



Law & Policy Group

# Global Legislative Update

By Stephanie Rosseau and Fiona Webster  
June 2024



# In this document

Mercer's *Global Legislative Update* covers legal developments affecting retirement, health, executive rewards, talent, diversity and inclusion, and other HR programs that affect local and/or expatriate employees. Links to developments with upcoming effective dates covered in past updates are also included to remind employers of impending deadlines. These icons indicate whether employer action is required.



Employer action required



Potential implications for employers



Developments to monitor

Please note: Mercer is not a law firm and therefore cannot provide legal advice. Please consult legal counsel before taking any actions based on the commentary and recommendations in this report.

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# Section 1

## Highlights

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| <b>Reproductive rights</b>     | <a href="#">Global employer resources post <i>Dobbs</i> ruling</a>   |
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| Americas                       |  |
| <b>Argentina</b>               | <a href="#">Thresholds for calculating social security contributions increased</a><br><a href="#">Employers' contribution to occupational disease fund increased</a><br><a href="#">Minimum wage increased</a>   |
| <b>Brazil</b>                  | <a href="#">Ruling temporarily suspends payroll tax reinstatement, gradual reintroduction planned</a>  |
| <b>Canada</b>                  | <a href="#">Minimum wage increased in British Columbia</a><br><a href="#">Some workplace protections to take effect June 21 in Ontario</a>   |
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| <b>United States</b>           | <a href="#">Final rule to implement the Pregnant Workers Fairness Act to take effect June 18</a><br><a href="#">Input sought for SECURE 2.0 lost-and-found database</a><br><a href="#">Employer resources on DOL's final independent contractor rule</a><br><a href="#">User's guide to SECURE 2.0</a><br><a href="#">Transportation plans offer valued benefits, but pose compliance issues</a><br><a href="#">Employer resources on noncompete restrictions</a><br><a href="#">Employer Diversity, Equity and Inclusion (DEI) resources after SCOTUS' ruling on affirmative action</a><br><a href="#">Resources for tracking state and local retirement initiatives</a><br><a href="#">Employer resources on states' recent equal pay laws</a><br><a href="#">Employer resources on states' recreational marijuana laws</a><br><a href="#">Employer resources on minimum wage increases</a><br><a href="#">Employer resources on hairstyle nondiscrimination laws</a><br><a href="#">Employer resources on DOL's expansion of overtime protections</a><br><a href="#">Dietician compact created in Alabama</a> |

## Americas (continued)

### United States

[Law provides temporary tax credit for employers that make payments to employees' child care facilities in Alabama](#)

[Minimum hourly wage increase for healthcare workers in California delayed to July 1](#)

[Artificial intelligence law enacted; will significantly affect employers in Colorado](#)

[Minor changes to paid family medical and family violence leave laws enacted in Connecticut](#)

[Paid sick and safe leave law expanded in Connecticut](#)

[Final rules issued on Paid Leave for All Workers Act in Illinois](#)

[New unpaid child bereavement leave law enacted in Illinois](#)

[Final rules on Paid Leave and Paid Sick and Safe Leave Ordinance issued in Chicago, Illinois](#)

[Employers required to disclose certain wage and benefits information in job postings in Maryland](#)

[State exchange under the Affordable Care Act to be established in Mississippi](#)

[Paid leave laws modified; telehealth enhanced in Minnesota](#)

[Two-tiered minimum wage system mostly eliminated; employer record-keeping requirements increased in Minnesota](#)

[Salary range and benefit disclosures required in job postings in Minnesota](#)

[Gender-affirming care coverage mandate adopted in Minnesota](#)

[Paid lactation breaks soon to be required in New York](#)

[Employment agreements that shorten time period for bias claims shortened in New York City](#)

[Fertility coverage to be required in certain circumstances in Oklahoma](#)

[Pharmacy benefit manager laws enacted in Oklahoma](#)

[Paid family leave insurance law enacted in South Carolina](#)

[Telehealth law enacted in South Carolina](#)

[Telehealth access expanded in Tennessee](#)

[Telehealth laws enacted in Vermont](#)

[Prior authorization law enacted in Vermont](#)

[Public option study launched in Vermont](#)

[Child-bonding rules under paid family and medical leave law clarified in Washington](#)

[Rate increased for the Washington Partnership Access Lines in Washington](#)

[Law defines disclosure requirements for healthcare providers under paid family or medical leave law in Washington](#)

[Noncompete restrictions expanded in Washington](#)

[Health expenditure rates for hotel employees published in Seattle, Washington](#)

[Pay range disclosure required in job ads, salary history inquiries banned in Washington, DC](#)

### Asia Pacific

#### Australia

[Paid parental leave superannuation contribution details included in federal budget](#)

[Regulator calls on pension funds to consider their arrangements for dealing with death benefit claims](#)

[Second-stage consultation on anti-money laundering, counter-terrorism financing issued](#)

|  |   |
|--|---|
| <b>Asia Pacific (continued)</b>              |   |
| <b>Hong Kong</b>                             | <a href="#">Statutory minimum wage to be reviewed annually</a>  |
| <b>South Korea</b>                           | <a href="#">Measure creates new filing obligation for stock-based compensation</a>  |
| <b>Europe, Middle East and Africa (EMEA)</b> |   |
| <b>European Union</b>                        | <a href="#">Final Artificial Intelligence Act will impact HR policies</a><br><a href="#">Consultation on workers' right to disconnect</a>   |
| <b>Greece</b>                                | <a href="#">Working old-age pensioners must register on e-EFKA platform</a><br><a href="#">Digital work card system to include manufacturing and retail sectors</a><br><a href="#">Expanded entitlement to parents' pension benefits for eligible orphans</a><br><a href="#">Minimum wage multiplier for certain job grades reduced</a> |
| <b>Kenya</b>                                 | <a href="#">Minimum wage hike announced</a>   |
| <b>Latvia</b>                                | <a href="#">Guidance on mandatory state social insurance contribution updated</a>   |
| <b>Norway</b>                                | <a href="#">Paid parental leave in exchange for reduced benefit expanded</a>  |
| <b>South Africa</b>                          | <a href="#">Parents could be eligible to share four months of parental leave</a>  |

## Section 2

# Global

### Artificial Intelligence

**Status**  **Ongoing initiatives**

**Development** **Career**  
**Roundup: Global employer resources on artificial intelligence**  
 Artificial Intelligence (AI) has become more of a permanent feature of the workplace for many employees and employers around the world and poses numerous challenges and considerations as it reshapes work. To help employers consider the issues associated with AI, the roundup cited below provides links to general information about ongoing legislative and governance initiatives and trends. Sources include Marsh McLennan, organizations, government websites, third-party analysis, news articles and viewpoints.

**Resources** [Roundup](#), regularly updated

### Reproductive rights

**Status**  **Ongoing initiatives**

**Development** **Health**  
**Roundup: Global employer resources on reproductive rights post *Dobbs* ruling**  
 In June 2022, the US Supreme Court's *Dobbs v. Jackson Women's Health Organization* decision overturned *Roe v. Wade*, finding no federal constitutional right to abortion and allowing states to regulate and ban abortions at all stages of pregnancy. To provide multinational employers some information on countries' positions on reproductive rights and the varying employee health benefit plan issues involved, the roundup cited below provides links to organizations, government websites, third-party analysis, news articles and viewpoints.

**Resources** [Roundup](#), regularly updated

### Minimum wage rates

**Status**  **Ongoing initiatives**

**Development** **Career**  
**Roundup: Global employer resources on minimum wage increases**  
 To help multinational employers address the different minimum wage rates around the world, the roundup cited below provides links to resources from organizations, government websites, third-party resources, and news articles.

**Resources** [Roundup](#), regularly updated

## Remote working

|                    |  |
|--------------------|--|
| <b>Status</b>      |  <b>Ongoing initiatives</b>   |
| <b>Development</b> | <b>Career — Health — Wealth</b><br><b>Roundup: Countries address remote-working issues</b><br>Remote working has become a more of permanent feature for many employees and employers after various countries introduced COVID-19 measures. Remote working poses challenges and considerations for employers devising or adjusting policies. Issues to consider include the definition of remote work, eligibility criteria, hybrid working arrangements, employee engagement and performance, cybersecurity, health and safety, the right to disconnect, the impact of employees relocating to a different country or state, and the post-pandemic return to the workplace. Several jurisdictions have introduced remote-working legislation that clarifies post-pandemic employer and employee requirements, and others are expected to follow suit. To help employers consider the issues associated with remote working, the roundup cited below provides links to resources from Marsh McLennan, organizations, government websites, third-party analysis, news articles and viewpoints. |
| <b>Resources</b>   | <a href="#">Roundup</a> , regularly updated  |

## Section 3

# Americas

|                        |  |
|------------------------|--|
| <b>Argentina (new)</b> |  |
| <b>Status</b>          |  <b>Currently effective</b>   |
| <b>Development</b>     | <b>Health — Wealth</b><br><b>Thresholds for calculating social security contributions increased</b><br>Revised salary thresholds for calculating social security contributions in Argentina will take effect for salaries earned on or after June 1, 2024. The minimum threshold will be AR\$206,931, and the maximum will be AR\$1,392,450. The minimum and maximum salary thresholds for tax calculations will be AR\$69,694 and AR\$2,265,033 respectively. |
| <b>Resources</b>       | <a href="#">Resolution 188/2024</a> (Spanish) (President's Office, May 20, 2024)   |
| <b>Argentina (new)</b> |  |
| <b>Status</b>          |  <b>Currently effective</b>   |
| <b>Development</b>     | <b>Career — Health</b><br><b>Employers' contribution to occupational disease fund increased</b><br>From May 1, 2024, the employers' fixed sum contributions to the occupational disease fund (FFEP) for each employee increased to AR\$615, up from AR\$552.   |
| <b>Resources</b>       | <a href="#">Disposition 4/2024</a> (Spanish) (Government, April 18, 2024)  |
| <b>Argentina (new)</b> |  |
| <b>Status</b>          |  <b>Currently effective</b>   |
| <b>Development</b>     | <b>Career</b><br><b>Minimum wage increased</b><br>The monthly minimum wage increased on May 1, 2024, to AR\$234,315. The previous increase — to AR\$221,052 — took effect in April.  |
| <b>Resources</b>       | <a href="#">Resolution 9/2024</a> (Spanish) (Legislature, May 2, 2024)   |

**Brazil (new)**

**Status**  **Currently effective**

**Development** **Career**  
**Ruling temporarily suspends payroll tax reinstatement, gradual reintroduction planned**  
 Brazil’s Supreme Court temporarily suspended the reinstatement of the payroll tax for employers in 17 labor-intensive industry sectors on May 17, 2024. These sectors recently agreed with the government that the exemption will be preserved for 2024, but it will be gradually reintroduced from 2025 — with the 15% full rate applying from 2027. The current suspension will last for 60 days, and during this period parliament must approve legislation to reintroduce the payroll tax.  
 As background, the payroll tax exemption was first introduced in 2011 and has been extended many times. In 2023, the president vetoed a further exemption for employers because of its impact on annual revenues, which was rejected by parliament. The government then challenged parliament’s decision in April 2024, and restored the tax, which led to the Supreme Court’s ruling and subsequent agreement between employers and the government.

