

# Global Legislative Update

Law & Policy Group

By Stephanie Rosseau and Fiona Webster  
July/August 2025



# 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.

1. Highlights.....	2
2. Global.....	7
3. Americas.....	9
4. Asia Pacific.....	46
5. Europe, Middle East and Africa (EMEA).....	65

# Section 1

## Highlights

### Global

<b>International Labour Organization</b>	<a href="#">Improvements of rights and conditions for platform workers proposed</a>
<b>Artificial Intelligence</b>	<a href="#">Global employer resources</a>
<b>Minimum wage rates</b>	<a href="#">Global employer resources</a>
<b>Remote working</b>	<a href="#">Global employer resources</a>
<b>Reproductive rights</b>	<a href="#">Global employer resources post <i>Dobbs</i> ruling</a>
<b>Right to disconnect</b>	<a href="#">Global employer resources</a>

### Americas

<b>Canada</b>	<a href="#">Sick requirement for short-term health leave eased in British Columbia</a> <a href="#">Information security guidelines take effect in British Columbia</a> <a href="#">Rights of digital platform workers enhanced in Ontario</a> <a href="#">Draft regulations on supplemental pensions issued in Quebec</a> <a href="#">Revision of workplace laws finalized in Saskatchewan</a>
<b>Mexico</b>	<a href="#">Employers must make housing loan payments in certain circumstances for employees</a>
<b>United States</b>	<a href="#">Supreme Court eases standard for reverse discrimination claims</a> <a href="#">Guidance issued on employer's need to check employees' Employment Authorization Document revocation</a> <a href="#">Supreme Court rules on state ban on gender-affirming care for minors</a> <a href="#">2026 HSA, HDHP and excepted-benefit HRA figures set</a> <a href="#">House bills target Department of Labor's ERISA enforcement, litigation activity</a> <a href="#">2025 state paid family and medical leave contributions and benefits roundup</a> <a href="#">Domestic partner benefits remain popular but present challenges</a> <a href="#">Beyond COBRA: State laws add complexity to continuation coverage</a> <a href="#">Group fixed-indemnity plans pose legal and tax issues</a> <a href="#">User's guide to SECURE 2.0</a> <a href="#">Transportation plans offer valued benefits, but pose compliance issues</a> <a href="#">Roundup: Employer resources on noncompete restrictions</a> <a href="#">Roundup: Employer resources on the changing landscape of DEI</a>

## Americas (continued)

### United States

[Fertility law expanded in Arkansas](#)  
[New fee rates announced under the Health Care Accountability Ordinance in San Francisco, California](#)  
[Paid family medical leave maximum benefit increased in Colorado](#)  
[Pharmacy benefit manager law enacted in Connecticut](#)  
[Telehealth reimbursement parity extended in Hawaii](#)  
[Insulin cost-sharing law takes effect in Illinois](#)  
[Fiduciary duty imposed on pharmacy benefit managers and third-party administrators in Indiana](#)  
[Pharmacy benefit manager law enacted in Iowa](#)  
[Autism spectrum disorder coverage mandate enacted in Iowa](#)  
[Pharmacy benefit manager resolutions passed in Louisiana](#)  
[Paid family medical leave benefit amounts increased, claim administration picked in Maine](#)  
[Pharmacy benefit manager law enacted in Maine](#)  
[Paid family medical leave law tweaked in Maine](#)  
[Paid family medical leave law delayed in Maryland](#)  
[Pharmacy benefit manager, prescription law partially effective in Massachusetts](#)  
[Salary disclosures, wage data reporting to be required in Massachusetts](#)  
[Minor changes made to paid family medical leave and paid sick and safe leave programs in Minnesota](#)  
[Anti-discrimination protections added in Minneapolis, Minnesota](#)  
[Paid sick time law modified in Nebraska](#)  
[Fertility mandate enacted in Nevada](#)  
[Insulin mandate enacted in Nevada](#)  
[Telehealth law tweaked in New Hampshire](#)  
[Changes to paid family leave laws enacted in New Hampshire](#)  
[Paid parental leave mandate enacted in New York City](#)  
[Network adequacy rules for fully insured plans take effect in New York](#)  
[Pharmacy benefit manager regulations finalized in New York](#)  
[Cost sharing for insulin and related supplies capped in North Dakota](#)  
[Labor law notices can be provided online in Ohio](#)  
[Salary disclosures, wage data reporting to be required in Massachusetts](#)  
[Minor changes made to paid family medical leave and paid sick and safe leave programs in Minnesota](#)  
[Anti-discrimination protections added in Minneapolis, Minnesota](#)  
[Paid sick time law modified in Nebraska](#)  
[Fertility mandate enacted in Nevada](#)

## Americas (continued)

### United States

[Roundup: Employer resources on states' recent equal pay laws](#)  
[Roundup: Employer resources on states' recreational marijuana laws](#)  
[Roundup: Employer resources on minimum wage increases](#)  
[Insulin mandate enacted in Nevada](#)  
[Telehealth law tweaked in New Hampshire](#)  
[Changes to paid family leave laws enacted in New Hampshire](#)  
[Paid parental leave mandate enacted in New York City](#)  
[Network adequacy rules for fully insured plans take effect in New York](#)  
[Pharmacy benefit manager regulations finalized in New York](#)  
[Cost sharing for insulin and related supplies capped in North Dakota](#)  
[Labor law notices can be provided online in Ohio](#)  
[State-facilitated public exchange established in Oklahoma](#)  
[Telehealth law enacted in Oregon](#)  
[Employers required to provide new hires with additional payroll information in Oregon](#)  
[Paid family medical leave rates adjusted in Oregon](#)  
[Age-related discrimination protections in employment expanded in Oregon](#)  
[Worker protections enacted in Philadelphia, Pennsylvania](#)  
[Benefit and leave laws vary in Puerto Rico](#)  
[Paid family medical leave law modified in Rhode Island](#)  
[Temporary disability insurance rates increased in Rhode Island](#)  
[Anti-WHO law enacted in Tennessee](#)  
[Data protection law takes effect in Tennessee](#)  
[Insurance law restricts intelligence law in Texas](#)  
[Pharmacy-customer communications law enacted in Texas](#)  
[Telehealth coverage broadened in Texas](#)  
[Newborn coverage mandate extended in Texas](#)  
[Salary disclosures to be required in job advertisements in Vermont](#)  
[Changes to parental and family leave law takes effect in Vermont](#)  
[Healthcare employers face workplace violence reporting requirements in Virginia](#)  
[Personnel file disclosure requirements strengthened in Washington](#)  
[Law requires employee notice before certain layoffs and closures in Washington](#)  
[Paid sick and safe leave permitted use added in Washington](#)  
[Covered-lives assessment rates for fiscal year 2026 issued in Washington](#)




**Asia Pacific**

<b>Australia</b>	<a href="#">Pay-as-you-go tax withholding schedules for 2025-26 released</a> <a href="#">Cyber security toolkit launched</a> <a href="#">Superannuation contributions to be paid during paid parental leave</a> <a href="#">Securities regulator uncovers widespread managed investments' compliance plan deficiencies</a> <a href="#">Minimum wage increased</a> <a href="#">Proposed tax on large superannuation account balances to be introduced</a> <a href="#">Securities regulator cracks down on unlawful 'finfluencers'</a> <a href="#">Superannuation guarantee to increase to 12%</a> <a href="#">Prudential regulator advises on authentication controls in superannuation sector</a> <a href="#">Transfer Balance Cap increased</a> <a href="#">Changes to Operational Risk Financial Requirement finalized</a> <a href="#">Updated guidance on strategic planning and member outcomes takes effect</a> <a href="#">New operational risk management standard takes effect</a> <a href="#">Operational resilience guidance takes effect</a>
<b>Hong Kong</b>	<a href="#">Revised fee schedule for public healthcare services gazetted</a> <a href="#">Working time threshold for 'continuous contracts' reduced</a> <a href="#">Employment protection of local employees enhanced</a> <a href="#">Corporate governance code and listing rules revised, diversity requirements enhanced</a>
<b>Indonesia</b>	<a href="#">New insurance regulation for health insurance products issued</a>
<b>Malaysia</b>	<a href="#">Labor ordinances expanded in Sabah and Sarawak</a>
<b>New Zealand</b>	<a href="#">KiwiSaver scheme and contribution amounts adjusted</a> <a href="#">Changes to pay equity claims effective</a>
<b>Philippines</b>	<a href="#">Anti-discrimination measures introduced in labor code</a> <a href="#">Employment protections for caregivers enacted</a> <a href="#">Guidelines issued on temporary accommodation, welfare for construction workers</a> <a href="#">Supplemental guidance issued for employment of foreign nationals</a>
<b>South Korea</b>	<a href="#">National pension contribution base thresholds adjusted for 2025-2026</a>
<b>Thailand</b>	<a href="#">Minimum wage to increase</a>
<b>Vietnam</b>	<a href="#">Social insurance law takes effect</a>

<b>EMEA</b>	
<b>European Union (EU)</b>	<a href="#">Final adoption near of revised European Works Council, transnational information and consultation procedures</a> <a href="#">European Commission consults on methods to improve supplementary pensions</a> <a href="#">Consultation on artificial intelligence on high-risk classification usage</a> <a href="#">Easing of data protection burdens for smaller organizations proposed</a>
<b>Czech Republic</b>	<a href="#">Employers get increased protections under revised labor code</a>
<b>Egypt</b>	<a href="#">Employment law to change</a>
<b>Hungary</b>	<a href="#">Immediate access to 'self-help services' fund allowed</a>
<b>Netherlands</b>	<a href="#">Minimum wage increased</a>
<b>Nigeria</b>	<a href="#">Pension contribution remittance systems launched</a>
<b>Oman</b>	<a href="#">Social protections for foreign employees expanded</a>
<b>Qatar</b>	<a href="#">Nationalization program launched to boost employment rate</a>
<b>Saudi Arabia</b>	<a href="#">Revised national hiring targets for certain sectors issued</a>
<b>Tunisia</b>	<a href="#">Labor code revised to restrict certain types of employment contracts</a>
<b>United Kingdom</b>	<a href="#">Government's response to consultation on options for defined benefit schemes issued</a> <a href="#">Regulator publishes guidance on new models, options in defined benefit schemes</a> <a href="#">Pension regulator's responses to statement of strategy consultation issued</a> <a href="#">Pension Investment Review final report published</a> <a href="#">Fuel rates for employer-provided company cars published</a> <a href="#">Pension Schemes Bill introduced in Parliament</a> <a href="#">Full review of parental leave and pay measures advance in Great Britain</a>

## Section 2

# Global

International Labour Organization (new)	
Status	 Proposal
Development	<p><b>Career</b></p> <p><b>Improvements of rights and conditions for platform workers proposed</b></p> <p>The International Labour Organization (ILO) held a first-year discussion in June 2025 on improving the rights and conditions for digital platform workers. The discussion agreed that the proposed standards would comprise a Convention and a supporting Recommendation covering a wide range of issues, such as fundamental principles and rights at work, fair remuneration, social security, occupational safety and health, impact of automated systems on working conditions and access to work, protection of personal data and privacy and effective access to dispute resolution. The discussion will continue in 2026, with the goal of adopting both instruments.</p>
Resources	<a href="#">Standard-setting committee on decent work in the platform economy</a> (ILO, June 2025)
Artificial Intelligence	
Status	 Ongoing initiatives
Development	<p><b>Career</b></p> <p><b>Roundup: Global employer resources on artificial intelligence</b></p> <p>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.</p>
Resources	<a href="#">Roundup</a> , regularly updated
Minimum wage	
Status	 Ongoing initiatives
Development	<p><b>Career</b></p> <p><b>Roundup: Global employer resources on minimum wage increases</b></p> <p>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.</p>
Resources	<a href="#">Roundup</a> , regularly updated

Remote working	
Status	 Ongoing initiatives
Development	<p><b>Career — Health — Wealth</b></p> <p><b>Roundup: Countries address remote-working issues</b></p> <p>Remote working has become more of a 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.</p>
Resources	<a href="#">Roundup</a> , regularly updated
Reproductive rights	
Status	 Ongoing initiatives
Development	<p><b>Health</b></p> <p><b>Roundup: Global employer resources on reproductive rights post <i>Dobbs</i> ruling</b></p> <p>In June 2022, the US Supreme Court’s <i>Dobbs v. Jackson Women’s Health Organization</i> decision overturned <i>Roe v. Wade</i>, 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.</p>
Resources	<a href="#">Roundup</a> , regularly updated
Right to disconnect	
Status	 Ongoing initiatives
Development	<p><b>Career</b></p> <p><b>Roundup: Right to disconnect around the world</b></p> <p>In recent years, several countries have enacted legislation requiring employers to allow employees the “right to disconnect” — or to “switch off” from work-related electronic communications (such as emails) outside of their normal working hours. ... To help employers consider the issues associated with the right to disconnect, this roundup provides links to general information about countries’ legislative/regulatory governance initiatives and trends. Sources include organizations, government websites, third-party resources and news articles.</p>
Resources	<a href="#">Roundup</a> , regularly updated

## Section 3

# Americas

### Brazil (previously covered, with an upcoming effective date)

#### Development

##### Career

- [Measures gradually reintroduce the payroll tax](#) — key date: Jan. 1, 2026

##### Career — Health

- [Inclusion of psychosocial risks in risk management process postponed](#) — key date: May 26, 2026

### Canada — British Columbia (new)

#### Status



**Effective fall 2025**

#### Development

##### Career — Health

##### Sick requirement for short-term health leave eased

Employers in British Columbia will no longer be allowed to ask employees to provide a health practitioner's note for short-term health-related leave under changes that aim to reduce the administrative burden on health practitioners. The measures are included in amendments to the Employment Services Act that received Royal Assent on May 29, 2025, and they are expected to take effect in fall 2025, following the issuance of regulations. Employees in the province are entitled to five paid and three unpaid days for short-term illness and injury leave.

#### Resources

[kristin.smith@mercer.com](mailto:kristin.smith@mercer.com)

[Sick notes restriction will leave more time for patient care](#) (Government, April 15, 2025)

### Canada — British Columbia (previously covered, now effective)

#### Status



**Currently effective**

#### Development

##### Wealth

##### Information security guidelines take effect

On March 25, 2025, the BC Financial Services Authority (BCFSA) released a new standalone Information Security Guideline for B.C. pension plan administrators and a revised Information Security Guideline for Provincially Regulated Financial Institutions to help mitigate information security risks and ensure timely reporting of material security incidents. These new guidelines took effect on July 1, 2025.

#### Resources

[kristin.smith@mercer.com](mailto:kristin.smith@mercer.com)

[BCFSA releases information security guidelines](#) (BCFSA, March 25, 2025)

**Canada — Ontario (previously covered, now effective)**

**Status**  **Currently effective**

**Development** **Career**

**Rights of digital platform workers enhanced**

On July 1, 2025, the rights and protection of digital platform workers in Ontario were strengthened under measures that amend the Digital Platform Workers’ Rights Act, 2022 (“Act”) and associated regulations. The measures apply to workers (regardless of their employment status under the Employment Standards Act) and to digital platform operators. Highlights of the act include:

- Digital workers are individuals engaged in digital platform work (also known as gig work), and includes ridesharing, delivery services and courier tasks. Platform operators include any entity that facilitates digital platform work through a digital platform, such as app-based ride-share or delivery companies.
- Digital platform workers must be paid at least the minimum wage (C\$17.20/hour), not including the tips and gratuities received for each work assignment.
- The information that platform operators must give platform workers when offering and completing work assignments. It must specify when a “work assignment” starts and ends; the method used to calculate pay; the recurring pay period and pay day; the factors used to determine the allocation of work assignments to workers; and the evaluation methods and any performance rating systems used. Operators will also be subject to record keeping requirements.
- Platform work operators will generally be required to provide a written explanation and two weeks’ notice before removing platform workers from the platform for any period of 24 hours or longer.
- Government-appointed compliance officers will enforce the Act, and the penalties for violations could include fines (up to C\$500,000) and imprisonment. The government will also establish a complaint system to enable workers to report violations.

