on the information contained within this material.

Welcome to the latest edition of Compliance Watch—Legion’s quarterly bulletin highlighting key compliance updates. This issue includes information and resource links to help you monitor new employment laws and simplify managing and maintaining compliance. This edition focuses on recent and planned updates for the United States.

Minimum Wage Updates

Minimum wage adjustments typically occur in January, March, July, and December. Here is the list of large cities and states with upcoming minimum wage increases. Not all cities may be listed, and small municipalities may also have minimum wage changes.

Alaska

Increasing from \$13 to \$14 on July 1, 2026

Oregon

Portland Metro, standard counties, and non-urban areas will increase to account for inflation on July 1, 2026

Washington, DC

Increasing from \$17.95 to \$18.40 on July 1, 2026

Berkeley, CA

Increasing from \$19.18 to account for inflation on July 1, 2026

Chicago, IL

Increasing from \$16.60 to account for inflation on July 1, 2026

Everett, WA

Increasing from \$18.77 to \$19.77 on July 1, 2026

Renton, WA

Increasing from \$19.90 to \$21.57 on July 1, 2026

How Can Legion Help?

Legion Workforce Management (WFM) allows employers to set minimum wages at the city and state levels. Legion WFM uses that wage to help managers comply with local laws by only giving employees shift offers for locations where their pay rate is greater than the minimum wage. Additionally, when managers manually add shifts across locations, Legion WFM automatically flags shifts when there may be a pay rate violation based on the minimum wage.

Employee Leave Law Updates

New York City, New York

In New York City, effective February 22, 2026, the qualifying reasons for taking leave have expanded to include caring for a minor child or care recipient, attending legal proceedings related to subsistence benefits or housing, and responding to a public disaster or workplace violence. Additionally, all employers must grant an additional 32 hours of unpaid safe and sick time, available for use immediately upon hire and again on the first day of each calendar year, as well as provide a separate bank of 20 hours of paid prenatal leave annually. Employees will accrue 1 hour of safe and sick leave for every 30 hours worked, and subject to a cap of 40 hours for employers with 99 or fewer employees and 56 hours for employers with 100 or more employees. There is no longer a minimum qualifying work requirement before employees are eligible for safe and sick leave.

How Can Legion Help?

With the Legion Time-Off Management module, employers can effortlessly configure accrual distribution methods and quantities directly in the Legion WFM Control Center. This means you have complete control over how time off is earned and allocated within your organization. The accrual rules are highly flexible and can be configured at the employee group level for specific time-off types, allowing policies to be tailored to the unique needs of the workforce. Employers can also define which pay types contribute to accrual totals, ensuring alignment between time-off policies and payroll processes for greater accuracy and efficiency.

Employees benefit from a seamless, user-friendly approach through the mobile app or web console, where they can easily access their accrual balance and history, submit time-off requests, and track the status of those requests directly from their profile. This self-service capability puts employees in the driver's seat, enhancing transparency and streamlining the time off request process.

Legion's Time-Off Management module provides a powerful tool for managers to assess and manage employee time-off requests. Managers can review requests and make informed decisions based on their location's staffing needs. This ensures that your organization remains agile and responsive to workforce demand while maintaining operational efficiency.

Fair Workweek

Chicago, IL

The Chicago Office of Labor Standards has proposed changes to the Fair Workweek Ordinance. The public comment period closed April 3, 2026, a final effective date is still pending.

Proposed changes include:

- Replacing "calendar week" with "week" (defined as seven consecutive 24-hour periods, aligned with the FLSA definition). This may sound minor, but it affects how employers calculate scheduling notice windows and change premiums.
- Requiring work schedules to include date and time stamps.
- Updating good faith estimates to include on-call shifts and require dates.
- Allowing new or returning employees to receive schedules with less than 14 days' notice (within the current schedule period).
- Allowing employees' written consent to waive their right to rest periods (may apply to a specific situation or on an ongoing basis). However, the covered employee retains the right to revoke that consent at any time.
- Clarifying that predictability pay does not count as an additional hour of work and has no effect on the accrual of paid leave or paid sick leave.

How Can Legion Help?

Legion WFM provides comprehensive coverage for predictive scheduling compliance across city- and state-specific laws.

Use Legion WFM to record communication and acknowledgment of good-faith schedule estimates. Managers can quickly create and post schedules in advance with one-click schedule creation. When schedule changes are needed, managers can record schedule change reasons, and employees can provide consent and attest whether the change is manager-initiated. Schedule changes and clopening premiums are automatically assessed based on applicable compliance rules, and all schedule changes and history are recorded and available for export.

Legion WFM also simplifies tracking Fair Workweek schedule changes directly within the app through integrated scheduling and timekeeping modules, enabling automatic detection of when schedule change premiums are required. Additionally, it allows employees to attest to these changes and report the correct premium amount to be paid to the employee.

Managers can communicate with employees via the newsfeed or chat when consistent hours are available to existing employees. Managers can also create smart template shifts without assigning employees to ensure the hours are reflected in the weekly schedule.

Resources

[Alaska Minimum Wage](#)

[Oregon Minimum Wage](#)

[Washington DC Minimum Wage](#)

[Berkeley, CA Minimum Wage](#)

[Chicago, IL Minimum Wage](#)

[Everett, WA Minimum Wage](#)

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[New York City Leave](#)

[Chicago Fair Workweek](#)