**Resources** [Press release \(Portuguese\)](#) (Supreme Court, April 25, 2024)

**Canada — British Columbia (new)**

**Status**  **Currently effective**

**Development** **Career**  
**Minimum wage increased**  
 On June 1, 2024, the general minimum wage increased to C\$17.40/hour — up from C\$16.75. In February 2024, the government amended the Employment Standards Act so that future increases to the minimum rates will happen automatically, based on the previous year’s average inflation rate for British Columbia.

**Resources** [Minimum wage increases to \\$17.40 an hour on June 1](#) (Government, Feb. 26, 2024)

**Canada — Ontario (previously covered, soon to be effective)**

|                    |  |
|--------------------|--|
| <b>Status</b>      |  <b>Effective June 21, 2024</b>   |
| <b>Development</b> | <p><b>Career</b></p> <p><b>Some workplace protections to take effect June 21</b></p> <p>Some provisions from the Working for Workers Four Act, 2024 that received Royal Assent in March 2024 will become effective on June 21, 2024. Highlights include:</p> <ul style="list-style-type: none"> <li>• Measures impacting the hospitality sector, such as the payment of tips and gratuities.</li> <li>• Employees will have to provide written consent to any variation to how their vacation pay is paid.</li> <li>• If payment is made by direct deposit, in addition to being in the employee’s name and being accessible only to the employee or a person authorized by the employee, the account must be one selected by the employee.</li> </ul> |
| <b>Resources</b>   | <a href="#">Working for Workers Four Act, 2024</a> (Government, March 21, 2024) and <a href="#">Ontario Passes Fourth Working for Workers Act</a> (Government, March 21, 2024)   |

**Canada (previously covered, with upcoming effective date)**

|                    |   |
|--------------------|---|
| <b>Development</b> | <p><b>Career — Health</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Law enhances protection against workplace psychological harassment and sexual violence in Quebec</a> — key date: Sept. 27, 2024</li> <li>• <a href="#">Paid sick leave expanded in Prince Edward Island</a> — key date: Oct. 1, 2024</li> </ul> <p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Employers face required disclosures regarding pay in Ontario</a> — key date: Effective upon proclamation</li> <li>• <a href="#">Minimum wage to increase in Ontario</a> — key date: Oct. 1, 2024</li> </ul> <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Pension super priority federal legislation enacted</a> — key date: April 27, 2027</li> </ul> |
|--------------------|---|

**Chile (new)**

|                    |   |
|--------------------|---|
| <b>Status</b>      |  <b>Currently effective</b>  |
| <b>Development</b> | <p><b>Health</b></p> <p><b>Short law for private health insurance effective</b></p> <p>Changes to Chile’s Short Law for Private Health Insurance (Isapres) took effect on May 13, 2024, and aim to improve equity and transparency in the private healthcare system. The measures respond to an earlier court ruling; introduce a 13-year repayment period for debts; establish an Advisory Council; apply sanctions for profit withdrawal and premium adjustments; and establish a Complementary Coverage Modality (MCC) by Fonasa (the financial entity entrusted to collect, manage and distribute state funds for health). The Health Cost Index (ICSA) is extended until 2027.</p> |
| <b>Resources</b>   | <a href="#">Press release</a> (Spanish) (Legislature, May 13, 2024)   |

**Peru (previously covered, with upcoming effective date)**

|                    |   |
|--------------------|---|
| <b>Development</b> | <p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">New national holiday honors air force heroes</a> — key date: July 23, 2024</li> </ul> |
|--------------------|---|

**US (previously covered, soon to be effective)****Status****Effective June 18, 2024****Development****Career — Health****Final rule to implement the Pregnant Workers Fairness Act issued**

The Equal Employment Opportunity Commission (EEOC) issued the final rule to implement the Pregnant Workers Fairness Act (PWFA) on April 15, 2024. The proposed rule was issued in August 2023.

The PWFA is bipartisan legislation that was signed into law by President Biden on Dec. 29, 2022. It requires employers to provide “reasonable accommodations” for workers with limitations relating to “pregnancy, childbirth or related medical conditions” unless the accommodation would result in an undue hardship for the employer. The rules only apply to employers with at least 15 employees. The EEOC enforces the PWFA and began accepting charges on June 27, 2023, the day the law became effective. Highlights of the regulations include:

- Numerous examples of reasonable accommodations are provided — such as additional breaks to drink water, eat, or use the restroom; a stool to sit on while working; time off for healthcare appointments; temporary reassignment; temporary suspension of certain job duties; telework; or time off to recover from childbirth or a miscarriage, among others. The EEOC seeks input on whether there should be more examples and for what additional different situations. Also, the EEOC asks for information and comment on particular issues, including existing data quantifying the proportion of pregnant workers who need workplace accommodations and on the average cost of pregnancy-related accommodations.
- Guidance regarding limitations and medical conditions for which employees or applicants may seek reasonable accommodation, including termination of pregnancy (via miscarriage, stillbirth, or abortion); migraines; lactation; and pregnancy-related conditions that are episodic, such as morning sickness. EEOC says this guidance is based on Congress’s PWFA statutory language, the EEOC’s longstanding definition of “pregnancy, childbirth, and related medical conditions” from Title VII of the Civil Rights Act of 1964, and court decisions interpreting the term “pregnancy, childbirth, or related medical conditions from Title VII. The physical or mental condition can be a PWFA limitation whether or not it meets the definition of “disability” under the American with Disabilities Act.
- Guidance encouraging early and frequent communication between employers and workers to raise and resolve requests for reasonable accommodation in a timely manner.
- Clarification that an employer is not required to seek supporting documentation when an employee asks for a reasonable accommodation and should only do so when it is reasonable under the circumstances.
- Explanation of when an accommodation would impose an undue hardship on an employer and its business.
- Information on how employers may assert defenses or exemptions, including those based on religion, as early as possible in charge processing.
- Explanation of how the EEOC proposes to interpret the PWFA and certain terms in the law, such as “temporary,” “essential functions,” and “communicated to the employer.”

**Resources**

[EEOC issues final regulation on Pregnant Workers Fairness Act \(EEOC, April 15, 2024\)](#)

## US

**Status**  **Comments due June 17, 2024.**

### Development

#### Wealth

##### **Input sought for SECURE 2.0 lost-and-found database**

In a new proposed information collection request (ICR), the Department of Labor (DOL) specifies the information regulators seek to collect from retirement plan administrators to establish the Retirement Savings Lost and Found database required by the SECURE 2.0 Act of 2022 (Div. T. of Pub. L. No. 117-328). Terminated participants will be able to use this online database to locate their lost retirement benefits. DOL hopes plan administrators will voluntarily provide extensive historical information — much of which goes beyond what the act requires — to help the agency meet its Dec. 29 deadline for setting up the database. If the ICR is approved substantively intact, sponsors will need to carefully consider whether to provide the requested data, including discussing with legal counsel any potential risks under applicable privacy laws.

### Resources

[margaret.berger@mercero.com](mailto:margaret.berger@mercero.com) and [matthew.calloway@mercero.com](mailto:matthew.calloway@mercero.com)  
[GRIST](#), April 30, 2024

## US

**Status**  **Currently effective**

**Development****Career — Health****Roundup: Employer resources on DOL’s final independent contractor rule**

On Jan. 9, 2024, the DOL announced a final rule that revises how to determine if an individual is an independent contractor or an employee entitled to minimum wage, overtime and other protections under the federal Fair Labor Standards Act. The controversial rule took effect on March 11, 2024.

To provide employers with some information about the rule and the varying aspects and issues to consider, this roundup provides links to government information, third-party analyses, news articles and viewpoints. The aggregated content in each section is organized in reverse chronological order and is by no means comprehensive. The content also does not necessarily reflect Mercer’s or the authors’ point of view on the subject.

**Resources**

[Roundup: Employer resources on DOL’s final independent contractor rule](#) (Mercer, regularly updated)

## US

**Status**  **Effective dates vary.**

**Development****Wealth****User’s guide to SECURE 2.0**

A dizzying array of legislation affecting DC and defined benefit (DB) plans became law on Dec. 29, 2022, as part of a fiscal 2023 government spending package. Capping several years of congressional efforts, the SECURE 2.0 Act of 2022 (Div. T of Pub. L. No. 117-328) is intended to build on changes made by the Setting Every Community Up for Retirement Enhancement (SECURE) Act of 2019 (Div. O of Pub. L. No. 116-94).

Navigating SECURE 2.0 is a formidable challenge. The statute consists of 120 pages of text and 90 individual sections — with no table of contents. To help employers and plan sponsors understand the legislation’s implications, this guide provides a high-level summary of SECURE 2.0 provisions grouped topically, including separate treatment of provisions specific to DC and DB plans.

The six tables in this guide describe statutory changes and their effective dates, identify whether the changes are mandatory or optional for employers, and provide initial observations, including implementation challenges for which agency guidance would be helpful. The act also includes several apparent drafting errors for which Congress intends to introduce technical corrections legislation. Those errors are noted in the relevant sections of the guide.

This guide doesn’t address SECURE 2.0’s employee stock ownership plan (ESOP) provisions and a handful of other nonbenefit-related provisions. When referring to the original SECURE Act, this guide uses the term “SECURE 1.0” to avoid any confusion between the laws.

This guide will be updated periodically to reflect additional information and guidance.

**Resources**

[margaret.berger@mercer.com](mailto:margaret.berger@mercer.com); [matthew.calloway@mercer.com](mailto:matthew.calloway@mercer.com) and [brian.kearney@mercer.com](mailto:brian.kearney@mercer.com)  
[User’s guide to SECURE 2.0](#) (periodically updated)

## US

## Status



Effective dates vary.

## Development

**Career — Health****Transportation plans offer valued benefits, but pose compliance issues**

Since 1998, employees have been able to pay for qualified transportation fringe benefits through pretax salary reductions under Internal Revenue Code (IRC) § 132(f), and these benefits have become quite popular. (Employers could provide this benefit on a tax-advantaged basis as early as 1992.) The tax exemption extends to commuting expenses for transit passes, qualified parking, van pools, and in certain years, bicycles.

While these benefits are not subject to cafeteria plan or ERISA rules, compliance difficulties exist, and a 2018 tax law that will expire at the end of 2025 added complexities. The federal monthly limits are adjusted every year, most recently for 2024. Some state and local jurisdictions have imposed employer mandates — including one that applies to Chicago-area employers starting in 2024 — leveraging the tax advantage of commuter benefits; other jurisdictions provide tax-related incentives.