**Resources** [Bill 149, Working for Workers Four Act, 2024](#) (Legislature) and [Digital Platform Workers’ Rights Act, 2022](#) (Legislature)

**Canada — Quebec (new)**

**Status**  **Consultation is open through July 12, 2025.**

**Development** **Wealth**

**Draft regulations on supplemental pensions issued**

On May 28, 2025, Quebec published two draft regulations that would amend the regulation respecting supplemental pension plans. The proposals would apply to the administration of a variable payment life pension (VPLP) fund within a pension plan with defined contribution (DC) provisions or a voluntary retirement savings plan (VRSP), as well as to pensions paid from such funds. Once approved, the regulations will be published again in the official gazette of Quebec.

**Resources** [Publication of draft regulations to amend the regulation respecting supplemental pension plans](#) (Retraite Quebec, May 28, 2025)

**Canada — Saskatchewan (new)****Status**  **Effective later in the 2025-2026 fiscal year****Development****Career — Health****Revision of workplace laws finalized**

Changes to Saskatchewan's workplace laws — including expanded leave provisions, sick notes and overtime eligibility — feature in The Saskatchewan Employment Amendment Act, 2024 that received Royal Assent on May 13, 2025. The Act will take effect on proclamation later in the 2025-26 fiscal year — no date has been announced. Employers will need to update their company handbooks and policies and adjust time tracking and payroll systems to comply with the measures. Highlights of the Act include:

- Long-term sick leave will align with federal employment insurance benefits and expand to 27 weeks in any 52-week period (up from 12 weeks).
- Individuals who suffer a pregnancy loss up to 20 weeks before their due date (up from 13 weeks) will be entitled to 20 weeks of maternity leave.
- The eligibility criteria for bereavement leave (five days) will be expanded to include chosen family and pregnancy loss — currently, it may be taken only for an immediate family member. Employees will also be allowed to take the leave up to six months following a death — currently, individuals must take the leave within one week prior to, or after, the funeral.
- Individuals that experience "interpersonal violence and sexual violence" will be entitled to 16 weeks of unpaid leave in any 52-week period — this leave will be additional to the current 10-day leave period (of which five days are paid).
- Employers will only be allowed to request sick notes if the employee is absent for more than five consecutive days, or if the employee is absent twice for two or more days during the preceding 12 months.
- Variances in meal break requirements and scheduling changes will be permitted, subject to the employer's approval. Currently, employers generally must provide a 30-minute meal break every five hours.
- The definition of "day" for the purpose of determining overtime eligibility and working time will either be a calendar day or a 24-hour period that does not have to be consecutive — employers will need to specify this in the work schedule notice.
- Other changes will include the calculation of overtime pay arrangements for part-time workers; the possibility for employers to make wage deductions (with consent) for salary advances, voluntary training and housing allowances; prohibition on the withholding or deduction of tips from employees (except where required by law); clarification and changes to employee termination processes (employers will have to give employees, the minister and the union notice of terminating 25 or more employees, up from 10); and the introduction of a one-day weekly rest period for retail sector workers (currently, this sector is entitled to two consecutive days off per week).

**Resources**

[Employment standards amendments pass](#) (Government, May 13, 2025) and [The Saskatchewan Employment Amendment Act, 2024](#) (Legislature)

**Canada (previously covered, with an upcoming effective date)****Development****Career**

- [Minimum wage to increase in Manitoba](#) — key date: Oct. 1, 2025
- [Minimum wage to increase in Prince Edward Island](#) — key date: Oct. 1, 2025
- [Pay transparency duties to start in Ontario](#) — key date: Jan. 1, 2026
- [Employers face required disclosures regarding pay in Ontario](#) — key date: Jan. 1, 2026

**Career — Health**

- [New leave entitlements in Ontario](#) — key date: Lieutenant Governor will proclaim effective date
- [‘Right-to-disconnect’ established for employees](#) — key date: Slated to take effect in 2025

**Wealth**

- [Pension super priority federal legislation enacted](#) — key date: April 27, 2027

**Colombia (previously covered, with an upcoming effective date)****Development****Wealth**

- [Pension reforms issued](#) — key date: Posted from July 1, 2025

**Mexico (new)****Status****Effective September 2025****Development****Career — Health****Employers must make housing loan payments in certain circumstances for employees**

Employers in Mexico recently became liable for covering employees’ loan installment payments to the National Workers’ Housing Fund Institute — INFONAVIT — when their employees are absent or on medical leave, and if there is no salary from which the employer can make deductions. On May 15, 2025, the government published a notice that employers must make the first payments of loans to INFONAVIT by Sept. 17, 2025, covering the fourth bimonthly period (July and August) in 2025.

The housing loan measures were included in an amendment to the housing fund law, published in the Official Gazette on Feb. 21, 2025. Previously, employers were allowed to suspend their duty to withhold installments in the event of an employee’s absence or medical leave, and if no salary was paid to the employee. Once the employee returns to work, they will be in debt to their employer; however, federal law restricts the amount that employers can deduct from employees’ salaries.

Some employers in Mexico have reportedly filed lawsuits requesting judicial review of the housing loan reforms, arguing that Article 29 of the INFONAVIT Law unjustifiably violates their rights.

**Resources**

[Law](#) (Spanish) (Official Diary, May 15, 2025)

**Panama (previously covered, with an upcoming effective date)****Development****Wealth**

- [Employer social security contributions increased](#) — key date: March 1, 2027

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

**Development**      **Career — Wealth**

- [Pension system modernization law issued](#) — key date: unknown

**United States (US) (new)**

**Status**       **Currently effective**

**Development**      **Career**

**Supreme Court eases standard for reverse discrimination claims**  
 On June 5, 2025, the Supreme Court, in a unanimous opinion, held that the “background circumstances” test — that requires members of a majority group to satisfy a higher evidentiary standard when bringing Title VII discrimination claims — is inconsistent with Title VII and the Supreme Court’s precedents. The Court reversed a lower court’s dismissal of a woman’s lawsuit alleging that she was discriminated against because she is heterosexual. This decision resolves a circuit split in the application of the “background circumstances” test.

**Resources**      [Opinion](#) (Supreme Court, June 5, 2025) and [Roundup: Employer resources on the changing landscape of DEI](#) (Mercer, regularly updated)

**US (new)**



**Status**       **Currently effective**




**Development**      **Career**

**Guidance issued on employers’ need to check Employment Authorization Document revocation**  
 Employers must now regularly generate a Status Change Report to identify employees whose Employment Authorization Document (EAD) has been revoked by the Department of Homeland Security (DHS), according to Department of Homeland Security (DHS) guidance issued on June 23, 2025. Previously, the DHS notified employers using “case alerts” of an employee’s EAD revocation.  
 Employers must also now reverify employees who are listed on the Status Change Report. Employees may still be authorized to work in the US based on another status or legal provision, and subject to providing acceptable documentation.

**Resources**      [EAD revocation guidance for E-verify employers](#) (Government)

<b>US (new)</b>	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Supreme Court rules on state ban on gender-affirming care for minors</b></p> <p>The Supreme Court issued a decision upholding a Tennessee law banning gender-affirming medical care for minors (U.S. v. Skrmetti). A majority of justices on the court held that it didn't violate the Equal Protection Clause of the 14th Amendment.</p> <p>There is no immediate consequence for employers covering gender-affirming care for minors in their health plans. However, today's decision means that accessing such care will become increasingly difficult. Currently, half of the states have medical care bans like Tennessee's. Nevertheless, coverage in employer health plans is fairly common, albeit varied. Employer group health plans, whether self-funded or fully insured, can cover this healthcare as long as the services are legal where provided.</p>
<b>Resources</b>	<a href="#">Decision</a> (Supreme Court, June 18, 2025)
<b>US (new)</b>	
<b>Status</b>	 <b>Roundtable held and input requested</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Securities Exchange Commission lays the groundwork for significant changes to executive pay disclosure</b></p> <p>The SEC held a roundtable on June 26, 2025, to discuss if executive compensation disclosures have strayed from the agency's three-part mission — protecting investors; maintaining fair, orderly and efficient markets; and facilitating capital formation — and, as Chairman Atkins articulated, become a “Frankenstein patchwork of rules.” Three rules in the SEC's crosshairs implement Dodd-Frank Act mandates: CEO pay ratio disclosure, pay-versus-performance disclosure and clawback policies. A fourth target is the test for determining if a benefit is a perquisite, with a focus on whether company-provided personal security and personal use of corporate aircraft should continue to be categorized as perks. Panelists commented on these rules and urged the agency to undertake a holistic review of all required disclosures to ensure the information is useful to investors without being overly burdensome to companies. Panelists included lawyers, consultants, and representatives from associations, companies and institutional investors. The SEC posted a replay of the roundtable and is seeking public feedback on the rules. Interested parties can use the roundtable's event page to submit a comment letter and review letters as they are submitted.</p>
<b>Resources</b>	<a href="mailto:amy.knieriem@mercer.com">amy.knieriem@mercer.com</a> , <a href="mailto:carol.silverman@mercer.com">carol.silverman@mercer.com</a> , <a href="mailto:david.thieke@mercer.com">david.thieke@mercer.com</a> <a href="#">SEC roundtable: SEC lays the groundwork for significant changes to executive pay disclosure</a> (Mercer, July 1, 2025)

US (new)	
<b>Status</b>	 <b>Effective Jan. 1, 2026</b>
<b>Development</b>	<p><b>Health — Wealth</b>  <b>2026 HSA, HDHP and excepted-benefit HRA figures set</b></p> <p>IRS has announced the 2026 inflation-adjusted amounts for health savings accounts (HSAs), high-deductible health plans (HDHPs) and excepted-benefit health reimbursement arrangements (HRAs). In 2026, tax-deductible/tax-free HSA contribution limits, HDHP in-network out-of-pocket maximums and HDHP minimum annual deductibles will rise from 2025 levels for both self-only and family coverage levels. The HSA catch-up contribution limit is set by statute and hasn't changed since 2009. The 2026 maximum annual employer contribution for an excepted-benefit HRA will increase to \$2,200. The GRIST cited below provides the HSA, HDHP and excepted-benefit HRA limits for 2024–2026.</p>
<b>Resources</b>	<p><a href="mailto:dorian.smith@mercer.com">dorian.smith@mercer.com</a> and <a href="mailto:cheryl.hughes@mercer.com">cheryl.hughes@mercer.com</a>  <a href="#">GRIST</a>, June 27, 2025</p>
US (new)	
<b>Status</b>	 <b>Proposal</b>
<b>Development</b>	<p><b>Wealth</b>  <b>House bills target Department of Labor's ERISA enforcement, litigation activity</b></p> <p>House Republicans recently proposed legislation aimed at increasing the transparency of Department of Labor (DOL) enforcement activity. One proposed bill would require DOL to make annual reports to Congress about ERISA investigations and targeted compliance monitoring conducted by the agency's Employee Benefits Security Administration (EBSA). Another legislative proposal would prohibit the agency from sharing information obtained during EBSA investigations with private litigants without first notifying affected plan sponsors and fiduciaries. Both bills were referred to the House Education and Workforce Committee.</p> <p>Next steps for these bills are unclear amid a legislative agenda dominated by Republicans' drive to pass much of their tax and spending agenda in a single, filibuster-proof package under budget reconciliation rules. The legislative package approved by the House on May 22 (the "One Big Beautiful Bill Act," HR 1) and related Senate legislation released on June 16 includes neither these bills nor any proposals to change the tax treatment of retirement savings. Republicans, however, may look to advance these bills later this year.</p>
<b>Resources</b>	<p><a href="mailto:geoff.manville@mercer.com">geoff.manville@mercer.com</a> and <a href="mailto:matthew.calloway@mercer.com">matthew.calloway@mercer.com</a>  <a href="#">GRIST</a>, June 23, 2025</p>

US (new)	
<b>Status</b>	 <b>Effective dates vary.</b>
<b>Development</b>	<p><b>Career — Health</b></p> <p><b>2025 state paid family and medical leave contributions and benefits</b></p> <p>Mandates requiring paid leave for an employee’s own health condition exist in many states — California, Colorado, Connecticut, Hawaii, Massachusetts, New Jersey, New York, Oregon, Rhode Island and Washington — along with Puerto Rico and Washington, DC. Delaware, Maine, Maryland and Minnesota will start similar programs in the next few years. Except for Hawaii and Puerto Rico, these jurisdictions also require paid family leave. Voluntary group family leave insurance is now available in Alabama, Arkansas, Florida, Kentucky, Michigan, South Carolina, Tennessee, Texas and Virginia. Private employers may opt-in to the state program for governmental employees in New Hampshire and Vermont.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a> and <a href="mailto:katharine.marshall@mercer.com">katharine.marshall@mercer.com</a></p> <p><a href="#">GRIST</a>, updated Jan. 29, 2025 and <a href="#">Paid family and medical leave: Snapshots across the US</a> (Mercer, January 2025)</p>
US	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career — Health</b></p> <p><b>Domestic partner benefits remain popular but present challenges</b></p> <p>Domestic partner benefits continue to be common among many employers. However, compliance complexities present challenges for employers. The GRIST cited below (with minor updates and clarifications) reviews the major issues, particularly related to taxation and documentation, and provides useful tools, including a tax dependent flow chart, an employer domestic partner checklist and two tables summarizing applicable state laws.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a> and <a href="mailto:patty.cartwright@mercer.com">patty.cartwright@mercer.com</a></p> <p><a href="#">GRIST</a>, regularly updated</p>
US	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Beyond COBRA: State laws add complexity to continuation coverage</b></p> <p>Though COBRA has endured for decades, state continuation laws are its less familiar sidekick. These laws (often referred to as “mini-COBRA” laws), fill in COBRA’s gaps, particularly for small employers offering fully insured group health plans as well as fully insured large-employer group health plans (often referred to as “post-COBRA” laws), where coverage is required beyond COBRA’s normal time frames. The GRIST cited below summarizes the major aspects of state continuation requirements.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">GRIST</a>, Nov. 12, 2024</p>

## US

## Status

**Currently effective**

## Development

**Health****Group fixed-indemnity plans pose legal, tax issues**

Concerns that fixed-indemnity plans may too easily be mistaken for comprehensive medical coverage or may improperly treat some benefit payments as tax free has led to a final rule from the departments of Labor, Treasury, and Health and Human Services. The rule requires fixed-indemnity plans to supply a new consumer notice beginning in 2025, but omits more sweeping proposals that would have required many employers to redesign their fixed-indemnity coverage. Treasury proposals to clarify the tax treatment of employer-provided accident and health plans — particularly the tax treatment of fixed-indemnity plans — also were left out of the final rule. The GRIST cited below provides background information about group fixed-indemnity plans, details about the new consumer notice, an overview of proposals left out of the final rule, and a summary of IRS guidance identifying a variety of fixed-indemnity designs (often paired with a wellness program) as improper “double dipping” schemes. This article also summarizes provisions in the rule addressing individual fixed-indemnity plans and short-term limited duration insurance.

## Resources

[jennifer.wiseman@mercer.com](mailto:jennifer.wiseman@mercer.com) and [cheryl.hughes@mercer.com](mailto:cheryl.hughes@mercer.com)  
[GRIST](#), Aug. 27, 2024

## US

## Status

**Effective dates vary.**

## Development

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

A dizzying array of legislation affecting defined contribution (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 non-benefit-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 is 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**

<b>Status</b>	 <b>Effective dates vary.</b>
<b>Development</b>	<p><b>Career — Health</b></p> <p><b>Transportation plans offer valued benefits, but pose compliance issues</b></p> <p>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.</p> <p>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 adds 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.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a> and <a href="mailto:cheryl.hughes@mercer.com">cheryl.hughes@mercer.com</a></p> <p><a href="#">GRIST</a>, regularly updated</p>

**US**

<b>Status</b>	 <b>Effective dates vary.</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Roundup: Employer resources on noncompete restrictions</b></p> <p>Noncompete agreements prevent former employees from working for a competing employer or starting a competing business for a certain time after their employment ends. At the federal level, former President Biden, the Federal Trade Commission (FTC), the National Labor Relations Board (NLRB) and Congress have attempted to ban or limit the use of noncompete agreements. The FTC’s final rule banning noncompetes was scheduled to be effective Sept. 4, 2024, but on Aug. 20, 2024, a federal judge in Texas blocked the rule from taking effect nationwide. While the FTC has appealed the ruling, the rule will remain on hold until a future judicial decision either permanently blocks it or upholds it as lawful. The rule has been challenged in other lawsuits, with conflicting results. These divergent rulings and the impact of the recent Supreme Court Loper decision that overturned the “Chevron doctrine” of deference to federal agencies have led to employer uncertainty as to how to proceed. The Trump administration may also affect the fate of noncompetition provisions.</p> <p>At the state level, several states have generally banned noncompete agreements. 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.</p>
<b>Resources</b>	<p><a href="#">Roundup</a>, regularly updated</p>

US	
Status	 <b>Currently effective</b>
Development	<p><b>Career</b></p> <p><b>Roundup: Employer resources on the changing landscape of DEI</b></p> <p>In June 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 14th Amendment's equal protection clause. Since the decision, various viewpoints have emerged on the ruling's effect on companies' diversity, equity and inclusion (DEI) programs. While the Biden administration actively supported affirmative action and various DEI initiatives, President Trump's administration has adopted a firm stance against DEI programs in both the federal government and private sectors, issuing several executive orders (EOs) to limit these efforts. This roundup provides links to government information, third-party analyses, news articles and viewpoints about the varying aspects and issues to consider regarding employers' DEI programs.</p>
Resources	<a href="#">Roundup</a> , regularly updated

US	
Status	 <b>Currently effective</b>
Development	<p><b>Career</b></p> <p><b>Roundup: Employer resources on DOL's expansion of overtime protections</b></p> <p>This roundup provides some information on the US Department of Labor's (DOL) final rule that would have significantly expanded overtime protections. This rule has been challenged in multiple lawsuits, and on Nov. 15, 2024, a Texas federal district court judge vacated and set aside the final rule on a nationwide basis — holding that it exceeded the DOL's statutory authority under the Fair Labor Standards Act (FLSA). As a result, the 2025 increases did not go into effect, and the July 2024 increases were revoked. On Feb. 28, 2025, the DOL appealed a December 2024 Texas federal court's decision that also blocked the rule. Both cases were appealed to the Fifth Circuit Court of Appeals. 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>Compliance dates vary.</b>
Development	<p><b>Health</b></p> <p><b>Some states require group health plan sponsor reporting</b></p> <p>Several states and localities have group health plan reporting requirements. The GRIST cited below summarizes key reporting mandates in three categories: individual health coverage mandates, health plan assessments and surcharges, and other types of reporting. This year, a new table was added to describe individual tax liability for failure to maintain minimum essential coverage (MEC) in the five states (plus Washington, DC) that impose MEC mandates.</p>
Resources	<a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a> and <a href="mailto:dorian.smith@mercer.com">dorian.smith@mercer.com</a> <a href="#">GRIST</a> , regularly updated

**US — States****Status**  **Effective dates vary.****Development****Wealth****Resources for tracking state and local retirement initiatives**

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.

**Resources**

[margaret.berger@mercer.com](mailto:margaret.berger@mercer.com) and [brian.kearney@mercer.com](mailto:brian.kearney@mercer.com)  
[GRIST](#), 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 not passed after numerous attempts — most recently in June 2021. 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, plus 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****Status**  **Effective dates vary.****Development****Career****Roundup: Employer resources on minimum wage increases**

On March 14, 2025, President Trump rescinded former President Biden’s April 2021 executive order requiring federal contractors to pay a \$15 hourly minimum wage to workers for new federal contract solicitations starting Jan. 30, 2022, and increasing to \$17.75/hour in 2025. Federal appeals courts have different positions on the legality of the 2021 order, and the Department of Labor rules implementing the order remain in place. Executive Order 13658 — which was implemented by the Obama administration and currently requires federal contractors to pay \$13.30/hour — also remains. Numerous states have taken action 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 resources and news articles.

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


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.

**Resources**[Roundup](#), regularly updated**US — Arkansas (previously covered, soon to be effective)****Status**  **Effective on or about Aug. 3, 2025.****Development****Health****Coverage required for severe obesity**

Fully insured plans and state Medicaid must cover medically necessary expenses for treatment of conditions caused by severe obesity. “Severe obesity” means a body mass index (BMI) of 40 kg/m<sup>2</sup> or higher or a BMI of 35-39 plus at least one specified comorbidity. The coverage mandate includes bariatric surgery but excludes injectable drugs used to lower glucose levels (e.g., GLP-1s). State governmental plans are exempt. Arkansas generally applies its insurance laws on an extraterritorial basis to fully insured plans issued in another state. The law does not affect self-funded ERISA plans.

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)[HB 1424](#) (Legislature, April 16, 2025)


**US — Arkansas (previously covered, soon to be effective)**



<b>Status</b>	 <b>Effective on or about Aug. 3, 2025</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Reporting requirements for pharmacy benefit managers</b></p> <p>Each licensed PBM must annually report claims information to the state insurance department. This reporting includes claims data from self-funded plans, which raises ERISA concerns. It is unclear whether reporting will collect protected health information under HIPAA.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">SB 1602</a> (Legislature)</p>

**US — Arkansas (previously covered, soon to be effective)**


<b>Status</b>	<b>Takes effect on or about July 14, 2025.</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Fertility law expanded</b></p> <p>Arkansas amended its existing in vitro fertilization insurance coverage mandate to include restorative reproductive medicine. As a result of 2025 Act 859 (HB 1142), fully insured plans must cover restorative reproductive medicine, a concept that includes a list of services like ultrasounds, blood tests, hormone panel tests, and fertility awareness-based methods. The law will take effect on or about July 14, 2025. Arkansas generally applies its insurance laws on an extraterritorial basis to fully insured plans issued in another state. The law does not affect self-funded ERISA plans.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">2025 Act 859</a> (HB 1142) (Legislature)</p>

**US — California — San Francisco (previously covered, now effective)**


<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>New fee rates announced under the Health Care Accountability Ordinance</b></p> <p>The Health Care Accountability Ordinance (HCAO) requires most city contractors to provide health benefits meeting minimum standards. Alternatively, employers can make a payment to the San Francisco General Hospital based on an hourly rate for each covered employee. As of July 1, 2025, the rate is \$7.50 per hour, capped at \$300 per week.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">HealthCare Accountability Ordinance</a> (Government) and <a href="#">GRIST</a>, Sept. 3, 2024</p>

US — Colorado (new)	
Status	 <b>Currently effective</b>
Development	<p><b>Career — Health</b></p> <p><b>Paid family medical leave maximum benefit increased</b></p> <p>Colorado increased the state average weekly wage (SAWW), thereby increasing the maximum paid family and medical leave (PFML) benefit. The SAWW will increase from \$1,471.34 to \$1,534.94. The maximum weekly FAMLI benefit will increase from \$1,324.21 to \$1,381.45. The SAWW and PFML increases became effective July 1, 2025.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Division of workers' compensation 2025 max benefits order</a> (Government)</p>
US — Connecticut (new)	
Status	 <b>Effective dates vary.</b>
Development	<p><b>Health</b></p> <p><b>Pharmacy benefit manager law enacted</b></p> <ul style="list-style-type: none"> <li>• Portions of Pub. Act 25-167 (HB 7192) apply to fully insured plans only; others affect fully insured and self-funded ERISA plans. Highlights include:</li> <li>• Standard of conduct. Pharmacy Benefit Managers (PBM) owe a duty of good faith and fair dealing to insurers (fully insured plans) and plan sponsors (self-funded plans). They must also disclose potential conflicts of interest. This provision will take effect on Oct. 1.</li> <li>• Non-spread pricing option. PBM-insurer contracts must offer an option for the plan to pay same drug price as the PBM pays, effective Jan. 1, 2026.</li> <li>• Third-party financial assistance. Fully insured plans must credit third-party payments to cost sharing. If a participant's out-of-network (OON) cost is less than the plan's in-network (INN) cost, the OON cost must apply to INN cost sharing, including the deductible and out-of-pocket maximum. Insurers must create a proof-of-payment form for this purpose. This provision will take effect on July 1, 2026.</li> <li>• GLP-1s. The Department of Social Services must petition the federal Department of Health and Human Services to authorize generic, lower cost forms of GLP-1s to treat obesity or diabetes. This request must occur no later than July 23.</li> <li>• Drug importation. The law sets in motion a pathway to gain approval for drug importation from Canada. The process will start on July 1.</li> <li>• Connecticut generally does not apply its insurance laws on an extraterritorial basis to fully insured plans issued in another state, unless 51% of covered employees are employed in the state.</li> </ul>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Pub. Act 25-167</a> (HB 7192) (Government)</p>


**US — Hawaii (new)**



<b>Status</b>	 <b>Extended through 2027</b>
<b>Development</b>	<p><b>Health</b>  <b>Telehealth reimbursement parity extended</b></p> <p>The state currently requires fully insured plans to reimburse telehealth services at an equivalent rate to in-person services with one exception. Mental health disorders via telehealth can be at 80% of the in-person rate. This provision was due to expire on Dec. 31, 2025. Under 2025 Act 217 (SB 1281), the expiration date is Dec. 31, 2027. Because of the Prepaid Health Care Act, only approved fully insured and self-funded plans are permitted in the state.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">2025 Act 217</a> (SB 1281) (Legislature)</p>

**US — Illinois (previously covered, now effective)**


<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Health</b>  <b>Insulin cost-sharing law takes effect</b></p> <p>This law reduces a fully insured plan’s maximum insulin cost sharing from \$100 to \$35 for a 30-day supply. The law took effect on July 1, 2025.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">2023 Pub. Act 103-0429</a> (HB 2189) (Legislature)</p>

**US — Indiana (new)**

<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Health</b>  <b>Fiduciary duty imposed on pharmacy benefit managers and third-party administrators</b></p> <p>SB 3 creates a fiduciary duty for pharmacy benefit managers (PBMs) and third party administrators (TPAs), owed to a plan sponsor, which includes insurers and sponsors of self-funded ERISA plans. This duty includes:</p> <ul style="list-style-type: none"> <li>• An obligation of loyalty and care</li> <li>• Disclosure of all fees</li> <li>• A prohibition on self-dealing and conflicts of interest</li> <li>• Benefit transparency standards</li> </ul> <p>The law took effect on July 1, 2025. Indiana generally does not apply its insurance laws on an extraterritorial basis to fully insured plans issued in another state.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">SB 3</a> (Legislature, April 16, 2025)</p>

US — Iowa (new)	
<b>Status</b>	 <b>Effective on July 1, 2025, for prescription drug benefits provided on or after Jan. 1, 2026.</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Pharmacy benefit manager law enacted</b></p> <p>Pharmacy Benefit Managers (PBMs) must reimburse pharmacies the national average drug acquisition cost (known as NADAC), plus a \$10.68 dispensing fee. PBMs must use pass-through pricing, where third-party payments to the PBM are equivalent to PBM payments to the pharmacy. PBMs cannot steer participants to specific pharmacies, including the use of monetary incentives or penalties. For mail-order pharmacies, mandatory use and preferential cost sharing are prohibited. PBMs must accept in their network any pharmacy that agrees to the reimbursement terms of similarly situated pharmacies. All rebates must pass through either to the insurer (for fully insured plans) or the plan sponsor (for self-funded plans). PBMs must apply all third-party financial assistance to cost sharing, including the deductible, except for HSA-qualifying high-deductible health plans. Specialty drug designations must be reasonable and are subject to review by the state insurance commission. For the state governmental plan alone, the law’s estimated cost is in the range of \$3.9 million to \$8.2 million for FY 2026. Fully insured and self-funded ERISA plans are within the scope of the law, which will take effect on July 1 for prescription drug benefits provided on or after Jan. 1, 2026.</p> <p>Iowa generally does not apply its insurance laws on an extraterritorial basis to fully insured plans issued in another state. Four business groups (including the Iowa Association of Business and Industry) and a plan sponsor challenged SF 383 in federal district court. The complaint contains two counts: ERISA preemption and violation of the First Amendment of the US Constitution. Plaintiffs seek injunctive and declaratory relief, among other things.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">SF 383</a> (Legislature, June 11, 2025)</p>
US — Iowa (new)	
<b>Status</b>	 <b>Plan years starting in 2026</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Autism spectrum disorder coverage mandate enacted</b></p> <p>Fully insured plans cannot cap outpatient applied behavioral analysis (ABA) therapy visits for participants with ASD. The law also removed a \$36,000 annual maximum benefit amount for ABA therapy. The law will take effect for plan years starting in 2026.</p> <p>Iowa generally does not apply its insurance laws on an extraterritorial basis to fully insured plans issued in another state.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">HF 330</a> (Legislature, June 11, 2025)</p>

**US — Louisiana (new)**

**Status**  **Resolution**

**Development** **Health**  
**Pharmacy benefit manager resolutions passed**  
 Legislators removed a prohibition against Pharmacy Benefit Manager-owned (PBM) pharmacies from HB 264, currently headed to Governor Jeff Landry. Instead, each chamber passed resolutions. The House resolution (HR 329) urges the attorney general and Department of Insurance to investigate PBMs for potential violations of existing law and requests future legislation that includes the prohibition. The Senate resolution (SR 209) requests the department of health to study the potential impact of the prohibition. The legislature has adjourned for the rest of 2025.

**Resources** [rich.glass@mercer.com](mailto:rich.glass@mercer.com)  
[HR 329](#) and [SR 209](#) (Legislature)

**US — Maine (new)**




**Status**  **Currently effective**

**Development** **Career — Health**  
**Paid family medical leave benefit amounts increased, picks claim administration**  
 Maine’s state average weekly wage (SAWW) will increase, affecting PFML benefit amounts. The SAWW is increasing to \$1,198.84 (up from \$1,144.67) for the period July 1, 2025, to June 30, 2026. The weekly PFML benefit calculation is as follows:

- When employee’s average weekly wage is ≤ 50% of the SAWW — 90% of employee’s average weekly wage
- When employee’s average weekly wage is > 50% of SAWW — 90% of employee’s average weekly wage up to 50% of SAWW, plus 66% of employee’s average weekly wage exceeding 50% of SAWW

The weekly benefit maximum is 100% of SAWW.  
 Beginning May 1, 2026, eligible Maine workers in the private and public sector will have up to 12 weeks of paid time off available to care for a family member with a serious health condition, to bond with a child after birth, fostering or adoption, to care for their own medical needs, to deal with the transition of a family member’s impending military deployment or to stay safe after abuse or violence.  
 Maine recently contracted with Aflac to administer claims for the program.

**Resources** [katharine.marshall@mercer.com](mailto:katharine.marshall@mercer.com)  
[Maine paid leave contributions portal](#) (Department of Labor)

US — Maine (new)	
<b>Status</b>	 <b>Effective for contracts entered into or renewed on or after Jan. 1, 2026 and will expire Dec. 31, 2030.</b>
<b>Development</b>	<p><b>Health</b>  <b>Pharmacy benefit manager law enacted</b></p> <p>Insurers and Pharmacy Benefit Managers (PBMs) cannot use spread pricing, defined as “any amount charged or claimed by a pharmacy benefits manager in excess of the ingredient cost for a dispensed prescription drug plus the dispensing fee.” The existing statute defines PBMs to include those working on behalf of self-funded ERISA plans. Maine generally does not apply its insurance laws on an extraterritorial basis to fully insured plans issued in another state. The law will take effect for contracts entered into or renewed on or after Jan. 1, 2026 and will expire on Dec. 31, 2030.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">2025 Pub. Law 291</a> (LD 1580) (Legislature, June 10, 2025)</p>
US — Maine (new)	
<b>Status</b>	 <b>Benefits will start May 1, 2026.</b>
<b>Development</b>	<p><b>Career — Health</b>  <b>Paid family and medical leave law tweaked</b></p> <p>The law tweaks the intermittent Paid Family and Medical Leave (PFML) rules, allowing an employer and employee to agree to an increment of less than one work day but at least one hour. The state Department of Labor can sue employers who are delinquent in remitting contributions. Lapses in private plan coverage are subject to a penalty of 1% of total payroll for the missed time period, plus payment of missed contributions. The law will take effect 90 days after the current special session ends. PFML benefits in Maine will start on May 1, 2026.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">2025 .Pub. Law 277</a> (LD 894, June 9, 2025)</p>
US — Maryland (new)	
<b>Status</b>	 <b>Contributions will start on Jan. 1, 2027, for employers with 15 or more employees, and benefits will start no later than Jan. 3, 2028.</b>
<b>Development</b>	<p><b>Career — Health</b>  <b>Paid family medical leave law delayed</b></p> <p>As a result of 2025 Ch. 363 (HB 102), paid family medical leave contributions will start on Jan. 1, 2027, for employers with 15 or more employees, and benefits will start no later than Jan. 3, 2028, the specific date to be determined by the Maryland Department of Labor. Other deadlines (e.g., future contribution rates, maximum benefits, rules for self-employed individuals) received similar extensions. The law took effect on June 1.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">2025 Ch. 363</a> (HB 102) (Legislature)</p>

**US — Massachusetts (previously covered, partially effective)**

**Status**



**Effective dates vary.**

**Development**

**Health**

**Pharmacy benefit manager, prescription law partially effective**

Massachusetts enacted 2024 Ch. 342 (SB 3012), requiring licensure of Pharmacy Benefit Managers (PBMs) and imposing requirements on health insurers and Medicaid. Highlights include:

- PBM licensure takes effect on Jan. 1, 2026. PBMs may not make payments to brokers or consultants that constitute a conflict of interest. This includes offering shared rebates, per prescription or per member fees, referrals fees and bonuses.
- Fully insured plans and Medicaid must cover one generic drug and one brand-name drug to treat diabetes, asthma and the two most prevalent heart conditions among members. This coverage is not subject to cost sharing (generic) and cannot have more than a \$25 copayment for a 30-day supply (brand name). These requirements will take effect for contracts entered into, renewed or amended on or after July 1, 2025
- The law also requires pharmacies — at the point of sale — to charge participants the lesser of a drug's cost-sharing amount, or the pharmacy's retail price.