## Resources

[rich.glass@mercer.com](mailto:rich.glass@mercer.com) and [cheryl.hughes@mercer.com](mailto:cheryl.hughes@mercer.com)  
[GRIST](#), regularly updated

## US

## Status



Effective dates vary.

## Development

**Career****Roundup: Employer resources on noncompete restrictions**

Noncompete agreements prevent former employees from working for a competing employer or starting a competing business for a certain time period after their employment ends. At the federal level, President Biden, the FTC, the NLRB and Congress have recently attempted to ban or limit the use of noncompete agreements. At the state level, four states — California, Minnesota, North Dakota and Oklahoma — have generally banned noncompete agreements, and New York is poised to do so if the governor signs approved legislation. Numerous other states have enacted restrictions, such as only allowing noncompete agreements for employees above a certain salary threshold. This roundup focuses on recent federal and state actions to restrict noncompete provisions and provides links to federal and state resources from organizations, government websites, third-party resources and news articles.

## Resources

[Roundup](#), regularly updated

| US          |  |
|-------------|--|
| Status      |  <b>Currently effective</b>   |
| Development | <p><b>Career</b></p> <p><b>Roundup: Employer DEI resources after SCOTUS’ ruling on affirmative action</b></p> <p>On June 29, 2023, the US Supreme Court, in <i>Students for Fair Admissions, Inc. v. President and Fellows of Harvard College</i>, ruled colleges’ use of race as a factor in student admissions is unconstitutional under the Fourteenth Amendment’s Equal Protection Clause.</p> <p>Since the decision, there have been various viewpoints on the effect of this ruling on companies’ DEI programs. For example, the EEOC announced that the decision “does not address employer efforts to foster diverse and inclusive workforces or to engage the talents of all qualified workers, regardless of their background.” The EEOC said “[i]t remains lawful for employers to implement diversity, equity, inclusion, and accessibility programs that seek to ensure workers of all backgrounds are afforded equal opportunity in the workplace.” In July, state attorneys general wrote to Fortune 100 CEOs about the decision and took different positions based on political affiliation.</p> <p>To provide employers with some information about the decision and the varying aspects and issues to consider with respect to employers’ DEI programs, this roundup provides links to government information, third-party analyses, news articles and viewpoints. The aggregated content in each section is organized in reverse chronological order and is by no means comprehensive. The content also does not necessarily reflect Mercer’s or the authors’ point of view on the subject.</p> |
| Resources   | <a href="#">Roundup</a> , regularly updated  |
| US — States |  |
| Status      |  <b>Effective dates vary.</b>   |
| Development | <p><b>Wealth</b></p> <p><b>Resources for tracking state and local retirement initiatives</b></p> <p>This article summarizes state and local retirement initiatives for private-sector workers and rounds up relevant Mercer and third-party resources. This listing is updated periodically and may not always reflect the latest development in every locality.</p>   |
| Resources   | <a href="mailto:margaret.berger@mercer.com">margaret.berger@mercer.com</a> and <a href="mailto:brian.kearney@mercer.com">brian.kearney@mercer.com</a><br><a href="#">GRIST</a> , regularly updated   |

**US — States****Status****Effective dates vary.****Development****Career****Roundup: Employer resources on states' recent equal pay laws**

The federal Equal Pay Act of 1963 requires that men and women in the same workplace receive equal pay for equal work. In recent years, many states have taken further efforts to address equal pay, such as enacting laws that prohibit employers from asking job applicants about salary history, requiring disclosure of salary ranges and pay data, protecting employees who disclose their pay, expanding equal pay protections for characteristics other than sex, and broadening comparisons of work and pay. In 2023, New Jersey and Illinois expanded equal pay protections to temporary workers. Stronger federal legislation — the Paycheck Fairness Act — was first introduced in 1997 but has failed to pass after numerous attempts — most recently in June 2021. On March 15, 2022, the Biden administration also announced commitments to advance pay equity.

This roundup primarily focuses on recent state legislative initiatives pertaining to salary history bans and salary range disclosure requirements that affect private sector employers, and provides links to state resources from organizations, government websites, third-party resources and news articles. Certain cities have also acted, but they are generally beyond the scope of this roundup.

**Resources**[Roundup](#), regularly updated**US — States****Status****Effective dates vary.****Development****Career****Roundup: Employer resources on states' recreational marijuana laws**

Twenty-four states, plus Guam and Washington, DC, have legalized the possession and personal use of marijuana for recreational purposes. To provide employers with some information on states' actions and the varying employment considerations involved, this roundup provides links to organizations, government websites, third-party analysis, news articles and viewpoints on marijuana usage for recreational purposes. Thirty-eight states, Guam, Puerto Rico, the US Virgin Islands and Washington, DC, have legalized marijuana use for medical purposes, but this roundup focuses on legal recreational marijuana use and its implications for employers. The aggregated content in each section is organized in reverse chronological order and is by no means comprehensive. It also does not necessarily reflect Mercer's or the authors' point of view on the subject.

**Resources**[Roundup](#), regularly updated

**US — States**

|                    |  |
|--------------------|--|
| <b>Status</b>      |  <b>Effective dates vary.</b>   |
| <b>Development</b> | <p><b>Career</b></p> <p><b>Roundup: Employer resources on minimum wage increases</b></p> <p>On Jan. 1, 2024, the minimum wage rate for federal contracts increased to \$17.20/hour — up from \$16.20/hour in 2023. This minimum wage rate applies to nontipped and tipped employees alike, as this executive order eliminated the lower cash wage that contractors may pay tipped employees. Several states have also acted to gradually increase the minimum wage to at least \$15/hour for most employees. To help employers prepare and address related issues, this roundup provides links to federal and state resources from organizations, government websites, third-party analysis, news articles and viewpoints.</p> |
| <b>Resources</b>   | <a href="#">Roundup</a> , regularly updated  |

**US — States**

|                    |  |
|--------------------|--|
| <b>Status</b>      |  <b>Effective dates vary.</b>   |
| <b>Development</b> | <p><b>Career</b></p> <p><b>Roundup: Employer resources on hairstyle nondiscrimination laws</b></p> <p>The Creating a Respectful and Open World for Natural Hair (CROWN) Act movement in the United States aims to prohibit discrimination based on natural hair texture or hairstyles normally associated with race, such as braids, locks, twists, curls, cornrows, Afros, head wraps or bantu knots. The official campaign of the CROWN Act is led by the CROWN Coalition. Federal legislation, supported by the Biden administration, passed the House during the last session of Congress — but was not enacted. Many states have already passed CROWN Acts, and many others are considering legislation. To help employers ensure their employee handbooks and appearance policies are nondiscriminatory and comply with federal, state, and local laws, the roundup cited below provides links to federal and state resources from organizations, government websites, third-party analysis, news articles and viewpoints.</p> |
| <b>Resources</b>   | <a href="#">Roundup</a> , regularly updated  |

## US

## Status

 **Begins July 1, 2024**

## Development

**Career****Roundup: Employer resources on DOL's expansion of overtime protections**

On April 23, 2024, the Department of Labor (DOL) issued a final rule for determining if certain salaried employees are exempt from minimum wage and overtime requirements under the Fair Labor Standards Act. The rule will expand overtime protections beginning July 1, 2024 — guaranteeing overtime pay for most salaried workers earning less than \$844 week or \$43,888/year (up from \$684/week or \$35,568 per year). This amount is down from the proposed rule, announced on Aug. 30, 2023, which would have guaranteed overtime pay for most salaried workers earning less than \$1,059/week, or about \$55,000/year. To provide employers with some information about the proposed rules and the varying aspects and issues to consider, this roundup provides links to government information, third-party analyses, news articles and viewpoints. The aggregated content in each section is organized in reverse chronological order and is by no means comprehensive. The content also does not necessarily reflect Mercer's or the authors' point of view on the subject.

## Resources

[Roundup](#) (Mercer, regularly updated)

## US — Alabama (new)

## Status

 **Will take effect when the seventh state joins**

## Development

**Health****Dietician compact created**

Alabama created a dietician compact applicable for telehealth purposes that will take effect when the seventh state joins. The compact will provide uniform standards, enabling licensed dietitians to practice across state lines without needing multiple licenses.

## Resources

[Act No. 2024-366](#) (SB 207)

## US — Alabama (new)

## Status

 **Effective for the 2025–2027 tax years**

## Development

**Health****Law provides temporary tax credit for employers that make payments to employees' child care facilities**

A new Alabama law gives employers a tax credit for making payments to child care facilities for employees' children. For the 2025–2027 tax years, Act No. 2024-303 (SB 358) authorizes an employer tax credit equal to 75% of eligible expenses incurred by an employer (100% for employers with fewer than 25 employees in the state). Eligible expenses fall into three categories:

- Payments to child care facilities or employees for child care of their children
- Payments to child care facilities to reserve services for employees' children
- Construction, renovation, expansion or repair of a child care facility.

Available funding for the tax credit is limited to \$15 million for 2025, increasing by \$2.5 million in each of the next two years.

## Resources

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[Act No. 2024-303](#) (SB 358) (Legislature)

**US — California (updated)****Status**  **Effective date is delayed until July 1, 2024.****Development****Career****Minimum hourly wage increase for healthcare workers delayed to July 1**

On May 31, 2024, Governor Newsom signed legislation (SB 828), which delays the effective date of the healthcare minimum wage law by one month — from June 1 to July 1, 2024.

On Oct. 13, 2023, the governor signed legislation (SB 525) that will increase the minimum wage for many healthcare workers to \$25/hour beginning in 2026. Under this law, workers at large healthcare facilities were to earn \$23/hour in June 2024, \$24/hour in June 2025 and \$25/hour in June 2026. SB 828 delays these increases by one month. For the remaining healthcare workers, the minimum wage will gradually increase to \$25/hour at a slower pace. For example, employees at independent rural hospitals earn \$18/hour in June 2024, and the rate will gradually increase to \$25/hour in June 2033.

California's state-wide minimum wage is \$16/hour in 2024, but some cities have higher hourly minimum wage rates.

**Resources**

[SB 828](#) (Legislature, May 31, 2024) and [SB 525](#) (Legislature, Oct. 16, 2023)

**US — Colorado (new)****Status**  **Effective Feb. 1, 2026****Development****Career****Artificial intelligence law enacted; will significantly affect employers**

On May 17, 2024, Colorado's governor signed "with reservations" a broad sweeping bill (SB 24-205) that, among other things, will submit employers (as "deployers") to extensive disclosure requirements. The law will become effective on Feb. 1, 2026, and the governor, in his signing statement, urged lawmakers to "significantly improve" the law before it takes effect. Business groups had urged the governor to veto the bill. Colorado is the first state to enact broad restrictions on private companies using AI.

**Resources**

[SB 24-205](#) (Legislature) and [Signing statement](#) (Governor's website, May 17, 2024)

## US — Connecticut (new)

### Status



Effective Oct. 1, 2024, other than the annual report deadline.

### Development

#### Career — Health

##### Minor changes to paid family medical and family violence leave laws enacted

Pub. Act No. 24-5 (SB 222) made several tweaks to its leave laws. Highlights include:

- Payments. Employees may receive concurrent income replacement benefits from a state victim compensation fund; otherwise, PFML benefits do not run concurrently with any other state or federal income-replacement program. Employers must register and submit payments to the PFML Insurance Authority (the Authority). Failures are now subject to penalty.
- Employer annual report. Starting this year, the deadline will move from July 1 to Sept. 1.
- Disclosures. Healthcare providers must display an informational poster, developed by the Authority, no later than Oct. 1, 2024.
- Employee overpayments. The law sets up a penalty/interest scheme for overpayments and attempted fraud.
- Tribes. Federally recognized tribes may participate in PFML by entering a memorandum of understanding with the governor.
- Family Violence Leave Act change. The law currently requires up to 12 days of unpaid leave related to family violence. The scope was expanded to include victims of sexual assault.

### Resources

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[Pub. Act No. 24-5 \(SB 222\)](#) (Legislature, May 9, 2024)

## US — Connecticut (new)

### Status



Effective Jan. 1, 2025

### Development

#### Health

##### **Paid sick and safe leave law expanded**

Connecticut expanded its paid sick and safe leave (PSSL) law. Pub. Act No. 24-8 (HB 5005) modifies existing PSSL law in several ways. Here are the highlights:

- Covered employees/employers. Current law only provides PSSL to “service workers” and only applies to employers with 50 or more employees working in Connecticut. As of Jan. 1, 2025, the law applies to all employees, except seasonal employees, and the employer size threshold will be reduced over three years: 25 or more employees (Jan. 1, 2025), 11 or more (Jan. 1, 2026) and one or more (Jan. 1, 2027).
- Accrual. It changes from one hour per 40 hours worked to one hour per 30 hours worked. The annual maximum remains at 40 hours per benefit year.
- Waiting period. It changes from 680 working hours to 120 days of employment.
- Permitted uses. New reasons are a public health emergency or risk of exposure to a communicable disease at work or school, as well as a family member being a victim of family violence or sexual assault.
- Prohibitions. Employers may not require: (1) employees to search for or find a replacement, or (2) employee documentation if PSSL is for a permitted use.
- Notice. Employers must provide a written notice of their rights at time of hire or Jan. 1, 2025, whichever is later. Employers must also add accrued sick leave hours and sick leave hours used to each employee’s wage record information.
- Frontloading. The new law confirms that frontloading at the start of the year eliminates the need for carryover.
- Equivalent policies. An employer’s existing sick leave policy complies with the law if it not only has the same (or more) permitted uses but also is subject to the same conditions (e.g., documentation and discipline for misuse of leave).
- Transfers. Employees transferred to another division, entity or worksite of the same employer retain their paid sick leave balance.

Except for the employer-size phase-in, all of these provisions will take effect on Jan. 1, 2025.

### Resources

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[Pub. Act No. 24-8](#) (HB 5005) (Legislature, May 21, 2024))

## US — Illinois (new)

## Status



Currently effective

## Development

## Career — Health

## Final rules issued on Paid Leave for All Workers Act

The Illinois Department of Labor (IDOL) issued final rules on the state's Paid Leave for All Workers Act (PLAWA), now in effect. These regulations make changes to last year's proposed regulations and provide clarifying examples for the PLAWA requirement to provide up to 40 hours of paid leave for each 12-month period. Highlights include:

- **Preexisting policies.** The final rule allows these policies to prorate leave allotments for part-time and temporary employees. Employers may also maintain a preexisting policy for some workers and one that meets PLAWA requirements for others. The policy must have been enacted prior to and in effect on Jan. 1. A paid sick leave or vacation policy can have additional requirements (e.g., two weeks advance notice and manager approval) as long as time off can be used for any reason.
- **Accrual/carryover.** Work periods are now counted on a minute-by-minute basis for accrual purposes, instead of every 15 minutes with rounding up of fractional periods. The final rules allow a 40-hour carryover cap; the law was silent on this point.
- **Leave denials.** The proposed rules gave a nonexhaustive list of relevant factors (e.g., whether similarly situated employees are treated the same way). The final rules replace these factors with a three-part test: the policy is disclosed to employees, the denial is based on limited circumstances in order to meet the employer's operational needs, and the policy is consistently applied without denying an adequate opportunity to use eligible leave.
- **Employer notice.** The final rules retain several notice requirements from the proposed rules that are not in PLAWA: use of a PTO policy to comply with PLAWA, frontloaded amounts upon hire (if applicable), changes in leave policy (as soon as practical) and a change in frontloading to accrual or vice versa (at least 30 days in advance of the 12-month period).
- **Requirements removed.** The final rules eliminated the need for paystub reporting. Also, employers will now be able to use the IDOL model notice without the need to customize it to summarize the employer's written paid leave manual, handbook or policy.

## Resources

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[Final rules](#) (Department of Labor) and [Paid Leave for All Workers Act](#) (Legislature)

## US — Illinois (new)

### Status



**Effective June 1, 2024**

### Development

#### Career — Health

##### **New unpaid child bereavement leave law enacted**

The Child Extended Bereavement Leave Act creates a new unpaid bereavement leave requirement when a full-time employee experiences the loss of a child by suicide or homicide. Duration varies by employer size: Employers with 250 or more full-time Illinois employees must provide up to 12 weeks of leave, and employers in the 50–249 range must provide up to six weeks of leave. Leave may be continuous or intermittent and must be completed within one year of the loss. SB 2034 expands upon existing requirements. The law appears to be effective June 1, 2024.

### Resources

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[2023 Pub. Act 103-0466](#) (SB 2034) (Legislature, Aug. 4, 2023)

## US — Illinois — Chicago (new)

### Status



Effective July 1, 2024

### Development

#### Career — Health

##### Final rules on Paid Leave and Paid Sick and Safe Leave Ordinance issued

Chicago's Department of Business Affairs and Consumer Protection (BACP) issued final rules on the city's Paid Leave and Paid Sick and Safe Leave Ordinance, due to take effect on July 1 after an amendment was passed in December 2023.

Under the law, Chicago employers must give employees up to 40 hours of paid sick and safe leave (PSSL) and up to 40 hours of paid leave for any reason (PLAR). Highlights include:

- **Preexisting policies.** Unlike PLAWA, Chicago's ordinance makes no provision for preexisting policies.
- **Benefit year.** Employers may now select a 12-month period.
- **Carryover.** Employees are entitled to carry over up to 80 hours of PSSL and up to 16 hours of PLAR from the prior benefit year in addition to the PSSL/PLAR benefits available in the next benefit year.
- **Frontloading.** As an alternative to accrual, employers may frontload 40 hours of each leave on the first day of the benefit year. PLAR frontloading eliminates the need for PLAR carryover but not for PSSL carryover.
- **Leave approvals and denials.** An employer's policy can include a reasonable pre-approval process before taking leave, based on maintaining continuity of business operations. The final rules include a nonexhaustive list of five relevant factors for denying leave, including significant impact on business operations and whether the job provides a need or service critical to the health, safety or welfare of Chicago residents. An employer could, for example, deny leave if that day is its busiest day of the year. Leave denials must be in writing and state a preestablished policy rationale.
- **Use of leave.** Employers may now restrict use of either type of leave to an employee's regular work week.
- **Employer notice.** In addition to the poster, new hire notice and annual notice, employers must also provide an annual frontloading notice, if applicable.

Employers with workforces in the affected areas should review their leave policies to determine what, if any, changes are needed.

### Resources

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[Final rules](#) (BACP, May 1, 2024) and [Paid leave and Paid Sick and Safe Leave Frequently Asked Questions](#) (Office of Labor Standards, Dec. 20, 2023)

## US — Maryland (new)

### Status



**Effective Oct. 1, 2024**

### Development

#### **Career — Health — Wealth**

##### **Employers required to disclose certain wage and benefits information in job postings**

On April 25, 2024, Maryland's governor signed legislation (HB 649/SB 525) that will require employers to disclose certain wage and benefits information in job postings under amendments to its Equal Pay for Equal Work Law. The revisions take effect Oct. 1, 2024, and will make Maryland the seventh state (and Washington, DC) to require pay disclosures in job postings.

### Resources

[GRIST](#), May 14, 2024

**US — Minnesota (new)****Status****Effective dates vary.****Development****Career — Health****Paid leave laws modified; telehealth enhanced**

A Minnesota budget law — 2024 Ch. 127 (HB 5247) — includes changes to the state’s paid family and medical leave (PFML) and earned sick and safe time (ESST) laws, while expanding telehealth access. Highlights include:

- **PFML.** Most changes were relatively minor for the 2023 law, where contributions start on Jan. 1, 2026, and benefits a year later. “Covered employment” no longer includes employees who work less than 50% in Minnesota or any other state, but the place where employment is controlled and directed is in Minnesota. The benefit year will start on the leave’s effective date, not the date a benefit account is established. If an employee changes employers during the base period, the weekly benefit amount equals the highest quarter of wages in the base period. The minimum increment of intermittent leave is one calendar day. Employee receiving more than the usual salary (due to an employer’s top-off payment, other insurance benefits or otherwise) must refund the excess to the employer or the Paid Leave Division. Disability benefits may be offset by PFML benefits. Private plans must continue PFML benefits for former employees until they are hired by another employer, up to a 26-week maximum. A small employer premium rate applies to employers with 30 or fewer employees and an average wage of 150% or less of the state average wage. New hires are no longer required to sign a notice receipt acknowledgement if an employer can otherwise demonstrate notice delivery. The first premium rate adjustment can occur before Jan. 1, 2026. Most of these provisions will take effect on July 1, 2025, or Jan. 1, 2026.
- ESST. Most changes to the law, now in effect, were relatively minor. Bereavement was added as a permitted use. Employers need not provide leave in increments less than 15 minutes; employers may not require leave in increments greater than four hours. The earnings statement can now omit total number of ESST hours accrued/available and used. Volunteer or paid on-call firefighters and family farm employees are not covered. Additional recordkeeping requirements apply. These provisions took effect on May 20.
- **Telehealth.** Minnesota created many licensure compacts, which should improve access to telehealth services across state lines. Areas include professional counseling, occupational therapy, physical therapy and audiology/speech-language pathology (all effective when the 10th member state joins). Other disciplines include physician assistants and dentists/dental hygienists (both effective when the seventh member state joins), as well as speech-language pathology assistants (effect on July 1, 2025).