It is not clear whether Massachusetts applies its insurance laws on an extraterritorial basis to fully insured plans issued in another state. The law does not affect self-funded ERISA plans.

**Resources**

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

[2024 Ch. 342](#) (SB 3012) (Legislature, Jan. 9, 2025)

**US — Massachusetts (previously covered, now effective)**

**Status**



**Effective July 31, 2025**

**Development**

**Career**

**Salary disclosures, wage data reporting to be required**


On July 31, 2024, Massachusetts' governor signed H 4890, which will require public and private employers with 25 or more employees to disclose pay ranges in job postings, provide the pay range of a position to an employee who is offered a promotion or transfer and, upon request, provide the pay range to employees who already hold that position or are applying for it. The salary disclosure requirements are effective July 31, 2025. The legislation also requires public and private employers with 100 or more employees to submit wage data reports to the state. The Attorney General's Office will conduct a public awareness campaign on the new rules.

**Resources**


[tauseef.rahman@mercer.com](mailto:tauseef.rahman@mercer.com)

[GRIST](#), Aug. 12, 2024

**US — Minnesota (new)**

<b>Status</b>	 <b>Effective Jan. 1, 2026</b>
<b>Development</b>	<p><b>Career — Health</b></p> <p><b>Minor changes made to paid family medical leave and paid sick and safe leave programs</b></p> <p>Under 2025 Ch. 6 (SB 17), employers can advance paid sick and safe leave time based on the number of hours they anticipate an employee will work for the balance of an accrual year. If the advanced amount is less than the accrual based on the actual hours worked, the employer must make up the difference. The law decreased the threshold for employers requiring reasonable documentation from three to two consecutive days of absence from work. This provision will take effect on Jan. 1, 2026.</p> <p>For paid family and medical leave, the law decreases the overall contribution cap from 1.2% to 1.1% of wages. Earlier this year, Minnesota increased the overall contribution (due to start on Jan. 1, 2026) from 0.7% to 0.88%.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">2025 Ch. 6</a> (SB 17) (Legislature, June 14, 2025)</p>

**US — Minnesota (new)**

<b>Status</b>	 <b>Effective Jan. 1, 2026</b>
<b>Development</b>	<p><b>Career — Health</b></p> <p><b>Paid family medical leave regulations issued</b></p> <p>Minnesota finalized regulations for its paid family and medical leave (PFML) program, which goes into effect on Jan. 1, 2026. The permanent regulations address these issues:</p> <ul style="list-style-type: none"> <li>• Covered individual notifications</li> <li>• Healthcare provider, caring leave and safety leave certification requirements</li> <li>• Private plans</li> <li>• Benefits calculation</li> <li>• Changes to approved leave schedules</li> <li>• Intermittent leave</li> <li>• Seasonal employees</li> <li>• Coverage elections for employers voluntarily opting in despite not being subject to the law, as well as self-employed individuals and independent contractors</li> </ul>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Permanent regulations</a> (Government, May 29, 2025)</p>

**US — Minnesota — Minneapolis (new)**

**Status**  **Effective Aug. 1, 2025**


**Development** **Career**  
**Anti-discrimination protections added**  
 The City of Minneapolis has made extensive amendments to its anti-discrimination ordinance, effective Aug. 1, 2025. Highlights include:

- Adding new protected classifications such as justice-impacted status, housing status, and height and weight
- Defining new and existing protected characteristics
- Expanding employer’s duty to make reasonable accommodations for disability, pregnancy-related limitations and religion.

The ordinance applies to employers of all sizes within Minneapolis, any employer that hires an employee whose services will be performed even partially from within Minneapolis, and employers that contract with the city.

**Resources** [Ordinance No. 2025-022](#) (Municipal Code, May 9, 2025) and [Title VII — Civil rights](#) (Municipal Code)

**US — Nebraska (new)**


**Status**  **Effective Oct. 1, 2025**

**Development** **Career — Health**  
**Paid sick time law modified**  
 A Nebraska law makes minor changes to the Healthy Families and Workplaces Act, the state’s earned paid sick time law that will take effect on October 1, 2025. LB 415 modifies the law as follows:


- Before Oct. 1, 2025, any employer-provided paid sick time provided this year will count toward an employer’s obligations for calendar year 2025.
- Individual owner-operators, independent contractors, seasonal/temporary farm workers and persons under age 16 are not eligible.
- The average weekly rate will apply for employees paid on a commission, piece-rate, mileage or fee-for-service basis.
- New hires will start to accrue paid sick time after 80 hours of consecutive employment, instead of right away.
- The law clarifies that employers need not pay out unused time upon separation. However, they must restore any unused balance for rehires occurring within 12 months of separation.
- The law eliminates an employee’s right to bring a civil suit. The sole remedy is a citation from the state Department of Labor.

**Resources** [rich.glass@mercer.com](mailto:rich.glass@mercer.com)  
[LB 415](#) (Legislature, June 6, 2025)


**US — Nevada (new)**

<b>Status</b>	 <b>Effective for plan years starting in 2026</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Fertility mandate enacted</b></p> <p>Fully insured plans, Health Maintenance Organizations, managed care organizations and state Medicaid must cover fertility preservation services when a participant has a breast or ovarian cancer diagnosis. The law will take effect for plan years starting in 2026.</p> <p>Nevada generally does not apply its insurance laws on an extraterritorial basis to fully insured plans issued in another state.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">2025 Ch. 472</a> (AB 428) (Legislature, June 5, 2025)</p>


**US — Nevada (new)**

<b>Status</b>	 <b>Effective for plan years on or after Oct. 1, 2025.</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Insulin mandate enacted</b></p> <p>Fully insured plans, Health Maintenance Organizations and managed care organizations must cover a 30-day supply of insulin with no more than \$35 cost sharing. The law does not apply to managed care organizations providing services to state or local governmental plans. Nevada generally does not apply its insurance laws on an extraterritorial basis to fully insured plans issued in another state.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">2025 Ch. 264</a> (AB 555) (Legislature, June 5, 2025)</p>

**US — New Hampshire (new)**

<b>Status</b>	 <b>Effective Aug. 23, 2025</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Telehealth law tweaked</b></p> <p>A New Hampshire law makes relatively minor changes to its existing law related to telehealth prescriptions for non-opioid or opioid controlled drugs.</p> <p>Under 2025 Ch. 134 (SB 252), physicians no longer will need to establish a physician-patient relationship before prescribing non-opioid or opioid controlled drugs via telehealth. In addition, physician assistants will now be able to prescribe these types of drugs via telehealth. Both physicians and physician assistants must conduct a subsequent evaluation, at least annually.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">2025 Ch. 134</a> (SB 252) (Legislature, June 24, 2025)</p>

**US — New Hampshire (previously covered, now effective)**

**Status**  **Currently effective**

**Development** **Career — Health**  
**Changes to paid family leave laws enacted**  
 As a result of 2025 Ch. 37 (HB 517), the state will no longer engage in outreach and marketing to private employers about the opt-in opportunity applicable to state governmental employers under the Granite State Paid Family Leave Plan. The law took effect July 13, 2025.


**Resources** [rich.glass@mercer.com](mailto:rich.glass@mercer.com)  
[2025 Ch. 37](#) (HB 517) (Legislature, April 17, 2025)

**US — New York — New York City (new)**

**Status**  **Currently effective**

**Development** **Career — Health**  
**Paid parental leave mandate enacted**  
 The Department of Consumer and Worker Protection amended the city’s existing Earned Safe and Sick Time Act rules, requiring employers to provide up to 20 hours per year of paid prenatal leave. The leave is in addition to the regular annual allotment of ESSTA leave: 56 hours for employers with 100 or more employees, 40 hours for employers with 5-99 employees and employers with four or fewer and annual net income of at least \$1 million. The rules mirror the state’s paid prenatal leave law enacted last year. The law took effect on July 2, 2025.

**Resources** [rich.glass@mercer.com](mailto:rich.glass@mercer.com)  
[Paid prenatal personal leave](#) (Government)

US — New York (previously covered, now effective)	
Status	 <b>Currently effective</b>
Development	<p><b>Health</b></p> <p><b>Network adequacy rules for fully insured plans take effect</b></p> <p>New York’s Department of Financial Services (DFS) adopted final network adequacy and access standards for mental health and substance use disorder treatment services. The DFS regulations apply to fully insured plans delivered or issued for delivery in New York. Highlights include:</p> <p><b>Network adequacy.</b> A plan must ensure that its network is adequate to meet participants’ behavioral health needs and to provide an appropriate choice of providers. An adequate network includes residential facilities providing sub-acute care, assertive community treatment providers, critical-time intervention services providers, and mobile crisis intervention services providers.</p> <p><b>Wait-time standards.</b> A plan must generally be able to treat behavioral health conditions within 10 business days (or seven calendar days after a hospital discharge or emergency room visit). Plans can use telehealth to meet this requirement.</p> <p><b>Complaint process.</b> If a plan cannot locate an in-network provider within three business days of an access complaint, it must notify the participant and approve an out-of-network provider that is within a reasonable distance of the participant and does not charge excessive or unreasonable rates.</p> <p><b>Directory, notices and certification.</b> The rules also establish standards for network directories and require webpage posting of relevant information. Starting on Dec. 31, 2026, and annually thereafter, plans must certify compliance with these rules.</p> <p>The rules took effect on July 1, 2025 and do not apply to self-funded ERISA plans.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Regulations</a> (DFS, February 2025)</p>

## US — New York (previously covered, now effective)

### Status



Currently effective

### Development

#### Health

##### Pharmacy benefit manager regulations finalized

New York's Department of Financial Services issued final regulations imposing limitations on pharmacy benefit manager (PBM) activities occurring in the state on behalf of both fully insured and self-funded health plans. Highlights include:

- PBMs may not market or advertise to participants to steer them to affiliated pharmacies when unaffiliated pharmacies are available in the same network.
- PBMs may not charge participants more than the lesser of the cost-sharing amount, maximum allowable cost or the cash price for a drug.
- Mandatory mail-order programs and limitations on an individual's choice of an in-network pharmacy are prohibited, unless the PBM is contractually required to do so by the health plan.
- PBMs must maintain current and accurate directories for the drug formulary and in-network pharmacies on their website.
- Pharmacy gag clauses are prohibited.
- A PBM's immediate removal of a pharmacy from a network may only occur in specified circumstances; otherwise, 60 days' notice is required.
- PBMs may reimburse in-network affiliates no more than nonaffiliated pharmacies; however, this does not affect the use of multiple networks, including specialty and mail order.
- PBMs may not require pharmacy recredentialing more than once every three years.

The final rules use a broad definition of PBM found in the Public Health statute, which sweeps in not only self-funded ERISA plans but also Medicare Advantage and Part D plans. The general effective date was July 1, 2025.

### Resources

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

[Regulations](#) (Department of Financial Services)

**US — North Dakota (previously covered, takes effect soon)**

**Status**  **Effective Aug. 1, 2025**

**Development** **Health**  
**Cost sharing for insulin and related supplies capped**  
 HB 1114 prohibits fully insured plans from having insulin cost sharing greater than \$25 for a 30-day supply. A separate \$25-per-30-day-supply cap applies to medical supplies for insulin dosing and administration. The medical supplies in scope include blood glucose meters (glucometers), test strips, lancing devices and lancets, ketone testing supplies, glucagon, and needles and syringes. The law contains an exception for HSA-qualified high-deductible plans (HDHPs), if the coverage would make participants ineligible for HSA contributions. Changes made by the Inflation Reduction Act now permit HDHPs to cover “selected insulin products.” However, the HB 1114 definition of “medical supplies” appears to be broader than the IRA definition. Previously, these caps applied only to the state governmental plan. These caps do not apply to Medicare Part D plans. The law will take effect Aug. 1, 2025. North Dakota generally does not apply its insurance laws on an extraterritorial basis to fully insured plans issued in another state. The law does not affect self-funded ERISA plans.

**Resources** [rich.glass@mercer.com](mailto:rich.glass@mercer.com)  
[HB 1114](#) (Legislature, April 4, 2025)

**US — Ohio (previously covered, takes effect soon)**

**Status**  **Effective July 21, 2025**

**Development** **Career**  
**Labor law notices can be provided online**  
 Recently enacted legislation allows employers to provide state labor law required notices to employees on the internet instead of being posted in conspicuous places in the workplace. If provided online, employers must ensure that they are accessible to their employees.

**Resources** [SB 33](#) (Legislature)


**US — Oklahoma (previously covered, now effective)**

**Status**  **Currently effective**


**Development** **Health**  
**State-facilitated public exchange established**  
 HB 1512 authorizes the Oklahoma Insurance Commissioner to seek Health and Human Services approval of a state-run Affordable Care Act exchange, joining 19 states and Washington, DC. The law creates a state-based exchange revolving fund. The law took effect on July 1, 2025. It is unclear when the exchange will become operational.

**Resources** [rich.glass@mercer.com](mailto:rich.glass@mercer.com)  
[HB 1512](#) (Legislature, May 15, 2025)


**US — Oregon (new)**

<b>Status</b>	 <b>Effective Jan. 1, 2026</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Telehealth law enacted</b></p> <p>HB 3727 allows physicians and physician associates to use telehealth services for patients who are temporarily out of state if services are temporary, urgent or emergent, or necessary to ensure continuity of care, and if there is an existing patient-provider relationship.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">HB 3727</a> (Legislature)</p>

**US — Oregon (new)**

<b>Status</b>	 <b>Effective Jan. 1, 2026</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Employers required to provide new hires with additional payroll information</b></p> <p>Oregon legislation (SB 906), that takes effect on Jan. 1, 2026, will require employers to disclose to newly hired employees — in writing — significantly more information about their payroll. Employers are required to update this information by January 1 of each year, and the Commissioner of the Bureau of Labor and Industries (BOLI) may issue a \$500 civil penalty against any person for noncompliance. BOLI will issue a model notice that will satisfy the requirements.</p>
<b>Resources</b>	<a href="#">SB 906</a> (Legislature)

**US — Oregon (new)**


<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career — Health</b></p> <p><b>Paid family medical leave rates adjusted</b></p> <p>The state Employment Department revised the state average weekly wage (SAWW), which changes the weekly Paid Family Medical Leave benefit limits, as follows:</p> <ul style="list-style-type: none"> <li>• Minimum: \$68.19, up from \$65.36</li> <li>• Maximum: \$1,636.56, up from \$1,568.60</li> </ul> <p>The changes took effect on or after July 6, 2025</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Paid Leave Oregon resources</a> (Government)</p>

US — Oregon (new)	
Status	 <b>Effective on or about Sept. 28, 2025</b>
Development	<p><b>Career — Health</b></p> <p><b>Age-related discrimination protections in employment expanded</b></p> <p>Oregon has enacted legislation (HB 3187) that expands age-related protections in employment. First, the legislation makes it an unlawful employment practice for an employer, prospective employer or employment agency, prior to completing an initial interview, or if there is no interview, and prior to making a conditional offer of employment, to request or require disclosure of the applicant’s age, date of birth, or when the applicant attended or graduated from any educational institution. Employers may request this information when required to affirm that the applicant meets bona fide occupational qualifications or comply with any provision of federal, state or local law, rule or regulation. Second, the legislation repeals a provision that allowed apprenticeship programs to exclude elderly applicants.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">HB 3187</a> (Legislature)</p>
US — Pennsylvania — Philadelphia (new)	
Status	 <b>Currently effective</b>
Development	<p><b>Career — Health</b></p> <p><b>Worker protections enacted</b></p> <p>On May 27, 2025, Philadelphia’s mayor signed the Protect Our Workers, Enforce Rights (POWER) Act (Bill number 250065), which includes changes related to paid sick leave, wage theft, protection of domestic workers, fair work week, protections for retaliation victims and enforcement of worker protection ordinances.</p>
Resources	<p><a href="#">Mayor Cherille L. Parker signs POWER Act bill</a> (City of Philadelphia, May 27, 2025) and <a href="#">Bill number 250065</a> (City Council, May 8, 2025)</p>
US — Puerto Rico	
Status	 <b>Currently effective</b>
Development	<p><b>Career — Health</b></p> <p><b>Benefit and leave laws vary</b></p> <p>Puerto Rico is an unincorporated territory within the US with a separate tax code, constitution, and benefit and insurance laws. Nonetheless, many (but not all) US laws apply to this territory of approximately three million residents. The GRIST cited below summarizes major requirements and special issues, including an overview of complicated tax-related health and fringe benefit rules, leave laws, the ACA and more.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">GRIST</a>, Aug. 12, 2024</p>


US — Rhode Island (new)	
<b>Status</b>	 <b>Effective Jan. 1, 2026</b>
<b>Development</b>	<p><b>Career — Health</b>  <b>Paid family medical leave law modified</b></p> <p>SB 974 will increase the taxable wage base — which sets the maximum employee contribution for Temporary Disability Insurance (TDI) and Temporary Caregiver Insurance (TCI) portions of Padi Family Medical Leave — to \$100,000, effective Jan. 1, 2026. It is currently \$89,200. The benefit rate is currently 4.62% of the highest quarterly earnings in the base period (subject to a weekly cap). This rate will increase to 5.38% (starting in 2027) and 5.77% (starting in 2028). The law also expanded TCI to cover an employee’s siblings, retroactive to Jan. 1, 2025. An earlier version of the bill would have extended the maximum duration for TCI leave from eight to 12 weeks by 2028.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">SB 974</a> (Legislature)</p>
US — Rhode Island (new)	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career — Health</b>  <b>Temporary disability insurance rates increased</b></p> <p>Rhode Island raised its temporary disability insurance (TDI) rates for a portion of its paid family and medical leave (PFML) mandate, effective July 1, 2025.</p> <p>The Department of Labor and Training changed the TDI maximum weekly benefit from \$1,070 to \$1,103. This TDI increase applies to leaves starting on or after July 1. The state’s TDI and temporary caregiver law includes a dependent allowance, which increases benefits as much as 35% for up to five dependents. Accordingly, the maximum weekly TDI benefit for employees with five or more dependents increases from \$1,444 to \$1,489, also effective July 1.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">Maximum weekly benefit amounts for unemployment and temporary disability insurance to increase in July</a> (Department of Labor and Training, June 18, 2025)</p>
US — Tennessee (new)	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Health</b>  <b>Anti-WHO law enacted</b></p> <p>A Tennessee law clarifies that the World Health Organization (WHO), the United Nations (UN) and the World Economic Forum (WEF) have no authority over Tennessee. SB 263 stipulates that WHO, UN and WEF cannot compel state or local governments to comply with requirements issued by them. The bill summary specifically referred to requirements for masks, vaccines, or medical testing, or gathering information about state residents. The law took effect on July 1, 2025.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">SB 263</a> (Legislature, May 5, 2025)</p>

US — Tennessee (previously covered, now effective)	
Status	 <b>Currently effective</b>
Development	<p><b>Health</b>  <b>Data protection law takes effect</b></p> <p>The Tennessee Information Protection Act is a comprehensive data protection law that provides a list of consumer rights related to personal information rights, broadly defined to include employment-related information. However, protected health information subject to federal HIPAA is specifically exempted, so the law has a limited impact on group health plans.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">2023 Ch. 408, HB 1181/SB 73</a> (Legislature, May 11, 2025)</p>
US — Texas (new)	
Status	 <b>Effective Sept. 1, 2025</b>
Development	<p><b>Health</b>  <b>Insurance law restricts artificial intelligence law</b></p> <p>Texas passed an insurance law (SB 815) that prohibits any use of an automated decision system, including one using artificial intelligence, in making adverse benefit determinations. Insurers may use these systems for administrative support or fraud detection.</p> <p>The law will take effect on Sept. 1, 2025. Texas 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.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">SB 815</a> (Legislature, June 20, 2025)</p>
US — Texas (new)	
Status	 <b>Effective Sept. 1, 2025</b>
Development	<p><b>Health</b>  <b>Pharmacy-customer communications law enacted</b></p> <p>Pharmacy benefit manager (PBM) contracts with pharmacies cannot prohibit or restrict a pharmacy from informing a participant of any difference between the cash price and participant’s plan cost. The law applies to PBMs working on behalf of fully insured and self-funded ERISA plans.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">SB 493</a> (Legislature, June 20, 2025)</p>

**US — Texas (new)**

<b>Status</b>	 <b>Effective Sept. 1, 2025</b>
<b>Development</b>	<p><b>Health</b>  <b>Telehealth coverage broadened</b></p> <p>Fully insured plans must cover telehealth (including teledentistry) with an originating or distant site located outside Texas on the same basis and to the same extent it covers those services in Texas. This obligation applies only to participants who reside primarily in this state and the licensed health professional has a physical office in this state. The law does not affect self-funded ERISA plans.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">HB 1052</a> (Legislature, June 22, 2025)</p>


**US — Texas (new)**

<b>Status</b>	 <b>Effective Sept. 1, 2025</b>
<b>Development</b>	<p><b>Health</b>  <b>Newborn coverage mandate extended</b></p> <p>Fully insured plans and multiemployer welfare arrangements currently must provide newborn coverage for 31 days after birth. The new law extends this period to 60 days. The law does not affect self-funded ERISA plans</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">SB 896</a> (Legislature, June 20, 2025)</p>


**US — Vermont (previously covered, soon to be effective)**

<b>Status</b>	 <b>Effective July 31, 2025</b>
<b>Development</b>	<p><b>Career</b>  <b>Salary disclosures to be required in job advertisements</b></p> <p>On June 4, 2024, Vermont’s governor signed into law H 704, which will require employers with five or more employees to include compensation or compensation ranges in job advertisements beginning July 1, 2025.</p>
<b>Resources</b>	<p><a href="mailto:tauseef.rahman@mercer.com">tauseef.rahman@mercer.com</a>  <a href="#">GRIST</a>, Aug. 5, 2024</p>

**US — Vermont (previously covered, now effective)**

<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career — Health</b>  <b>Changes to parental and family leave law take effect</b></p> <p>Changes to the Parental and Family Leave Act became effective on July 1, 2025. Highlights include:</p> <ul style="list-style-type: none"> <li>• Expanded family member definition to include domestic partners/civil union partners (and their parents), individuals to whom the employee is or was standing in loco parentis, grandparents, grandchildren and siblings, among others</li> <li>• Additional permitted uses for leave: recovery from childbirth or miscarriage, safe leave (domestic violence, sexual assault, or stalking), and military qualifying exigences</li> <li>• Up to two weeks of bereavement leave allowed, with no more than five workdays taken consecutively.</li> </ul> <p>Vermont does not have a paid family and medical leave mandate. Instead, a program for state governmental employees permits employers to opt-in.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a>  <a href="#">2025 Act 32</a> (HB 461) (Legislature, May 22, 2025)</p>

**US — Virginia (new)**

<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career — Health</b>  <b>Healthcare employers face workplace violence reporting requirements</b></p> <p>The governor recently signed identical bills that require healthcare employers in Virginia, beginning July 1, 2025, to establish a workplace violence incident reporting system to document, track and analyze any incident of workplace violence reported. Records must be maintained for two years.</p>
<b>Resources</b>	<p><a href="#">HB 2269</a> and <a href="#">SB 1260</a> (Legislature, March 23, 2025)</p>

**US — Washington (previously covered, soon to be effective)****Status****Effective July 27, 2025****Development****Career — Health****Penalties for pay transparency violations clarified, corrections allowed**

On May 20, 2025, Washington’s governor signed legislation (SB 5408) that clarifies the amount of penalties that can be imposed on employers for pay transparency violations and allows for corrections. The pay transparency law, which took effect on Jan. 1, 2023, requires employers with 15 or more employees to disclose in each job posting the wage scale or salary range, and a general description of all the benefits and other compensation to be offered. Highlights of SB 5408, which takes effect on July 27, 2025, include:

- The penalty for noncompliance is clarified to be between \$100 and \$5,000 per violation. The Department of Labor and Industries should consider the size of the employer, whether the claim applies to a willful or repeat violation, and the amount of damages needed to deter future violations. Previously, the penalty allowed job applicants to seek \$5,000 in damages per violation, which resulted in class action lawsuits.
- A new grace period provision provides that employers must receive a five-business-day notice during which they can correct a violation without penalty. Employers must also contact third-party posting entities to correct the posting. This grace period provision is set to expire in July 2027.
- Employers cannot be held liable for copies of their job ads posted to third-party websites without their permission.
- If employers are advertising for fixed wage positions, they can disclose the fixed wage amount, rather than a scale or range.

**Resources**

[SB 5408](#) (Legislature, May 20, 2025) and [GRIST](#), Dec. 19, 2022

**US — Washington (previously covered, soon to be effective)****Status****Effective July 27, 2025****Development****Career****Personnel file disclosure requirements strengthened**

Washington employers will face a timeframe for the disclosure of personnel files and penalties for noncompliance under legislation (HB 1308) that takes effect on July 27, 2025. Highlights include:

- Employers will be required to provide personnel files to employees, former employees or their designees at no cost within 21 calendar days of receiving a request.
- Personnel files include all job application records, performance evaluations, disciplinary records, leave and accommodations requests, payroll records, and employment agreements.
- Upon request from a former employee or their designee, employers must provide a signed written statement within 21 days that includes the effective date of discharge, whether the employer had a reason for the discharge, and if so, the reasons.
- A former employee is someone who separated from employment within three years of the request.
- Employers that fail to comply with may be sued by employees and subject to penalties ranging from \$250 to \$1,000.
- Washington law already requires employers to provide personnel files to employees upon request.

**Resources**

[HB 1308](#) (Legislature, May 13, 2025)

US — Washington (previously covered, soon to be effective)	
<b>Status</b>	 <b>Effective July 27, 2025</b>
<b>Development</b>	<p><b>Career — Health</b></p> <p><b>Law requires employee notice before certain layoffs and closures</b></p> <p>Washington’s governor has signed SB 5525, which will generally require employers with 50 or more employees to provide written notice to the Employment Security Department, affected employees and unions before certain mass layoffs and business closures. Some exceptions do apply (such as faltering company, unforeseeable business circumstances or natural disaster). Also, an employer may not include any employee on state paid family or medical leave in a mass layoff. The legislation includes penalties for noncompliance and takes effect on July 27, 2025. A detailed summary of the legislation can be found in the Final Bill Report.</p>
<b>Resources</b>	<a href="#">SB 5525</a> (Legislature, May 13, 2025)
US — Washington (previously covered, now effective)	
<b>Status</b>	<b>Effective July 27, 2025</b>
<b>Development</b>	<p><b>Career — Health</b></p> <p><b>Paid sick and safe leave permitted use added</b></p> <p>A new Washington law adds absences related to immigration proceedings as a qualifying reason to use paid sick and safe leave (PSSL).</p> <p>Under 2025 Ch. 170 (HB 1875), eligible employees may use PSSL to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee’s family member. Employers may request documentation. Acceptable documentation includes statements from an immigrant/refugee advocate, attorney, clergy member, or other professional. Employers must also accept an employee’s written statement. The documentation must exclude personally identifiable information about a person’s immigration status or underlying immigration protection.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">2025 Ch. 170 (HB 1875)</a> (Legislature, April 25, 2025)</p>
US — Washington (previously covered, now effective)	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Covered-lives assessment rates for fiscal year 2026 issued</b></p> <p>Washington has a covered-lives assessment (CLA) reporting obligation for health plan insurers and sponsors with covered state residents. The Washington Partnership Access Line (WAPAL) Fund Advisory Committee issued a new monthly CLA rate for fiscal year 2026. Effective from July 1, 2025 through June 30, 2026, the rate increased from \$0.06 to \$0.07 per covered life.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Frequently Asked Questions</a> (WAPAL) and <a href="#">Meeting Agenda</a> (WAPAL Fund, May 22, 2025)</p>

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

### Development

#### Career

- [Salary history ban, pay transparency law enacted in Cleveland, Ohio](#) — key date: Oct. 25, 2025
- [Hourly minimum wage to increase to \\$18 in Hawaii](#) — key date: Jan. 1, 2026
- [Artificial Intelligence law focused on employment laws enacted in Illinois](#) — key date: Jan. 1, 2026
- [Artificial intelligence law enacted; will significantly affect employers in Colorado](#) — key date: Feb. 1, 2026

#### Career — Health

- [Laws amend paid family medical leave in Oregon](#) — key date: Sept. 24, 2025
- [Paid sick leave initiative approved in Nebraska](#) — key date: Oct. 1, 2025
- [Paid family and medical leave law enacted in Colorado](#) — key date: Jan. 1, 2026
- [Paid family and medical leave mandated in Minnesota](#) — key date: Jan. 1, 2026
- [Paid family medical leave rates adjusted in Minnesota](#) — key date: Jan. 1, 2026
- [Paid sick and safe leave allowed for voluntary blood donation in Oregon](#) — key date: Jan. 1, 2026
- [Coverage required for adverse effects of gender transition in Texas](#) — key date: Jan. 1, 2026
- [Paid family medical leave grant program, job protections expanded in Washington](#) — key date: Jan. 1, 2026
- [Hate crimes a permitted use of paid/unpaid domestic violence leave in Washington](#) — key date: Jan. 1, 2026

#### Health

- [Standards for insurers and pharmacy benefit managers when using AI in Maryland](#) — key date: Oct. 1, 2025
- [Montana joins telehealth compact](#) — key date: Oct. 1, 2025
- [Limits on administration of prescription drug benefits in Oklahoma imposed](#) — key date: Nov. 1, 2025
- [Breastfeeding consultation services coverage required in Arkansas](#) — key date: Plan years starting in 2026
- [Portable benefit plan for independent contractors created in Alabama](#) — key date: Jan. 1, 2026
- [Law eliminates the exception for individual and small-group market-plans regarding abortion coverage mandate in Colorado](#) — key date: Jan. 1, 2026
- [Doula coverage mandated in Delaware](#) — key date: Plan years beginning in 2026
- [Pharmacy benefit manager laws enacted in Indiana](#) — key date: Jan. 1, 2026
- [2026 individual-mandate coverage dollar limits set in Massachusetts](#) — key date: Jan. 1, 2026
- [Pharmacy benefit manager law to change in Nebraska](#) — key date: Jan. 1, 2026
- [Dependent coverage law enacted in Illinois](#) — key date: Plan years starting in 2026
- [Law requires fully insured plans to apply third-party financial assistance to cost sharing in Maryland](#) — key date: Plan years starting in 2026