**Resources**

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[2024 Ch. 127 \(HB 5247\)](#) (Legislature, May 24, 2024)

**US — Minnesota (new)**

**Status**  **Minimum wage changes are effective Jan. 1, 2025.**

**Development**

**Career**

**Two-tiered minimum wage system mostly eliminated; employer record-keeping requirements increased**

Minnesota has eliminated its two-tiered minimum wage system under a bill (SF 3852), signed by the governor on May 17, 2024. Currently, Minnesota has a minimum wage rate for larger employers, and a lower rate for small employers, minors, some newly hired employees, and some employees with visas. The minimum wage for larger employers (currently \$10.85/hour) will generally apply for all employers and employees beginning on Jan. 1, 2025. However, a lower wage rate (currently \$8.85/hour) may still be paid to an employee under the age of 20 years for the first 90 consecutive days of employment.

The bill also requires employers to maintain earning statements for at least three years.

**Resources**

[SF 3852](#) (Legislature, May 17, 2024)

**US — Minnesota (new)**

**Status**  **Effective Jan. 1, 2025**

**Development**

**Career — Health — Wealth**

**Salary range and benefit disclosures required in job postings**

On May 17, 2024, Minnesota’s governor signed legislation ([SF 3852](#)) that will require employers with 30 or more employees at one or more sites in Minnesota to disclose salary, other compensation and benefits information in job postings. The revisions take effect Jan. 1, 2025, and will make Minnesota the eighth state (and Washington, DC) to require pay disclosures in job postings. Beginning Jan. 1, 2024, Minnesota prohibited inquiries into the pay history of job applicants.

**Resources**

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[GRIST](#), May 23, 2024

**US — Minnesota (new)**

**Status**  **Effective Jan. 1, 2025**

**Development**

**Health**

**Gender-affirming care coverage mandate adopted**

An omnibus commerce policy bill (2024 Ch. 114, SF 4097) requires fully insured plans to cover medically necessary gender-affirming care. The term “medically necessary” is defined consistent with generally accepted practice parameters. The term “gender-affirming care” means all medical, surgical, counseling, or referral services, including telehealth services, that support and affirm gender identity or expression, as long as they are legal under state law.

The law will take effect on Jan. 1, 2025. Minnesota generally applies its insurance laws on an extraterritorial basis to state residents covered by fully insured plans issued in another state, unless the plan covers fewer than 25 state residents. The law does not affect self-funded ERISA plans.

**Resources**

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[2024 Ch. 114](#), SF 4097 (Legislature, May 21, 2024)

**US — Mississippi (new)****Status**  **Timetable unknown.****Development****Health****State exchange under the Affordable Care Act to be established**

Mississippi laid the groundwork for a state-facilitated health insurance marketplace. HB 1647 grants the insurance commissioner the authority to take the necessary steps to establish a state exchange under the Affordable Care Act. The law does not provide a timetable. When the exchange is operational, Mississippi will be the 19th state (plus Washington, DC) — and the first in the southeast — to offer a state exchange.

**Resources**

[rich.glass@mercer.com](mailto:rich.glass@mercer.com)  
[HB 1647](#) (Legislature, May 14, 2024)

**US — New York (previously covered, soon to be effective)****Status**  **Effective June 19, 2024.****Development****Career — Health****Paid lactation breaks soon to be required in New York**

New York passed a series of budget bills with wide-ranging impact, and the provisions requiring paid lactation breaks become effective on June 19, 2024

SB 8306 amends Sec. 206-C of the Labor Code (addressing the right of nursing employees to express breast milk) to allow up to 30 minutes of break time for lactation purposes. This is in addition to any other paid break or mealtime the employee might already have. Previously, the law only required reasonable unpaid break time to express milk. The law continues to allow employees this lactation right for up to three years following childbirth.

**Resources**

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[2024 Ch. 55](#) (AB 8805) (Legislature, April 20 2024); [2024 Ch. 56](#) (SB 8306) (Legislature, April 20, 2024) and [Paid leave for COVID-19](#) (Government)

**US — New York — New York City (new)****Status**  **Currently effective****Development****Career****Employment agreements that shorten time period for bias claims shortened**

New York City enacted law Int 0069-2024 that amends the administrative code to prohibit provisions in employment agreements that shorten the time period when (1) claims and complaints of unlawful discriminatory practices, harassment or violence may be filed, and (2) civil actions may be filed in court. Under the administrative code, people have one year to file a complaint with the NYC Commission on Human Rights for an unlawful discriminatory practice or act of discriminatory harassment or violence and three years to file a claim of gender-based harassment. In addition, they may commence a civil action within three years. The new law makes unenforceable and void any provision of any employment agreement that purports to shorten such periods.

**Resources**

[Int. 0069-2024](#) (New York City Council, May 11, 2024)

**US — Oklahoma (new)****Status****Effective Jan. 1, 2025****Development****Health****Fertility coverage to be required in certain circumstances**

Corinne’s Law (SB 1334) requires fully insured plans and the state’s Employees Insurance Plan to cover standard fertility preservation services when a person’s cancer treatment may directly or indirectly cause iatrogenic infertility. This term refers to a fertility impairment caused by medical treatment with a potential side effect of impaired fertility. Plans may not use prior authorization but may impose cost sharing and reasonable limitations and exclusions on these services.

The law will take effect on Jan. 1, 2025. Oklahoma generally applies its insurance laws on an extraterritorial basis to state residents covered by fully insured plans issued in another state. The law does not affect self-funded ERISA plans, other than the state’s plan.

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)[SB 1334](#) (Legislature, May 28, 2024)**US — Oklahoma (new)****Status****Currently effective****Development****Health****Pharmacy benefit manager (PBM) laws enacted**

SB 1670 imposes restrictions on entities, including PBMs, that perform audits of pharmacies under the existing Pharmacy Audit Integrity Act. The new law exempts employers sponsoring self-funded ERISA plans from the definition of a PBM, unless they administer prescription drugs without the utilization of a third party.

HB 3376. This law amends the Patient’s Right to Pharmacy Choice Act. Specifically, the PBM definition now excludes “an employer of its own self-funded health plan ... where the employer [acts] without the utilization of a third party.” This exclusion would appear to have limited applicability. The law empowers the state attorney general to obtain PBM data (including protected health information), issue regulations and take enforcement actions. The law took immediate effect on May 15.

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)[SB 1670](#) (Legislature, May 22, 2024) and [HB 3376](#) (Legislature, May 15, 2024)**US — South Carolina (new)****Status****Currently effective****Development****Career — Health****Paid family leave (PFL) insurance law enacted**

Employers will be able to provide PFL insurance, either as an amendment/rider to a group disability or life insurance policy or as a separate policy under a recently enacted law (HB 4832).

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)[HB 4832](#) (Legislature, May 21, 2024)

## US — South Carolina (new)

**Status**  **Effective when the 10th state joins the professional counseling compact.**

**Development**

**Health**

**Telehealth law enacted**

South Carolina created a professional counseling compact that will take effect when the 10th state joins. The compact will provide uniform standards, enabling licensed counselors to practice across state lines without needing multiple licenses.

**Resources**

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[SB 610](#) (Legislature, May 21, 2024)

## US — Tennessee (new)

**Status**  **Currently effective**

**Development**

**Health**

**Telehealth access expanded**

SB 1881 removes a significant telehealth restriction applicable to fully insured plans. Under existing law, the service provider needed to have an in-person encounter with a patient in the prior 16 months to allow for provider-based telemedicine. This requirement had been waived during the COVID-19 outbreak. Effective May 28, this requirement has been permanently removed.

Tennessee generally applies its insurance laws on an extraterritorial basis to state residents covered by fully insured plans issued in another state. The law does not affect self-funded ERISA plans.

**Resources**

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[SB 1881](#) (Legislature)

## US — Vermont (new)

**Status**  **Effective dates vary.**

**Development**

**Health**

**Telehealth laws enacted**

HB 247 authorizes the state to join an occupational therapy compact, which enables out-of-state providers to practice in the state without obtaining a separate license. Services can be delivered via telehealth technology for assessment, intervention and consultation. The law becomes operative when the 10th member state joins the compact.

HB 861. The current law — which requires parity between audio-only telephone and in-person healthcare services — was set to expire on Jan. 1, 2026. This law repeals the expiration date. The law still provides a parity exception where the insurer and healthcare provider enter into a value-based contract for audio-only telephone services. The law will take effect on Jan. 1, 2025.

**Resources**

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[HB 247](#) (Legislature, May 23, 2024) and [HB 861](#) (Legislature, May 13, 2024)

**US — Vermont (new)****Status****Effective Jan. 1, 2025****Development****Health****Prior authorization law enacted**

For fully insured plans, prior authorization is prohibited for at least one readily available asthma controller medication and all healthcare services provided by an in-network primary care provider. Effective Jan. 1, 2025, prior authorization for urgent claims must occur within 24 hours and for nonurgent claims within two business days. Prior authorizations remain valid for the greater of course of treatment (which can be up to five years) or one year. The requirements apply to prescription drugs. Step-therapy exception standards are also established. Most of the nontime frame provisions will take effect for plans issued or renewed, and claims processed, on or after Jan. 1, 2025.

Vermont generally does not apply its insurance laws on an extraterritorial basis to state residents covered by fully insured plans issued in another state. The laws do not affect self-funded ERISA plans.

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)[HB 766 \(Legislature, May 20, 2024\)](#)**US — Vermont (new)****Status****Study****Development****Health****Public option study launched**

Vermont's budget law initiates a study of creating a public health option. HB 833 allocates \$150,000 to the Agency of Human Services for an analysis of the state's insurance markets. The focus will be on the potential impact of expiring enhanced ACA premium tax credits in 2026 and the feasibility of a public option or other means for uninsured residents to buy into Medicaid. The report is due by Jan. 15, 2025.

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)[HB 833 \(Legislature, May 23, 2024\)](#)**US — Washington (new)****Status****Effective June 14, 2024****Development****Career — Health****Child-bonding rules under paid family and medical leave law clarified**

Adopted rules by the Employment Security Department amend the definition of “placement” and clarify under which circumstances family leave can be taken to bond with a child. Specifically, placement will include a legally finalized adoption. Likewise, the 12-month bonding period will start on the date the adoption is legally finalized if no leave was previously taken. As a reminder, employees are entitled to up to 12 weeks of leave for placement of a child. The regulations will take effect on June 14.