## US (previously covered with upcoming effective dates)

### Development

- [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
- [Mental health parity changes](#) — key date: Jan. 1, 2026
- [Prescription law enacted in Arizona](#) — key date: Jan. 1, 2026
- [Telehealth law enacted in Colorado](#) — key date: Jan. 1, 2026
- [New law focuses on prior authorization practices for fully insured plans in Colorado](#) — key date: Jan. 1, 2026
- [Abortion coverage required in Delaware](#) — key date: Plan years starting on or after Jan. 1, 2026
- [Colonoscopy coverage mandate enacted in Illinois](#) — key date: Plan years starting in 2026
- [Fertility-related insurance laws enacted in Illinois](#) — key date: Plan years starting in 2026
- [Pregnancy-related services coverage mandate enacted in Illinois](#) — key date: Jan. 1, 2026
- [2026 individual-mandate coverage dollar limits set in Massachusetts](#) — key date: Jan. 1, 2026
- [Paid family and medical leave law enacted in Minnesota](#) — key date: Jan. 1, 2026
- [Pharmacy benefit manager law enacted in Pennsylvania](#) — 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
- [Telehealth parity extended in New Jersey](#) — key date: July 1, 2026
- [Insurance law mandates gender detransition coverage in Montana](#) — key date: Oct. 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
- [Pharmacy benefit manager law enacted in Colorado](#) — key date: Jan. 1, 2027
- [Obesity and pre-diabetes treatment coverage mandated](#) — key date: Jan. 1, 2027

### Wealth

- [PBGC premium acceleration set to take effect for 2025](#) — key date: Sept. 15, 2025
- [Effective date for portion of upcoming required minimum distribution regulations delayed](#) — key date: Jan. 1, 2026
- [Tax withholding rule for pension payments outside of the US finalized](#) — key date: Jan. 1, 2026
- [IRS delays SECURE 2.0's Roth catch-up mandate](#) — key date: 2026

## Section 4

# Asia Pacific

Australia (new)	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Wealth</b></p> <p><b>Pay-as-you-go tax withholding schedules for 2025-26 released</b></p> <p>The Australian Taxation Office has published the Taxation Administration (Withholding Schedules) Instrument 2025 that includes the formulas and procedures for calculating the amount that super funds and other entities must withhold under the pay-as-you-go tax system. The schedules that relate specifically to superannuation have been updated as follows:</p> <ul style="list-style-type: none"> <li>• Schedule 12 reflects annual indexation to the untaxed plan cap.</li> <li>• Schedule 13 includes indexation of the general transfer balance cap and the defined benefit income cap amount.</li> <li>• Schedule 5 reflects changed legislation on the treatment of lump sum payments in arrears for Medicare levy purposes.</li> <li>• Schedule 8 includes the annual indexation of the repayment income thresholds for study and training support loans.</li> </ul> <p>The remaining 11 schedules are unchanged.</p>
<b>Resources</b>	<p><a href="mailto:emily.zhao@mercer.com">emily.zhao@mercer.com</a></p> <p><a href="#">Taxation administration (withholding schedules) instrument 2025</a> (Federal Register of Legislation, May 30, 2025)</p>
Australia (new)	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Wealth</b></p> <p><b>Cyber security toolkit launched</b></p> <p>The Australian Superannuation Funds Association (ASFA) released a Cyber Security Toolkit to support superannuation trustees and service providers in meeting their cyber security obligations. This new resource was developed as part of ASFA's Financial Crimes Protection Initiative, launched in September 2024.</p> <p>The toolkit consolidates key legal and prudential obligations (including CPS 230, CPS 234, the Privacy Act and the Cyber Security Act), and it features board-level guidance, sector-specific incident response considerations and indicative regulatory reporting timeframes.</p>
<b>Resources</b>	<p><a href="mailto:tasnima.bhuiyan@mercer.com">tasnima.bhuiyan@mercer.com</a></p> <p><a href="#">ASFA Financial Crimes Protection Initiative</a> (ASFA, May 2025)</p>

**Australia (new)****Status** **Currently effective****Development****Career — Health — Wealth****Superannuation contributions to be paid during paid parental leave**

Beginning July 1, 2025, the Australian Taxation Office (ATO) now pays super contributions for individuals receiving government-funded paid parental leave (PPL). The Treasury Laws Amendment (Paid Parental Leave Superannuation Consequential Amendments) Regulations 2025 address matters such as the disclosure by funds of PPL superannuation contribution amounts received from the ATO in respect of a fund member. Highlights of the regulations include:

- PPL superannuation contributions are payable for children born or adopted on or after July 1, 2025. The ATO will pay the contribution as a lump sum after the end of the financial year in which the government-funded parental leave pay was received, with the first contributions paid in 2026-27.
- Superannuation funds must disclose in periodic statements the amount of PPL superannuation contribution allocated to a member during a relevant reporting period.
- PPL superannuation contributions must be included in the exemption from the requirement to confirm certain transactions to ensure consistent treatment with other government-paid contributions.
- PPL superannuation contributions must be included in the minimum benefits for members of a defined benefit scheme.
- An alteration of accrued benefits must be allowed to enable the reimbursement of trustees if they have paid, or will pay back, any overpaid amounts of PPL superannuation contributions recovered from the trustee by the ATO.

**Resources**

[anthony.nemec@mercer.com](mailto:anthony.nemec@mercer.com)

[The Treasury Laws Amendment \(Paid Parental Leave Superannuation Consequential Amendments\) Regulations 2025 \(Government, June 12, 2025\)](#)

**Australia (new)****Status** **Evaluation****Development****Wealth****Securities regulator uncovers widespread managed investments' compliance plan deficiencies**

The Australian Securities and Investments Commission's (ASIC) recent evaluation of 50 compliance plans across 1,471 funds uncovered significant deficiencies in the compliance plans of responsible entities (Res) that oversee a combined total of nearly AU\$1 trillion in managed investments.

ASIC found that many compliance plans have failed to sufficiently address the design and distribution obligation (DDO), internal dispute resolution and reportable situations regimes. Many of the plans had not adequately set out their compliance with important regulatory obligations, and some had failed to address DDO at all, suggesting an absence of any meaningful review since 2021.

ASIC has urged Res to promptly rectify the inadequacies in their compliance plans — it has already contacted certain Res and is investigating others for potential legal breaches. ASIC will continue to monitor the quality of compliance plans and has confirmed that the next review's scope will extend beyond the obligations that were recently examined.

**.Resources**

[tasnima.bhuiyan@mercer.com](mailto:tasnima.bhuiyan@mercer.com)


[ASIC uncovers widespread compliance plan deficiencies in the managed investment industry \(ASIC, June 2, 2025\)](#)

**Australia (new)****Status**  **Currently effective****Development****Career****Minimum wage increased**

The National Minimum Wage and minimum wages specified in awards increased by 3.5% on July 1, 2025. The National Minimum wage is AU\$948/week, up from AU\$915.90. The hourly wage is AU\$24.95, up from AU\$24.10.

**Resources**

[Minimum wages increase 3.5% from 1 July 2025](#) (Fair Work Ombudsman, June 16, 2025)

**Australia (new)****Status**  **Proposal****Development****Wealth****Proposed tax on large superannuation account balances to be introduced**

The Federal Government confirmed its intention to re-introduce enabling legislation for the proposed new Division 296 tax measures — a 15% tax on superannuation earnings for individuals with total superannuation balances exceeding AU\$3 million, effective July 1, 2025. The new measures are expected to pass without significant amendment, but it remains to be seen if indexation of the proposed AU\$3 million cap will be included.

In the meantime, the Financial Services Council (FSC) and Association of Superannuation Funds of Australia have published their analyses of the design and impact of the new measures. The implementation of the new tax on high super balance earnings will be especially challenging for determining and reporting to the Australia Taxation Office the value and changes to value for individual member defined benefit interests.

**Resources**

[anthony.nemec@mercer.com](mailto:anthony.nemec@mercer.com)

[New analysis on the impact of proposed superannuation tax](#) (FSC, June 6, 2025) and [ASFA fact sheet on Div 296 and proposed changes](#) (ASFA, June 5, 2025)

**Australia (new)****Status**  **Currently effective****Development****Wealth****Securities regulator cracks down on unlawful ‘finfluencers’**

The Australian Securities and Investments Commission (ASIC) has issued warning notices to 18 social media “finfluencers” suspected of unlawfully promoting high-risk financial products and providing unlicensed financial advice. The action was taken as part of the Global Week of Action Against Unlawful Finfluencers when nine international market regulators, including ASIC, took coordinated actions to crack down on “finfluencers”.


ASIC is concerned that ‘finfluencers’ are positioning themselves as trading experts and promoting high-risk, complex investment products, such as contracts for difference and over-the-counter derivative products. Furthermore, ASIC has observed a pattern where unlicensed finfluencers invite consumers to join closed communities or forums to learn their methods and replicate their trades.

**Resources**

[emily.zhao@mercer.com](mailto:emily.zhao@mercer.com)

[ASIC cracks down on unlawful finfluencers in global push against misconduct](#) (ASIC, June 12, 2025)

**Australia (new)**

**Status**  **Currently effective**

**Development** **Wealth**  
**Superannuation guarantee to increase to 12%**  
 The superannuation guarantee increased to 12% in July 2025, up from 11.5%, and the Association of Superannuation Funds of Australia (ASFA) announced that, for the first time, a 30-year-old on a median wage is projected to achieve a comfortable retirement.  
 ASFA’s projections indicate that a 30-year-old individual with a current super balance of AU\$30,000, and who earns a median wage of AU\$75,000 until retirement at age 67, is expected to accumulate approximately AU\$610,000 in superannuation, surpassing the AU\$595,000 that ASFA estimates a single home-owning person would need to fund a comfortable retirement.

**Resources** [william.zeng@mercer.com](mailto:william.zeng@mercer.com)  
[12% super achieves a major milestone — a comfortable retirement for today’s 30-year-olds](#) (ASFA, June 17, 2025) )

**Australia (new)**

**Status**  **Currently effective**

**Development** **Wealth**  
**Prudential regulator advises on authentication controls in superannuation sector**  
 The importance of information security and the need for robust authentication controls in the superannuation sector are highlighted in a letter issued by the Australian Prudential Regulation Authority (APRA) to all registrable superannuation entity (RSE) licensee board chairs. APRA’s letter follows recent incidents highlighting ongoing vulnerabilities in authentication practices, and it reminds entities of their obligations under Prudential Standard CPS 234 Information Security and outlines specific actions to enhance authentication controls.  
 All RSE licensees are expected to conduct a self-assessment of their information security measures; implement multi-factor authentication or equivalent protections for high-risk activities and privileged access; and report any material control weaknesses or breaches to APRA. In addition, entities must identify their Accountable Person(s) under the Financial Accountability Regime who is responsible for ensuring compliance with CPS 234.

**Resources** [tasnima.bhuyian@mercer.com](mailto:tasnima.bhuyian@mercer.com)  
[For action: Information security obligations and critical authentication controls](#) (APRA, June 10, 2025)

## Australia (previously covered, now effective)

### Status



Currently effective

### Development

#### Wealth

##### Transfer Balance Cap increased

The general transfer balance cap increased to AU\$2 million, up from AU\$1.9 million, on July 1, 2025, and the defined benefit income cap increased to AU\$125,000 for the 2025-26 income year. The ATO also outlined the implications for:

- Personal Transfer Balance Cap (TBC):
  - The ATO calculates an individual's personal TBC based on the information reported to, and processed by, the ATO.
  - Individuals with a personal TBC are entitled to an increased cap if they have not previously been at, or exceeded, their cap. The increase will depend on their unused cap.
  - Individuals starting a pension for the first time on or after July 1, 2025 are entitled to a personal TBC of AU\$2 million.
- Total Super Balance (TSB):
  - The TSB impacts an individual's nonconcessional contributions cap, nonconcessional bring forward arrangement and eligibility for spouse tax offset and co-contributions.

### Resources

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

[General transfer balance cap indexation on July 1, 2025](#) (ATO, Feb. 25, 2025)

## Australia (previously covered, now effective)

### Status



Currently effective

### Development

#### Wealth

##### Changes to Operational Risk Financial Requirement (ORFR) now finalized

The Australian Prudential Regulation Authority (APRA) finalized and released updates to Prudential Standard SPS 114 Operational Risk Financial Requirement (SPS 114) and its associated guidance, Prudential Practice Guide SPG 114 Operational Risk Financial Requirement (SPG 114), together with its response to consultation feedback (Response Paper). The changes took effect on July 1, 2025, and they aim to strengthen operational resilience by ensuring trustees can better access the financial resources held to meet the Operational Risk Financial Requirement (ORFR) when needed and maintain an appropriate reserving level. Highlights include:

- The requirements for RSE licensees (superannuation fund trustees) to maintain and manage financial resources to protect members, and to address incurred or potential losses arising from operational risks that may affect their fund(s).
- Clarification of the ORFR's purpose
- Expanded range of permitted uses for the ORFR
- Introduction of a clear and direct relationship with Prudential Standard CPS 230 Operational Risk Management
- Amendment of the APRA notification requirements to facilitate further use of the ORFR.

APRA further simplified its guidance on setting the minimum ORFR target amount, but trustees must still notify APRA prior to making a material change to that amount. Furthermore, APRA can still require a trustee to meet an ORFR target amount (that is determined by APRA) within a specified time where the trustee's target does not appropriately reflect the operational risks of their business operations.

### Resources

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

[Strengthening financial resilience in superannuation](#) (APRA, Oct. 24, 2024)

**Australia (previously covered, now effective)**

**Status**  **Currently effective**

**Development** **Wealth**  
**Updated guidance on strategic planning and member outcomes takes effect**  
 The Australian Prudential Regulation Authority’s revised Prudential Standard SPS 515 Strategic Planning and Members Outcomes and related guidance took effect on July 1, 2025. Highlights of SPS 515 include:

- Align expenditure requirements with the “best financial interests duty”
- Support the implementation of the retirement income covenant
- Include supervisory observations on areas where super trustees need to improve, especially the management of financial resources
- Call for improved management of risks to members who are transferred across funds.

The revised standard’s commencement had been delayed by six months to July 1, 2025, to align with most funds’ conventional business planning cycle, and to allow industry more time to prepare.

**Resources** [paul.shallue@mercer.com](mailto:paul.shallue@mercer.com)  
[APRA strengthens core prudential standard to support outcomes for members in super](#) (APRA, July 4, 2024)

**Australia (previously covered, now effective)**

**Status**  **Currently effective**

**Development** **Wealth**  
**New operational risk management standard takes effect**  
 Following finalization of the new cross-industry Prudential Standard CPS 230 Operational Risk Management, the Australian Prudential Regulation Authority (APRA) made a legislative determination that the standard applies from July 1, 2025, to various APRA-regulated entities, including Authorized Deposit-Taking Institutions (ADIs) and non-ADIs, insurers and registered superannuation entity licensees.  
 The determination also revoked existing prudential standards from that July date as follows:

- Prudential Standard CPS 231 Outsourcing
- Prudential Standard CPS 232 Business Continuity Management
- Prudential Standard SPS 231 Outsourcing
- Prudential Standard SPS 232 Business Continuity Management
- Prudential Standard HPS 231 Outsourcing.

CPS 230 is designed to strengthen the management of operational risk, improve business continuity planning and manage risks from using service providers for all APRA-regulated entities. The determination’s explanatory statement explains the specific provisions of CPS 230 and APRA’s power to exercise various discretions.

**Resources** [paul.shallue@mercer.com](mailto:paul.shallue@mercer.com)  
[Prudential Standard CPS 230 Operational Risk Management](#) (APRA, July 2025)

**Australia (previously covered, now effective)****Status**  **Currently effective****Development****Wealth****Operational resilience guidance takes effect**

The Australian Prudential Regulation Authority (APRA) issued its response to the consultation on new cross-industry Prudential Practice Guide CPG 230 Operational Risk Management and the final Guide. The Guide aims to assist banks, insurers and superannuation trustees to strengthen their management of operational risk and improve business continuity planning. Implementation of CPS 230 Operational Risk Management took effect on July 1, 2025, with a further one-year transition period (to July 2026) to enable entities to review contracts with their existing material service providers.

Highlights of the finalized guidance include:

- Removal of the “best” and “better” practice. Instead, the guidance now provides information about how to comply with the standard. APRA expects entities to have stronger practices commensurate with their size and complexity.
- Entities classified as Non-Significant Institutions (non-SFIs) have until July 1, 2026 to comply with certain CPS 230 requirements relating to business continuity and scenario analysis. Non-SFIs can choose to comply with these CPS 230 requirements before July 1, 2026 — if they do not, SPS 232 Business Continuity Management continues to apply. Significant Financial Institutions (SFIs) must be fully compliant by July 1, 2025.

APRA’s response document includes:

- A three-year forward plan for APRA’s approach to supervision.
- A checklist that summarizes CPS 230 requirements and a suggested order of implementation.

**Resources**

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

[Response to submissions — CPG 230 Operational Risk Management](#) (APRA, June 13, 2024) and [Prudential practice guide](#) (APRA, June 2024)

**Australia (new)****Development****Wealth**

- [APRA Super Data Transformation, Phase 2 enhancements finalized](#) — key date: December 2025
- [Extension of superannuation disclosure relief confirmed](#) — key date: Jan. 1, 2026
- [Anti-money laundering, counter-terrorism legislation effective](#) — key date: March 31, 2026
- [Superannuation, Medicare implications of 2025/26 federal budget highlights](#) — key date: July 1, 2026

**China (previously covered, with upcoming effective date)****Development****Career**

- [Unemployment insurance contribution refund policy extended](#) — key date: Dec. 31, 2025
- [Preferential taxation policy for expatriates expanded](#) — key date: Dec. 31, 2027
- [Preferential taxation policy for annual one-time bonus extended](#) — key date: Dec. 31, 2027

## Hong Kong (new)

### Status



**Effective Jan. 1, 2026**

### Development

#### Health

##### **Revised fee schedule for public healthcare services gazetted**

A revised fee schedule for public healthcare services provided in Hong Kong's public hospitals for eligible individuals will take effect on Jan. 1, 2026. The schedule follows the Public Healthcare Fees and Charges Reform, initiated jointly by the Health Bureau (HHB) and the Hospital Authority (HA), and includes other measures. Highlights of the reform include:

- Five key principles will be achieved over a five-year period, including a requirement for co-payment by individuals who can afford it, and by those with mild health conditions, and a continued “high level of subsidy ... with the target of maintaining the 90% overall public subsidization rate.”
- Restructure of the subsidy amounts for various services. More patients with critical illnesses, including those from middle-income families, will receive subsidies for drugs and medical devices.
- Enhancement of the medical fee waiver mechanism, which is expected to benefit 1.4 million poorer individuals (up from 0.3 million)
- Introduction of a cap on annual spending, which will benefit 70,000 patients with serious illnesses.
- Stronger protection for patients with critical illnesses regarding required drugs and medical devices.

Meanwhile, the HHB will address other healthcare reforms, such as primary healthcare services; HA governance; private healthcare fee transparency; the Voluntary Health Insurance Scheme; and the approval, registration, introduction and procurement of drugs and medical devices. The HA is also reviewing fees for non-eligible persons; private services in public hospitals; and remaining individual fee items for public healthcare services. Further announcements will be made upon completion of the review.

### Resources

[Revised fee schedule](#) (Chinese) (Government) and [Fee schedule for public healthcare services gazette to take effect on January 1 next year](#) (Government, April 25, 2025)

## Hong Kong (new)

### Status



**Effective Jan. 18, 2026**

### Development

#### Career

##### Working time threshold for ‘continuous contracts’ reduced

Hong Kong’s Employment (Amendment) Bill 2025 passed the Legislative Council on June 18, 2025, and will reduce the number of hours that an individual must work in order to have a “continuous contract” under the Employment Ordinance (EO). The measures will take effect on Jan. 18, 2026, and will increase the number of employees who enjoy comprehensive employment rights and provide them with more flexibility as to how the working hours threshold can be calculated.

The working hours threshold required for a "continuous contract" is reduced to 17 hours, down from 18. Alternatively, employees will be allowed to aggregate their working hours in any specified four-week period. If an employee works for fewer than 17 working hours in one of the weeks during the four-week period, they will still be deemed to have a continuous contract if the number of working hours in that week, and those of the three weeks immediately preceding, total 68 hours.

Other provisions of the EO are unchanged.

### Resources

[Employment \(Amendment\) Bill 2025](#) (Legislature, June 18, 2025)

## Hong Kong (new)

### Status



**Currently effective**

### Development

#### Career

##### Employment protection of local employees enhanced

Measures under the Enhanced Supplementary Labour Scheme (ESLS) that aim to discourage employers in Hong Kong from replacing local employees with foreign workers, and to ensure employment priority for local workers, were introduced on June 17, 2025. Highlights include:

- Employees can now use an online complaint form on the ESLS website to lodge complaints against employers for suspected violations of the ESLS requirements.
- Employers that submit an ESLS application to hire foreign workers will not be allowed to submit another application during the following six-month period.
- Labor inspections will be conducted in workplaces that employ foreign workers to ensure they fulfil the required local to foreign worker ratio.
- Employers must report information about full-time local employees and foreign workers as well as the relevant staffing ratios to the Department of Labour.
- Foreign workers must be prioritized over local employees in cases of organizational retrenchment. Employers that violate this requirement could face administrative sanctions (including the withdrawal of prior approvals for the hiring of foreign workers), and refusal by the Department of Labour to process all ESLS applications for the following two years.

### Resources

[Enhancement measures implemented to safeguard employment priority for local workers under Enhanced Supplementary Labour Scheme](#) (Government, June 17, 2025)

## Hong Kong (previously covered, now effective)

**Status**  **Currently effective**

### Development

#### Career

#### Corporate governance code and listing rules revised, diversity enhanced

Measures that aim to improve the corporate governance of companies listed on the Stock Exchange of Hong Kong Ltd (HKEX) — including enhanced diversity requirements — were published on Dec. 19, 2024, and generally took effect from July 1, 2025. Companies that have a Dec. 31 financial year-end must apply the new requirements to their annual report issued in 2027 for the financial year ending Dec. 31, 2026. The HKEX will issue guidance on the revised Corporate Governance Code and listing rules “in the first half of 2025.” Highlights of the diversity measures include:

- Nomination committees must appoint at least one director of a different gender. Companies that do not achieve the board gender target must set out the details and reasons for the omission and comply within three months.
- Companies must have a board diversity policy and review its implementation annually. The policy and the results of the review (including the organization’s progress to achieving its diversity objectives and how it reached its conclusions) must be disclosed in the corresponding Corporate Governance Report.
- Companies will have a new requirement to issue a workplace diversity policy, and to assess annually the gender ratio of the organization’s senior management and workforce (this excludes senior managers). The policy and assessment must be disclosed in the Corporate Governance Report.
- Other changes include mandatory director training; a requirement for some companies to appoint a lead independent nonexecutive director; requirements for long-serving independent nonexecutive directors; shareholder engagement; board performance review; matrix of board members’ skills; risk management and internal controls review; dividend policy; and provision of monthly management reports to the board.

### Resources


[Exchange publishes conclusions on corporate governance code enhancements](#) (HKEX, Dec. 19, 2024)

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

### Development

#### Career — Health — Wealth

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

Indonesia (new)	
Status	 <b>Effective date of Jan. 1, 2026 was postponed.</b>
Development	<p><b>Health</b></p> <p><b>New insurance regulation for health insurance products issued</b></p> <p>Indonesia's Financial Services Authority ("OJK") issued a new regulation applicable to insurance companies that offer health insurance products. They will have to introduce a co-payment scheme, establish a benefits coordination function and set up a Medical Advisory Board. The regulation — SEOJK 7/2025 — was scheduled to take effect on Jan. 1, 2026, but the implementation plan has been postponed by the OJK. The regulation will apply to inpatient benefit (outpatient and maternity are administration only benefits). OJK also published FAQs. Highlights of the regulation include:</p> <ul style="list-style-type: none"> <li>• Insurance companies will have to introduce a risk-sharing or co-payment system that will require policyholders to pay at least 10% of the total submitted claim. For outpatient care, the maximum co-payment amount is 300,000 IDR per claim, and for inpatient care, the maximum amount is 3,000,000 IDR per claim. This scheme applies only to products based on the principle of indemnity and managed care.</li> <li>• The products in scope include indemnity-based products (reimbursement of actual medical costs) and managed care products (structured and tiered healthcare access).</li> <li>• Health insurance products will also have to include a coordination of benefits feature. This feature will enable the coordination of financing with healthcare services through the JKN scheme (national health insurance program) administered by BPJS Kesehatan (social security agency).</li> <li>• Insurance companies must establish a Medical Advisory Board that includes qualified experts and appropriately qualified medical professionals. The Board must have sufficient digital health data to enable effective analysis of the medical services and treatments provided by partner healthcare facilities.</li> <li>• Current health policies remain valid until their expiration. Policies that auto-renew or have prior OJK approval must comply with this circular by Dec. 31, 2026. Claim data reporting is effective from Q2 2026.</li> <li>• Insurers must maintain robust digital systems that enable exchange with healthcare providers, apply a 10-year data retention for expired policies and provide access to membership data, medical resumes, etc.</li> </ul>
Resources	<p><a href="mailto:adam.puckeridge@mercermarshbenefits.com">adam.puckeridge@mercermarshbenefits.com</a></p> <p><a href="#">Regulation</a> (Indonesian) (Government) and <a href="#">FAQs</a> (Indonesian) (Government)</p>
Indonesia (previously covered, with upcoming effective date)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Details of public housing savings program, contributions and registration issued</a> — key date: May 20, 2027</li> </ul>

**Malaysia — Sabah and Sarawak (new)****Status****Currently effective****Development****Career — Health****Labor ordinances expanded**

Effective May 1, 2025, all workers — regardless of their wages or job type — are covered by the labor ordinances in the Sabah and Sarawak regions that now mostly align with the labor standards applicable in Peninsular Malaysia. In addition, labor protections were expanded and now include increased maternity leave and benefits, paid paternity leave, reduced maximum weekly working time, flexible working arrangements, changes to paid sick leave and increased public holidays. The measures are included in the Labour Ordinance of Sabah (Amendment) Act 2025 and the Labour Ordinance of Sarawak (Amendment) Act 2025. Highlights of the labor protections include:

- Coverage is now expanded to all employees, regardless of their salary levels and job roles. However, certain exceptions apply for employees whose salaries exceed 4,000 RM/month.
- The duration of the maternity allowance is now 98 days, up from 60, and pregnant employees are now protected from dismissal. The confinement period that triggers entitlement to parental benefits is reduced to 22 weeks, from 28.
- Married male employees can now take seven consecutive days of paid paternity leave for each confinement, capped at five (irrespective of the number of spouses).
- The maximum weekly working time is now 45 hours, down from 48.
- Employees are now entitled to 22 days of paid sick leave, up from 14 (subject to the employee's length of service), and they can also take an additional 60 days in any calendar year if hospitalization is necessary.
- Employees can request flexible working arrangements. Employers must reply within 60 days of receiving the request and, where applicable, provide their reasons for refusal.
- The number of mandatory public holidays has increased to six days, up from four. The number of gazetted public holidays is now 18 days, up from 16, and includes the mandatory holidays of Malaysia Day and Sarawak Independence Day. The mandatory public holiday Workers' Celebration Day has replaced the Workers' Day.
- Other measures address workplace discrimination and sexual harassment complaints; forced labor; and permitted child employment.

**Resources**

[Labour Ordinance of Sabah \(Amendment\) Act 2025](#) (Government, March 20, 2025) and [Labour Ordinance of Sarawak \(Amendment\) Act 2025](#) (Government, April 15, 2025)

## New Zealand (new)

### Status



Effective dates vary

### Development

#### Career



##### **KiwiSaver scheme and contribution amounts adjusted**

New Zealand's Budget 2025 introduced changes to the KiwiSaver — a voluntary retirement pension scheme that automatically enrolls eligible employees. The changes include a reduced government contribution rate that took effect on July 1, 2025, and the phase-in of increased employer and employee rates, starting on April 1, 2026. The scheme's changes aim to improve its sustainability and member outcomes. Highlights include:


- Employer and employee minimum contributions, currently at 3%, will increase in two phases. On April 1, 2026, the increase will be to 3.5% calculated on salaries and wages, and the second increase will be to 4% on April 1, 2028.
- Individuals will be allowed to temporarily reduce their contribution rate to 3% for between three and 12 months. Employers can also choose to match the employee's reduced contribution amount.
- From July 1, 2025, the annual government contribution reduced to 25 cents (down from NZ\$1) for each NZ\$1 contributed by the employee, capped at NZ\$260.72. The government's contribution for this year is unchanged, and it will be paid in July/August 2025.
- From July 1, 2025, the government's contribution expanded to include individuals aged 16 and 17. Matching employer contributions for these individuals will start on April 1, 2026.
- From July 1, 2025, individuals earning more than NZ\$180,000 no longer receive the government contribution.

### Resources


[Budget at a glance: KiwiSaver](#) (Government) and [KiwiSaver changes](#) (Inland Revenue, June 11, 2025)

New Zealand (new)	
Status	 Currently effective
Development	<p><b>Career</b></p> <p><b>Changes to pay equity claims effective</b></p> <p>New Zealand’s Equal Pay Amendment Act 2025 — that aims to improve the pay equity process and reduce government costs — took effect on May 6, 2025. According to the government, pay equity claims have been concentrated in the public sector, with a recent increase in the number of claims. The cost of all settlements to date has totaled NZ\$1.78 billion per year, and the new system “will provide greater confidence that genuine pay equity issues will be correctly identified and addressed.” Highlights of the act include:</p> <ul style="list-style-type: none"> <li>• Claimants must show that the workforce has 70% or more female members for ten consecutive years (the previous threshold was 60%). A hierarchy of comparators is introduced to ensure that selected comparators are closely related to the employer. Priority will be given to comparators from the same employer, and other comparators may be used in certain circumstances (for example, from similar employers, or from the same industry or sector).</li> <li>• Pay equity claims cannot proceed without an appropriate comparator. Comparators that are too small to provide a meaningful comparison cannot be used.</li> <li>• Employers can discontinue a claim if they consider that the work is not the same or substantially similar to the claimant’s comparator workforce. Previously, employers had limited grounds for discontinuing a claim.</li> <li>• Parties may now agree to phase-in remuneration increases arising from pay equity bargaining. Review clauses in settled claims are no longer enforceable.</li> <li>• Pay equity claims that were proceeding when the new act took effect are discontinued, unless they meet the current act’s requirements. A settled claim can be re-raised 10 years after settlement, if it meets the new requirements.</li> </ul>
Resources	<a href="#">Equal Pay Amendment Act 2025</a> (Government, May 19, 2025) and <a href="#">Changes to improve pay equity process</a> (Government, May 6, 2025)
Philippines (new)	
Status	 Currently effective
Development	<p><b>Career</b></p> <p><b>Anti-discrimination protections introduced in labor code</b></p> <p>Changes to the labor code (Department Order 251-25) address the principle of equal pay for work of equal value, and other types of workplace gender discrimination, such as security of tenure, promotion, training opportunities, study and scholarship grants and other privileges and nonmonetary benefits. Sanctions include criminal liability under Articles 303 and 304 of the Labor Code.</p>
Resources	<a href="mailto:john-yuri.zapanta@marsh.com">john-yuri.zapanta@marsh.com</a> <a href="#">Department Order 251-25</a> (Department of Labor and Employment, June 9, 2025)

**Philippines (new)**

<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career — Health</b>  <b>Employment protections for caregivers enacted</b></p> <p>The Department of Labor issued Department Order 254-25 to implement the Caregivers Welfare Act that was enacted to promote caregivers’ professional development and ensure their access to decent employment and protect their rights and welfare. Highlights include:</p> <ul style="list-style-type: none"> <li>• Prohibition of collection of fees from caregivers during hiring process.</li> <li>• Employers must provide caregivers’ transportation, meals, and other costs directly related to caregivers’ deployment.</li> <li>• Mandatory minimum provisions for employment contracts must be executed.</li> <li>• Provision of certain rights and privileges from the first day of employment, including but not limited to normal working hours of eight hours a day; additional compensation for work rendered beyond normal working hours, including overtime pay, night shift differential, premium pay, and holiday pay; fair wage commensurate with skills, competencies, and services rendered that must at least be at the prevailing minimum wage rate; entitlement to mandatory benefits including service incentive leave, 13th month pay, daily and weekly rest periods, and all other benefits required by the Labor Code.</li> <li>• Coverage under the Social Security System, PhilHealth, Employees Compensation and State Insurance Fund, and PAGIBIG.</li> </ul>
<b>Resources</b>	<p><a href="mailto:john-yuri.zapanta@marsh.com">john-yuri.zapanta@marsh.com</a>  <a href="#">Department Order 254-25</a> (Department of Labor and Employment, May 21, 2025)</p>

**Philippines (new)**

<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career — Health</b>  <b>Guidelines issued on temporary accommodation, welfare for construction workers</b></p> <p>Department Order 253 sets out the minimum standards and design criteria for temporary accommodation and welfare facilities for construction workers that aim to ensure their health, safety and well-being. Employers must introduce a family welfare program, as well as policies to prevent sexual harassment and gender-based violence; policies to promote mental health; healthy lifestyle; drug-free accommodation and facilities; and policies to prevent and control of HIV/AIDS, tuberculosis, hepatitis B, and other communicable diseases. The Department of Labor and Employment will monitor compliance with the guidelines.</p>
<b>Resources</b>	<p><a href="mailto:john-yuri.zapanta@marsh.com">john-yuri.zapanta@marsh.com</a>  <a href="#">Department Order 253</a> (Department of Labor and Employment, April 29, 2025)</p>

## Philippines (new)

### Status



Currently effective

### Development

#### Career

##### Supplemental guidance issued for employment of foreign nationals

Supplemental guidance has been issued (Department Order 248A-2025) on the employment of foreign nationals that complement Department Order 248 issued in January 2024. Highlights include:

- In addition to publishing the vacant position in a newspaper of general circulation, applicants are encouraged to post the job vacancy in the PhilJobNet and with the Public Employment Service Office or Job Placement Office.
- Clarification about when the Understudy Training Program (UTP) or Skills Development Program (SDP) plan is required.
- Specification about which foreign nationals are exempt from the UTP/SDP requirement.
- Applicable employers must submit the UTP or SDP plan within 60 days from the start of foreign nationals' employment using their own format, provided that it includes the required information.
- Employers must submit progress reports based on the UTP/SDP plan on a semi-annual or annual basis.
- Clarification of rules regarding the submission of renewal applications.