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)[Adopted rules \(Government, July 1, 2023\)](#)

**US — Washington (new)****Status**  **Effective July 1, 2024****Development****Health****Rate increased for the Washington Partnership Access Lines (WAPAL)**

Washington approved a rate increase for the WAPAL funding fee applicable to group health plans. The state has a covered-lives assessment and reporting obligation for health plan insurers and sponsors with covered state residents. The rate changes every July 1. The new monthly rate (July 1, 2024 — June 30, 2025) was approved at a May 23 meeting, decreasing from \$0.07 to \$0.06 per covered life.

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)

[Frequently asked questions](#) (Government); [Meeting notes](#) (WAPAL Fund Advisory Council, May 23, 2024) and [GRIST](#), (Dec. 5, 2023)

**US — Washington (previously covered, now effective)****Status**  **Currently effective****Development****Career — Health****Law defines disclosure requirements for healthcare providers under paid family or medical leave law**

HB 2102 defines requirements for healthcare provider disclosures under the state's current paid family or medical leave (PFML) law. Healthcare providers must provide PFML certifications and documentation within seven calendar days after a request at no charge to the patient. However, providers can charge a fee for an office visit needed to evaluate the patient.

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)

[HB 2102](#) (Legislature, March 18, 2024)

**US — Washington****Status**  **Effective June 6, 2024****Development****Career****Noncompete restrictions expanded**

In March 2024, Washington's governor signed SB 5935 into law. The law expands the definition of a noncompetition covenant, clarifies employer notice requirements and restricts choice of law provisions. Additionally, it states that "provisions in this chapter facilitating workforce mobility and protecting employees and independent contractors need to be liberally construed and exceptions narrowly construed."

**Resources**

[SB 5935](#) (Government, March 13, 2024)

**US — Washington — Seattle (new)****Status**  **Effective Jan. 1, 2025****Development****Health****Health expenditure rates for hotel employees published**

The city announced 2025 monthly rates that covered hotel industry employers must make to or on behalf of each covered employee for medical care. Rates will increase based on family status:

- Employee only (no children, spouse/domestic partner) — \$530 (2024) and \$561 (2025)
- Employee + dependent(s) — \$902 and \$955
- Employee + spouse/domestic partner — \$1,062 and \$1,124
- Employee + spouse/domestic partner + dependent(s) — \$1,592 and \$1,686

The ordinance (Mun. Code Ch. 14.28) applies to most businesses that own, control, or operate a Seattle hotel or motel with 100 or more guest rooms and to “ancillary hotel businesses” with 50 or more employees worldwide.

**Resources**

[rich.glass@mercer.com](mailto:rich.glass@mercer.com)  
Municipal Code Ch. 14.28 (Government)

**US — Washington, DC (previously covered, soon to be effective)****Status**  **Effective June 30, 2024.****Development****Career — Health — Wealth****Pay range disclosure required in job ads, salary history inquiries banned**

Washington DC’s mayor signed DC Act 25-367 on Jan. 12, 2024. It amends the Wage Transparency Act of 2014 and will require employers to include salary information in job postings and prohibit them from asking applicants about salary history. The law will take effect June 30, 2024, if it clears the 30-day congressional review period. Highlights include:

- Compensation means all forms of monetary and nonmonetary benefits an employer provides or promises to provide an employee in exchange for the employee’s services to the employer.
- Employer is defined as an individual, firm, association, or corporation that employs at least one employee in DC, but it does not include Washington, DC, or federal government.
- Employers will be prohibited from screening prospective employees based on their wage history or seeking the wage history of a prospective employee.
- Employers will be required to include minimum and maximum salary or hourly pay information for all job advertisements or job postings.
- Employers will be required to disclose the existence of healthcare benefits before the first interview.
- Employers will be required to post a notice in the workplace to notify employees of their rights.
- The Attorney General will enforce violations of the Act.

**Resources**

[DC Act 25-367](#) (Council of the District of Columbia, Jan. 22, 2024)

## US (previously covered, with upcoming effective dates)

### Development

#### Career

- [Final rule to expand overtime protections issued](#) — key date: July 1, 2024
- [Law bans age-related inquiries during hiring process in Colorado](#) — key date: July 1, 2024
- [Two-tier minimum wage system to be eliminated in Nevada](#) — key date: July 1, 2024
- [Employers will need to provide notice of workers' bill of rights in New York City](#) — July 1, 2024
- [Federal Trade Commission bans noncompete provisions](#) — key date: Sept. 4, 2024
- [Law requiring pay transparency in job postings enacted in Illinois](#) — key date: Jan. 1, 2025
- [Hourly minimum wage to increase to \\$18 in Hawaii](#) — key date: Jan. 1, 2026

#### Career — Health

- [Employers need to develop workplace violence prevention plans in California](#) — key date: July 1, 2024
- [Paid family medical leave program aligned with state family leave law in Oregon](#) — key date: July 1, 2024
- [Paid family medical leave contribution rate announced in Maryland](#) — key date: October 2024
- [Prenatal leave enacted in New York](#) — key date: Jan. 1, 2025
- [Paid family medical leave effective dates delayed in Maryland](#) — key date: July 1, 2025
- [Paid family and medical leave mandated in Minnesota](#) — key date: Jan. 1, 2026

## US (previously covered, with upcoming effective dates) (continued)

### Development

### Health

- [Prescription rebate law enacted in Indiana](#) — July 1, 2024
- [Health insurance restrictions enacted in Connecticut](#) — July 1, 2024
- [Sweeping pharmacy benefit manager law passed in Florida](#) — key date: July 1, 2024
- [Telehealth law enacted in South Dakota](#) — key date: July 1, 2024
- [Telehealth law extended in Washington](#) — key date: July 1, 2024
- [Prescription drug law enacted in Virginia](#) — key date: July 1, 2024
- [Fertility coverage mandate expanded in New Jersey](#) — key date: Aug. 1, 2024
- [Paid leave guidance issued in Oregon](#) — key date: Sept. 10, 2024
- [Telehealth parity requirement extended in New Jersey](#) — key date: Dec. 31, 2024
- [High-deductible health plan COVID-19 testing preeductible flexibility ends](#) — key date: Jan 1, 2025
- [Maternal and infant health equity program required in California](#) — key date: Jan. 1, 2025
- [Law requires a unified healthcare financing system study in California](#) — key date: Jan. 1, 2025
- [New law to require dental plan disclosures in California](#) — key date: Jan. 1, 2025
- [Third-party prescription drug payment law enacted in Colorado](#) — key date: 2025 plan year
- [Health coverage mandates enacted in Colorado](#) — key date: Jan. 1, 2025
- [Paid family medical leave program legislation enacted in Delaware](#) — key date: 2025
- [Pharmacy benefit manager law enacted in Idaho](#) — key date: Jan. 1, 2025
- [Telehealth law effective for existing plans in Louisiana](#) — key date: Jan. 1, 2025
- [Medically necessary fertility preservation law effective in Louisiana](#) — earlier of renewal or Jan. 1, 2025
- [Prescription cost-sharing limits law enacted in Minnesota](#) — key date: Jan. 1, 2025
- [Ancillary plan exception finalized in New Mexico](#) — key date: Jan. 1, 2025
- [Insurance law restricting prior authorization enacted in Mississippi](#) — key date: Jan. 1, 2025
- [Prescription benefit law enacted in North Dakota](#) — key date: Jan. 1, 2025
- [Prescription drug law enacted in Oregon](#) — key date: Jan. 1, 2025
- [Cost-sharing caps imposed on specialty drugs and EpiPens in Rhode Island](#) — key date: 2025 plan year
- [Prescription drug requirements enacted in Texas](#) — key date: Jan. 1, 2025
- [Benefit law enacted in Washington](#) — key date: Jan 1, 2025
- [Fertility treatment law enacted in Washington, DC](#) — key date: Jan. 1, 2025
- [Insulin cost-sharing law enacted in Illinois](#) — key date: July 1, 2025
- [Data protection law enacted in Tennessee](#) — key date: July 1, 2025
- [Law applies balance billing restrictions to ground ambulance providers in Texas](#) — key date: Expires Sept. 1, 2025
- [Telehealth law to expire in Hawaii](#) — key date: Dec. 31, 2025
- [Paid family and medical leave law enacted in Minnesota](#) — key date: Jan. 1, 2026
- [Telehealth laws enacted in Washington](#) — key date: Jan. 1, 2026
- [Pharmacy benefit manager law enacted in Washington](#) — key date: Jan. 1, 2026
- [Prior authorization insurance law enacted in Wyoming](#) — key date: July 1, 2026
- [State-based exchange delivery to change in Oregon](#) — key date: Nov. 1, 2026

## US (previously covered, with upcoming effective dates) (continued)

### Development

### Wealth

- [Final regulations on minimum present values issued](#) — key date: Oct. 1, 2024
- [IRS sets 2025 for final required minimum distribution rules, extends 10-year rule relief](#) — Key date: 2025
- [Eagerly awaited defined benefit mortality tables issued](#) — key date: 2025
- [IRS delays SECURE 2.0's Roth catch-up mandate](#) — key date: 2026

## Section 4

# Asia Pacific

### Australia (new)

#### Status



Effective for parents of babies born or adopted after July 1, 2025.

#### Development

#### Career — Health — Wealth

#### **Paid parental leave superannuation contribution details included in federal budget**

Australia's federal budget 2024–2025 published on May 14, 2024 confirmed that the government will put aside AU\$1.1 billion over a five-year period to pay superannuation on government-funded paid parental leave (PPL) for parents of babies born or adopted after July 1, 2025.

The payments will be made annually from July 1, 2026 and eligible parents will receive the Superannuation Guarantee of 12% (the rate for 2025-2026) on their PPL payments as a contribution to their superannuation fund. The measure is expected to benefit around 180,000 parents per year, and it aims to normalize parental leave and reduce the negative impact on retirement incomes.

The PPL payment is a flanking measure to the Paid Parental Leave Amendment (More Support for Working Families) Act 2024 that received Royal Assent on March 20, 2024, and that will phase-in an additional six weeks of PPL by 2026.

#### Resources

[paul.shallue@mercer.com](mailto:paul.shallue@mercer.com)

[Federal Budget 2024-2025 \(Government\)](#) and [Australian Federal Budget 2024-25: Marsh McLennan analysis \(Mercer, May 2024\)](#)

## Australia (new)

### Status



Under consideration

### Development

#### Wealth

##### Regulator calls on pension funds to consider their arrangements for dealing with death benefit claims

The Australian Securities and Investments Commission (ASIC) has advised pension fund trustees to urgently consider if their arrangements for dealing with death benefit claims are fit for purpose. ASIC released its response to the first phase of its two-step review of how trustees handle death benefits claims. The review is part of a multiyear ASIC project that will look at industry practices and legal compliance in relation to trustee administration and contact centers.

The first phase focused on public website communications, available resources about death benefit nominations and how to make a death benefit claim. ASIC reviewed the websites of 22 trustees that account for about two-thirds (67%) of total APRA-regulated super fund assets (as of June 2023). The next phase of ASIC's death benefits review will assess the timeliness of claims, processes and areas for improvement.

ASIC has called on super trustees to review ASIC's observations and consider how they can improve their communications about death benefits with consumers. Although some trustees are doing better than others, all should continuously focus on effective communication with members and beneficiaries, and they should also regularly review complaints received about their claims handling processes and procedures.

### Resources

[paul.shallue@mercer.com](mailto:paul.shallue@mercer.com)

[Improving superannuation member services — Dealing with death benefit claims \(ASIC, May 1, 2024\)](#)

## Australia (new)

### Status



Consultation is open until June 13, 2024.

### Development

#### Wealth

##### Second-stage consultation on anti-money laundering, counter-terrorism financing issued

A second-stage public consultation on proposed reforms to Australia's anti-money laundering and counter-terrorism financing (AML/CTF) regime is open for comments until June 13, 2024. Consultation materials include an overview document and five papers and follow the first round of consultation in 2023.

The AML/CTF regime establishes a regulatory framework for combatting money laundering, terrorism financing and other serious financial crimes. The Australian Transaction Reports and Analysis Centre (AUSTRAC) are responsible for regulating the regime, as well as the collection and analysis of financial reports and information to contribute to law enforcement and national security investigations.

Highlights include:

- The proposed inclusion of “tranche two” high risk entities — lawyers, accountants, trust and company service providers, real estate professionals, and dealers in precious stones and metals — would bring Australia into line with international requirements. These sectors are recognized as high risk for money laundering exploitation and are not currently captured under the AML/CTF regime.
- Consultation Paper 2 provides further information on the proposals for professional service providers, including legal practitioners, accountants, conveyancers, and trust and company service providers.
- Consultation Paper 5 proposes the replacement of the current prescriptive AML/CTF program and Customer Due Diligence (CDD) requirements with clear, risk-based and outcomes-focused obligations.

### Resources

[paul.shallue@mercer.com](mailto:paul.shallue@mercer.com)

[Reforming Australia's anti-money laundering and counter-terrorism financing regime](#) (Government, May 20, 2024)

| Australia (previously covered, with upcoming effective dates) |   |
|---|---|
| <b>Development</b>  | <p><b>Career — Health — Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Paid parental leave scheme expanded</a> — key date: July 1, 2024</li> <li>• <a href="#">Government to pay superannuation on paid parental leave payments</a> — key date: July 1, 2025</li> </ul> <p><b>Career — Health</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Employees will have the right to disconnect after working hours</a> — key date: Aug. 26, 2024</li> </ul> <p><b>Career — Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Financial Accountability Regime, rules and information package published</a> — key date: July 1, 2025</li> </ul> <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Key superannuation rates and thresholds for 2023/24 updated</a> — key date: July 1, 2024</li> <li>• <a href="#">Some provisions to strengthen work incentives for pensioners now effective</a> — key date: July 1, 2024</li> <li>• <a href="#">Guidance on claiming reduced input tax credits issued</a> — key date: July 1, 2024</li> </ul> |
| China (previously covered, with upcoming effective date)      |   |
| <b>Development</b>  | <p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Preferential taxation policy for expatriates expanded</a> — key date: Dec. 31, 2027</li> <li>• <a href="#">Preferential taxation policy for annual one-time bonus extended</a> — key date: Dec. 31, 2027</li> </ul> <p><b>Health</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Social medical insurance coverage to reimburse fertility treatments in Beijing</a> — key date: July 1, 2024</li> </ul>  |
| Hong Kong (new)   |   |
| <b>Status</b>   |  <b>Beginning in 2025</b>  |
| <b>Development</b>  | <p><b>Career</b></p> <p><b>Statutory minimum wage to be reviewed annually</b></p> <p>Hong Kong’s statutory minimum wage (SMW) will be reviewed annually from 2025, and a new formula will be used to calculate the SMW from 2026 under measures announced by the government on April 30, 2024. The commission will submit recommendations for the 2025 SMW on or before Oct. 31, 2024, and the first SMW using the new formula will take effect on May 1, 2026.</p> <p>The new formula comprises two indicators — the inflation rate and economic growth. SMW adjustments will not be less than the consumer price index increase and will be higher than the inflation rate if economic conditions allow. The SMW will remain the same or increase if the indicators return a negative number. The formula will be reviewed between five to 10 years after its implementation.</p> <p>The announcement follows recommendations issued by the Minimum Wage Commission that aim to ensure alignment of the minimum wage with socio-economic changes and safeguard the incomes of lower-paid workers.</p>             |
| <b>Resources</b>  | <p><a href="#">Minimum wage to be reviewed yearly</a> (Government, April 30, 2024)</p>  |

### Hong Kong (previously covered, with upcoming effective date)

#### Development

#### Career

- [Number of statutory holidays increased](#): Key date: Dec. 26, 2024
- [Gender board diversity, corporate governance required](#) — key date: Dec. 31, 2024

#### Wealth

- [Mandatory pension fund offsetting to end](#) — key date: May 2025

### India (previously covered, with upcoming effective date)

#### Development

#### Career — Health — Wealth

- [Labor and employment laws reformed](#) — key date: effective date delayed

### Japan (previously covered, with upcoming effective date)

#### Development

#### Health — Wealth

- [Social insurance enrollment expanded to smaller employers](#) — key date: Oct. 1, 2024

#### Wealth

- [Defined contribution reforms enacted](#) — key date: Dec. 1, 2024

### Malaysia (previously covered with upcoming effective dates)

#### Development

#### Career

- [Progressive wage policy to be implemented](#) — key date: expected in 2024

### Singapore (previously covered with upcoming effective dates)

#### Development

#### Career — Health

- [Guidelines for flexible work arrangements issued](#) — key date: Dec. 1, 2024

#### Career — Wealth

- [Retirement and reemployment ages to increase](#) — key date: July 1, 2026

#### Career

- [Legislation to combat discrimination will be issued](#) — key date: second half of 2024
- [Employment Pass salary threshold to increase in 2025](#) — key date: Jan. 1, 2025

#### Wealth

- [Central Provident Fund monthly salary cap for calculating contributions increased](#) — December 2024

| South Korea (new) |  |
|-------------------|--|
| Status            |  <b>Applies to stock-based compensation received or exercised on or after Jan. 1, 2024.</b>   |
| Development       | <b>Career</b><br><b>Measure creates new filing obligation for stock-based compensation</b><br>The Korea Fair Trade Commission amended the disclosure manual for Korean large business groups on April 16, 2024. It introduced a new disclosure requirement, mandating that stock award agreements (for example, restricted stock) are specified in the “Securities Transactions with Related Party” section. Consequently, starting from 2024, information such as (i) grant date, (ii) type of agreement, (iii) type of stock, (iv) number of stock shares, and (v) other key terms of any stock award agreements executed with a related party (e.g., founder family members, officers) in the preceding business year must be disclosed annually. |
| Resources         | <a href="mailto:miyoung.kim@mercer.com">miyoung.kim@mercer.com</a><br><a href="#">Revised large-scale group disclosure manual (Korean) (KFTC, April 16, 2024)</a>  |

# Europe, Middle East and Africa (EMEA)

## EU (new)

### Status



Effective 20 days after its publication in the EU's official journal.

### Development

#### Career

##### Final Artificial Intelligence Act will impact HR policies

European Union's (EU) Artificial Intelligence (AI) Act was finalized on May 21, 2024, to provide a risk-based approach to AI regulation. The Act will enter into force 20 days after its publication in the EU's Official Journal, and the measures will be phased-in and generally apply within two years. For example, prohibited AI systems will be banned within six months, and compliance by "low," "medium" and "high risk" AI systems will be required within 24 months. Two of the four risk tiers — "prohibited" and "high risk" AI systems — have particular relevance to certain HR management processes. The Act will have extra-territorial effect, impacting non-EU providers of AI systems or models that are placed into the EU, organizations that put AI systems into service in the EU, and situations where an AI system that is not located in the EU is used within the region. Financial penalties will apply — up to 7% of global annual turnover, or €35 million (whichever is greater) — to breaches of "prohibited" AI. The penalty for failure to comply with the requirements of high-risk systems will be 3% of global annual turnover, and 1.5% (or €7.5 million) for supplying incorrect, incomplete or misleading information.

### Resources

[GRIST](#), May 21, 2024

## EU (new)

### Status



Consultation open until June 11, 2024.

### Development

#### Career — Health

##### Consultation on workers' right to disconnect

A consultation on the right for employees to disconnect from their workplace outside of working hours in the European Union (EU) was recently published by the European Commission — EU-level social partners must submit their opinion by June 11, 2024. The commission will then issue a study that addresses the social, economic and legal context; telework trends; the right to disconnect, and next steps.

Currently, no EU legislation specifically regulates telework or the right to disconnect, although some EU laws do address various aspects, such as working time and conditions; work-life balance; occupational safety and health; privacy; and equal treatment. Eleven member states have already regulated the right to disconnect, but the scope and definition vary significantly. In six member states, the right to disconnect is limited to telework, work that uses information and communication technology tools, or that is carried out at a distance. In five member states, all workers have the right to disconnect.

### Resources

[Commission launches first-stage consultation of social partners on fair telework and the right to disconnect](#) (European Commission, April 30, 2024)

## EU (previously covered, with upcoming effective date)

### Development

#### Career

- [Directive on promoting statutory minimum wages finalized](#) — key date: Nov. 15, 2024
- [Reforms to Blue Card coming for highly skilled workers](#) — key date: Nov. 18, 2024
- [Rights of platform workers finalized](#) — key date: 2026
- [Law to improve gender balance on company boards approved](#) — key date: June 7, 2026
- [Pay transparency law must be transposed into national law](#) — key date: June 7, 2026

#### Career — Health — Wealth

- [EU requires enhanced corporate sustainability disclosures](#) — key date: July 6, 2024
- [Sustainability reporting standards issued](#) — key date: 2025

## Belgium (previously covered, with upcoming effective date)

### Development

#### Wealth

- [Blue- and white-collar pension harmonization postponed](#) — key date: Jan. 1, 2027
- [Federal government agrees on pension reforms](#) — key date: Jan. 1, 2028

## Channel Islands — Guernsey (previously covered, with upcoming effective date)

### Development

#### Wealth

- [Rollout of secondary pension scheme requirements in 2024](#) — key date: July 2024

|   |   |
|---|---|
| <b>Denmark (previously covered, with upcoming effective date)</b> |   |
| <b>Development</b>  | <p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Employers required to record employees' working time</a> — key date: July 1, 2024</li> <li>• <a href="#">Additional employment deduction to be implemented</a> — key date: Jan. 1, 2025</li> </ul>  |
| <b>France (previously covered, with upcoming effective date)</b>  |   |
| <b>Development</b>  | <p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Mandatory profit-sharing measures expanded</a> — key date: July 2024</li> <li>• <a href="#">New gender quotas imposed for senior execs/management teams</a> — key date: March 1, 2026</li> </ul>  |
| <b>Greece (new)</b>   |   |
| <b>Status</b>   |  <b>Currently effective</b>  |
| <b>Development</b>  | <p><b>Wealth</b></p> <p><b>Working old age pensioners must register on e-EFKA platform</b></p> <p>Individuals who receive old age pension benefits, and who continue to work, must now self-register via Greece's electronic national social security agency (e-EFKA) platform, and declare any applicable exemptions. After cross-checking data from e-EFKA and/or inspections, financial penalties will be levied if the individual fails to provide accurate information. As background, e-EFKA fully implements the European System for Electronic Exchange of Social Security Information.</p> |
| <b>Resources</b>  | <p><a href="mailto:maria.markopoulou@marsh.com">maria.markopoulou@marsh.com</a><br/> <a href="#">Announcement (Greek)</a> (Government, Feb. 2, 2024)</p>  |
| <b>Greece (new)</b>   |   |
| <b>Status</b>   |  <b>Effective July 1, 2024</b>   |
| <b>Development</b>  | <p><b>Career</b></p> <p><b>Digital work card system to include manufacturing and retail sectors</b></p> <p>From July 1, 2024, the Ministry of Labor's digital work card system (Ergani) will expand to include manufacturing and retail sectors. The card aims to reduce illegal and undeclared work, and to record working time in real time and remunerate workers accordingly. It is already effective in certain other businesses, such as supermarkets, banks and security companies. The card will also synchronize with the Ergani II information system.</p>                                |
| <b>Resources</b>  | <p><a href="mailto:maria.markopoulou@marsh.com">maria.markopoulou@marsh.com</a><br/> <a href="#">Information on Ergani</a> (Government)</p>   |

## Greece (new)

|                    |  |
|--------------------|--|
| <b>Status</b>      |  <b>Currently effective</b>   |
| <b>Development</b> | <p><b>Wealth</b></p> <p><b>Expanded entitlement to parents' pension benefits for eligible orphans</b></p> <p>Certain orphaned children who are eligible to receive their deceased parent's old age pension can now receive those benefits until age 24, or if they remain unmarried. Previously, their pension entitlement was terminated on employment or when they finished tertiary education. The measures are included in Article 119 of Law 5078/2023 and are restricted to orphans whose parents died before May 13, 2016, and orphans who are classified as "severely disabled." The government issued guidance in April 2024.</p> |
| <b>Resources</b>   | <p><a href="mailto:maria.markopoulou@marsh.com">maria.markopoulou@marsh.com</a></p> <p><a href="#">Law (Greek) (Government, Feb. 27, 2024)</a> and <a href="#">Guidance (Greek) (EFKA, May 15, 2024)</a></p>   |

## Greece (new)

|                    |  |
|--------------------|--|
| <b>Status</b>      |  <b>Currently effective</b>   |
| <b>Development</b> | <p><b>Career</b></p> <p><b>Minimum wage multiplier for certain job grades reduced</b></p> <p>From March 1, 2024, the minimum monthly wage for employees who are Directors at B and C grades was reduced to between four and six times the minimum wage; previously, the multiplier was between six to eight times.</p> |
| <b>Resources</b>   | <p><a href="mailto:maria.markopoulou@marsh.com">maria.markopoulou@marsh.com</a></p> <p><a href="#">Law (Greek) (Government, April 28, 2023)</a></p>  |

## Hungary (previously covered, with upcoming effective date)

|                    |   |
|--------------------|---|
| <b>Development</b> | <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li><a href="#">Medical suitability assessments no longer required</a> — key date: Sept. 1, 2024</li> </ul> |
|--------------------|---|

## Ireland (previously covered, with upcoming effective date)

|                    |  |
|--------------------|--|
| <b>Development</b> | <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li><a href="#">Changes to state pension</a> — key date: October 2024</li> </ul> |
|--------------------|--|

## Israel (previously covered, with upcoming effective date)

|                    |  |
|--------------------|--|
| <b>Development</b> | <p><b>Health</b></p> <ul style="list-style-type: none"> <li><a href="#">Health insurance contributions to increase</a> — key date: Jan. 1, 2025</li> </ul> |
|--------------------|--|

| Kenya (new)  |   |
|--|---|
| Status   |  <b>Effective date unknown</b>   |
| Development  | <p><b>Career</b></p> <p><b>Minimum wage hike announced</b></p> <p>On May 1, 2024, the president called on the Ministry of Labour to increase the minimum wage “by at least 6%.” The minimum wage was last increased in May 2022.</p>  |
| Resources  | <a href="#">President Ruto announces 6 percent minimum wage increase</a> (President’s office, May 1, 2024)  |
| Kenya (previously covered, with upcoming effective date)       |   |
| Development  | <p><b>Health</b></p> <ul style="list-style-type: none"> <li><a href="#">Health insurance contributions to start</a> — key date: July 1, 2024</li> </ul>   |
| Latvia (new)   |   |
| Status   |  <b>Currently effective</b>  |
| Development  | <p><b>Health — Wealth</b></p> <p><b>Guidance on mandatory state social insurance contributions updated</b></p> <p>Updated guidance on mandatory state social insurance contributions for employees and employers was issued on May 9, 2024, by the Latvian State Revenue Service. The guidance includes information about the registration of mandatory contributors; the calculation of income subject to contribution payments; the procedure for submitting information about employees; mandatory contribution rates for 2024, by employee category; the procedure for the payment of employers’ contributions; and the submission of employer reports.</p> |
| Resources  | <a href="#">Information on guidance</a> (Latvian) (Government)  |
| Lithuania (previously covered, with upcoming effective date)   |   |
| Development  | <p><b>Career — Health</b></p> <ul style="list-style-type: none"> <li><a href="#">Additional leave for adoptive mothers introduced</a> — key date: July 1, 2024</li> </ul>   |
| Netherlands (previously covered, with upcoming effective date) |   |
| Development  | <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li><a href="#">Parliament agrees to significant occupational pension reforms</a> — key date: Jan. 1, 2025</li> </ul>   |
| Nigeria (previously covered, with upcoming effective date)     |   |
| Development  | <p><b>Health</b></p> <ul style="list-style-type: none"> <li><a href="#">Health insurance coverage to significantly expand</a> — key date: unknown</li> </ul>  |

## Norway (new)

### Status



Effective for children born or adopted on or after July 1, 2024.

### Development

#### Career — Health

##### **Paid parental leave in exchange for reduced benefit expanded**

Norway expanded the period of paid parental leave to 306 days (or 61 weeks) up from 295 days (59 weeks) for employees who elect to receive a reduced rate of benefit (80%) of their pay, instead of their full pay (up to the salary ceiling). The additional leave will apply to children born or adopted on or after July 1, 2024. Highlights of the expanded parental leave scheme include:

- Mothers must take three weeks of the parental leave entitlement prior to their baby's birth.
- Parents of adopted children will be entitled to an additional 11 days of paid leave - 291 days (58 weeks), up from 280 days (56 weeks).
- Parents who have multiple births or who adopt more than one child at the same time will be entitled to additional paid leave. Parents of twins or who adopt two children at the same time will be entitled to one more day of paid leave (106 days), and to eight additional days following the birth or adoption of three or more children (to 288 days).

### Resources

[Law](#) (Norwegian) (Government)

## Oman (previously covered, with upcoming effective date)

### Development

#### Wealth

- [Social protection for foreign employees expanded](#) — key date: July 2024

**Poland (previously covered, with upcoming effective date)**

**Development** **Career**

- [Minimum wage to increase](#) — key date: July 1, 2024

**South Africa (new)**

**Status**  **Proposal**

**Development** **Career — Health**

**Parents could be eligible to share four months of parental leave**

Eligible parents could be entitled to four consecutive months of parental leave under interim relief measures that await the Constitutional Court’s confirmation; until such time, the current provisions of the Basic Conditions of Employment Act (BCEA) remain unchanged. The interim relief measures follow a judgment by the Gauteng High Court in October 2023 that the BCEA’s current parental leave provisions are unconstitutional, and discriminate between mothers and fathers, and workers who have become parents either through birth, surrogacy, or the adoption of a child younger than two years. Currently, the BCEA provides for four months of maternity leave, and allows birth mothers to return to work six weeks after giving birth. New fathers or same-sex partners of women who have given birth are entitled to 10 days of paid parental leave; parents of adopted children younger than two years can take 10 consecutive weeks of adoption leave, or 10 days of parental leave if the child is older than two. Highlights of the proposed interim relief measures include:

- Parents (of any gender) would be entitled to share up to four months of parental leave, or one parent could take the full period of leave. Parents would be entitled to the Unemployment Insurance Fund benefit for their leave periods.
- Parents could take periods of parental leave consecutively. The Constitutional Court could clarify how leave can be taken and provide implementation guidance (such as the restriction on women from returning to work until six weeks after they have given birth).
- If the Constitutional Court approves the interim relief measures, Parliament would then have two years to amend the BCEA. The interim relief measures would apply until such time as the BCEA is amended.

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[Judgement](#) (Government, Oct. 25, 2023)

**South Africa (previously covered, with upcoming effective date)**

**Development** **Wealth**

- [Two-pot pension changes announced](#) — key date: Sept. 1, 2024

**Sweden (previously covered, with upcoming effective date)**

**Development** **Career — Health**

- [Employer compensation for high sick-pay costs to phase out](#) — key date: during 2024

### Switzerland (previously covered, with upcoming effective date)

#### Development

##### Career

- [Hourly minimum wage to be introduced in Zurich and Winterthur](#) — key date: unknown

##### Career — Health

- [Paid leave introduced in Geneva](#) — key date: unknown

##### Wealth

- [Occupational pension reforms pass parliament](#) — key date: unknown

### United Arab Emirates (previously covered, with upcoming effective date)

#### Development

##### Health

- [Compulsory health insurance to expand to Northern Emirates](#) — key date: Jan 1, 2025

### UK (previously covered, with upcoming effective date)

#### Development

##### Career

- [Certain workers to have more rights to request more predictable hours](#) — key date: autumn 2024
- [Employers have new duty to prevent workplace sexual harassment](#) — key date: autumn 2024

##### Career — Health

- [Employees to be allowed neonatal care leave](#) — key date: expected April 2025
- [Benefits-in-kind digitization reporting confirmed](#) — key date: April 2026

##### Wealth

- [Pension auto enrollment to expand, reducing eligible age and abolishing earnings threshold](#) — key date: unknown
- [New defined benefit publishing regime published](#) — key date: Sept. 22, 2024
- [Guidance sets staging date for schemes to connect to Pensions Dashboard](#) — key date: April 30, 2025



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