### Resources

[john-yuri.zapanta@marsh.com](mailto:john-yuri.zapanta@marsh.com)

[Department Order 248A](#) (Department of Labor and Employment, June 9, 2025); [Department Order 248](#) (Department of Labor and Employment, Jan. 21, 2025)

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

### Development

#### Career



- [Work permit schemes to be revised](#) — key date: Sept. 1, 2025
- [First workplace fairness bill passes parliament](#) — key date: 2026 or 2027

#### Career — Wealth

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

#### Wealth

- [Central Provident Fund contribution rates for older workers to increase](#) — key date: Beginning in 2026

South Korea (new)	
Status	 <b>Currently effective</b>
Development	<p><b>Wealth</b></p> <p><b>National pension contribution base thresholds adjusted for 2025-2026</b></p> <p>The Ministry of Health and Welfare announced the annual adjustment to the standard monthly income thresholds for the National Pension Service (NPS), effective from July 1, 2025 to June 30, 2026.</p> <p>The upper income threshold will increase to KRW 6,370,000 per month (up from KRW 6,170,000). Employees earning more than the upper limit will have their monthly contributions calculated based on this cap. As a result, the maximum monthly premium (employee and employer combined) is 573,300 KRW (9% of 6,370,000 KRW).</p> <p>The lower threshold increased to KRW 400,000 per month (up from KRW 390,000). Employees earning below the lower limit will have their contributions calculated based on this floor amount, resulting in a minimum monthly premium of KRW 36,000. Employers and employees share these premiums equally (50% each).</p> <p>Employers should update their payroll systems to reflect these new thresholds for salary payments.</p>
Resources	<p><a href="mailto:miyoung.kim@mercer.com">miyoung.kim@mercer.com</a></p> <p><a href="#">Announcement</a> (Korean, June 24, 2025)</p>
South Korea (previously covered, with upcoming effective date)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Sanctions against employers habitually in wage arrears introduced</a> — key date: Oct. 23, 2025</li> </ul> <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Plans to increase pension premiums, expand coverage</a> — key date: Jan. 1, 2026</li> </ul>
Taiwan (previously covered, with upcoming effective date)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Program that aims to boost work-family balance and female employment</a> — key date: Oct. 1, 2025</li> </ul> <p><b>Career — Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Employees and employers can negotiate post-retirement age employment</a> — key date: unknown</li> </ul>
Thailand (new)	
Status	 <b>Effective 90 days after publication in the Royal Gazette</b>
Development	<p><b>Career</b></p> <p><b>Minimum wage to increase</b></p> <p>On May 20, 2025, the Thai government announced new wage rates for 13 skilled job types in different industry sectors. The new minimum wage rates will be between 485 and 800 THB/day and will take effect 90 days following their publication in the Royal Gazette.</p>
Resources	<a href="#">Wage rates according to skill standards in 13 fields</a> (PRD, May 23, 2025)

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

#### Development

##### Wealth

- [Details about Employee Welfare Fund provided, contributions required](#) — key date: Oct. 1, 2025

### Vietnam (previously covered, now effective)

#### Status

 **Currently effective**

#### Development

##### Career — Wealth

##### **Social insurance law takes effect**

Effective on July 1, 2025, changes to Vietnam’s social insurance law — Law No.41/2024/QH15 — replaced Law No. 58/2014/QH13 and expand social insurance (SI) eligibility to include more employees and change how SI premiums are calculated. Highlights include:

- Revised salary thresholds (“reference level”) are introduced to calculate the minimum and maximum SI contributions.
- Expanded mandatory SI coverage. Employers must register part-time employees for SI if their monthly salary is equal to, or exceeds, the salary threshold.
- The social pension will be partly paid for by the state — building on current regulations providing for monthly social subsidies for older individuals.
- Foreign employees working in Vietnam with contracts of 12 months or longer generally must participate in the mandatory SI scheme, regardless of their work permit status.
- Voluntary SI participants are entitled to increased benefits, including a reduced minimum contribution period required for entitlement to monthly pensions and maternity benefits.
- Revised sanctions are applicable to late payment and payment evasion of SI payments by employers.
- Other measures address the investment and management of the SI fund and simplify administrative procedures.

#### Resources

[Law No. 41/2024/QH15](#) (Vietnamese) (Government, June 29, 2024)

# Europe, Middle East and Africa (EMEA)

## European Union (EU) (new)

### Status



Nearing final adoption

### Development

#### Career


#### Final adoption of revised European Works Council, transnational information and consultation procedures nears

Political agreement on proposed revisions to the EU directive on the establishment of European Works Councils (EWCs) for transnational information and consultation on certain business topics was reached on May 21, 2025. The revised directive awaits the EU's Council of Ministers' final adoption, with no further changes anticipated. Once the directive is published in the EU's Official Journal, member states will have two years (likely during 2027) to adjust their national laws, and they must apply them within three years (2028) of the directive's entry into force. The directive has been revised just once — in 2009 — following its initial adoption in 1994. Highlights of the measures include:

- Companies that have so-called “Article 13 agreements” on transnational information and consultation arrangements that were concluded before the end of September 1996 when the original directive took effect will have to renegotiate their agreement if at least 100 employees or their representatives from two or more member states submit a request. Such companies will have two years to renegotiate their agreement, and failure to do so will impose the revised directive's new subsidiary information and consultation arrangements. The changes to “Article 13 agreements” and the shorter two-year period allowed for renegotiation are very significant.
- Companies that have information and consultation agreements previously negotiated under the terms of the EWC directive, will also have to renegotiate their arrangements to reflect the revised directive, if requested to do so by employee representatives.
- Certain key principles are redefined. For example, “dominant influence” (this determines the organizational responsibility for establishing an EWC); “consultation” (employee representatives will be allowed to provide an opinion, to which management must respond); “transnational” (this will decide which business issues are subject to the EWC's scrutiny); financial and other resources to be made available to the EWC, including the payment of legal costs; and the application of “confidentiality” (including the grounds for management to withhold information from the EWC).
- Revised subsidiary requirements for the establishment of default EWCs. These requirements are already very influential in the negotiation of information and consultation arrangements and they apply when no agreement can be reached. The revised requirements include an expanded list of topics for information and consultation, the scheduling of two EWC meetings each year (currently, only one meeting must be held, in addition to procedures that allow consideration of issues arising at other times) and changes to the number of experts permitted to advise employee representatives.

### Resources

[Strengthening representation of EU workers in multinational companies: Council and Parliament reach agreement on the revision of the European Works Council Directive](#) (European Council, May 21, 2025); [Provisional agreement resulting from interinstitutional negotiations](#) (European Parliament, May 28, 2025) and [Directive 2009/38/EC](#) (Eur-Lex, May 6, 2009); [European Works Councils](#) (European Commission)

<b>EU (new)</b>	
<b>Status</b>	 <b>Consultation is open through Aug. 29, 2025.</b>
<b>Development</b>	<p><b>Wealth</b></p> <p><b>European Commission consults on methods to improve supplementary pensions</b></p> <p>The European Commission (“commission”) seeks views on how to make supplementary pensions more accessible, transparent and effective for citizens in the EU and improve financial security in retirement. The commission’s consultation is part of its initiative to establish the savings and investments union (SIU), and input is invited through Aug. 29, 2025. The commission seeks views on:</p> <ul style="list-style-type: none"> <li>• Possible measures to support wider participation in occupational and personal pension schemes and improve the tools available for individuals to track, compare and understand pension entitlements. Key areas include the potential role of automatic pension enrollment to boost participation, and the development of national pension tracking systems and pension dashboards to provide clearer individual information and stronger data for policymaking.</li> <li>• The IORP II Directive that aims to strengthen governance, enhance risk management, improve transparency and enable the scaling-up of workplace pensions.</li> <li>• Identification of obstacles to increased uptake of the pan-European Personal Pension Product (PEPP). In particular, it seeks input on how to simplify the existing Basic PEPP, including by facilitating its digital distribution and exploring the possibility of enrollment through the workplace.</li> </ul>
<b>Resources</b>	<a href="#">Targeted consultation on supplementary pensions</a> (European Commission, June 13, 2025)
<b>EU (new)</b>	
<b>Status</b>	 <b>Consultation is open until July 18, 2025.</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Consultation on artificial intelligence on high-risk classification usage</b></p> <p>The European Commission has issued a stakeholder consultation to support the development of EU guidelines on the use of high-risk artificial intelligence (AI) classifications under the EU AI Act. The consultation is open until July 18, 2025, and input collected will inform nonbinding guidelines that the European Commission is expected to issue in February 2026. Under the EU AI Act, high-risk AI classifications include several issues that have human resource/employment implications (for example, employment and worker management processes; biometric identification and categorization; and education and vocational training).</p>
<b>Resources</b>	<a href="#">Targeted stakeholder consultation on classification of AI systems as high-risk</a> (Europa)

**EU (new)****Status**  **Proposal****Development****Career****Easing of data protection burdens for smaller organizations proposed**

Proposals that would simplify the EU's General Data Protection Regulation (GDPR) requirements for small mid-cap enterprises (SMCs) were issued by the European Commission on May 21, 2025. The proposals form part of the European Commission's Omnibus IV Simplification Package, and they aim to "simplify rules and reduce bureaucracy ... [and] make it easier for businesses to operate, innovate, and grow, while maintaining high standards of protection for consumers and the environment."

Currently, only organizations with fewer than 250 employees do not have to maintain records of data processing, unless their processing is likely to result in a risk to the rights and freedoms of data subjects, or if it is not occasional, or includes special categories of data.

The proposals would extend this exemption to SMCs — these are organizations with fewer than 750 employees, a total balance sheet not exceeding €129m and an annual net turnover not exceeding €150m. However, some member states define SMCs differently, and organizations that meet the new SMC definition could still be required to keep data records because of the nature of their data processing. Also, organizations would still have to assess if their data processing activities are high risk and comply with other aspects of the GDPR.

**Resources**

[Extension of certain mitigating measures available for small and medium sized enterprises to small mid-cap enterprises and further simplifying measures](#) (European Commission, May 21, 2025)

**EU (previously covered, with upcoming effective dates)****Development****Career**

- [Law approved to improve gender balance on company boards](#) — key date: June 30, 2026
- [Corporate sustainability, human rights due diligence directive finalized](#) — key date: July 26, 2026
- [Ban on forced or child labor finalized](#) — key date: Dec. 14, 2027

**Career — Health**

- [Platform Worker's Directive moves forward](#) — key date: Dec. 2, 2026

**Career — Health — Wealth**

- [Agreement on postponement of corporate sustainability, due diligence reporting rules for some companies](#) — key date: Dec. 31, 2025
- [Pay transparency law must be transposed into national law](#) — key date: June 7, 2026

**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

## Czech Republic (new)

### Status



Currently effective

### Development

#### Career — Health

##### Employers get increased protections under revised labor code

Changes to the Czech Republic's labor code took effect on June 1, 2025. Highlights include:

- Employers can no longer prohibit employees from disclosing information on their salary or impose confidentiality clauses on salary disclosures.
- Employees are entitled to an additional five days of unpaid bereavement leave on the death of a spouse, partner, cohabiting partner, child, grandchild, parent, grandparent or sibling
- One day of paid leave is granted for the day of an employee's marriage/partnership ceremony (the second day of leave is unpaid).
- Employees are allowed longer unpaid leave to look for a new job (depending on the reason for termination).
- Employees on parental leave can now perform work in their normal job, subject to having a work activity or work performance agreement.
- Employees who return to their job after a period of parental leave, and before their child is age two, are guaranteed to return to their previous role, and in the same workplace.
- Employees who terminate their employment due to long-term health incapacity (for example, because of a work accident or occupational disease) will now receive special compensation. The compensation will be paid from the employer's statutory insurance and is equal to 12 times the employee's average monthly earnings.
- The maximum length of the probationary period is extended to four months for employees, and to eight months for managers. Longer probation periods can be negotiated.

### Resources

[Information on labor code changes](#) (Ministry of Labour and Social Affairs)


**Egypt (updated)****Status****Effective Sept. 1, 2025****Development****Career — Health****Employment law to change**



Changes to Egypt's employment law will take effect on Sept. 1, 2025. Law No. 14 of 2025, which will replace Labor Law No. 12 of 2003, includes measures that aim to modernize employment relations and boost worker protection. Ministerial decrees will be issued within 90 days of the effective date to provide further details. Highlights include:

- A new end-of-service benefit equal to one month per year of service payable by employes will be introduced for workers on fixed-term contracts where the total duration is five years or more.
- Employment contracts must be in Arabic and issued in four copies (for the employer, employee, social insurance authority and the Labor Office). Contracts will be presumed to be indefinite, unless otherwise justified.
- Different types of employment are also recognized for the first time, such as remote working, part-time employment and gig economy/platform work roles.
- A minimum three-month notice period must be given to terminate indefinite-term workers (where there is no misconduct), and severance will be calculated on two months of wages per year of service.
- Employees will be entitled to maternity leave from the first day of employment — currently, employees must have at least 10 months of service. Maternity leave will increase to 120 days, up from 90 days, and will be capped at three leave periods during the employee's employment (currently, maternity leave is capped at two times).
- Women could also reduce their working hours by one hour per day starting from the sixth month of pregnancy, and they will be exempt from performing overtime for up to six months following their baby's birth.
- Women will be entitled to up to two years of unpaid childcare leave in larger enterprises.
- The employers' contribution to the training and rehabilitation fund will be reduced to 0.25% of the minimum social insurance wage, down from 1% of the enterprise's profits, and will be capped at EGP £30 per employee. Only employees with 30 or more employees (up from 10) will have to pay the contribution, and employers that already offer internal training programs will be exempt.
- A specialized labor court will deal with employment disputes.
- A National Wages Council will be established to propose changes to the national minimum wage. Private sector employees' wages will increase by 3% per year, calculated on their insurable wage; employers that face financial hardship could petition the National Wages Council for a reduction or exemption.
- Guidelines on occupational safety and health inspections will be available.
- Provisions that criminalize sexual harassment and workplace bullying
- Anti-harassment measures

**Resources**

[Law No. 14 of 2025](#) (Arabic) (Government)

France (previously covered, with upcoming effective date)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">New gender quotas imposed for senior execs/management teams</a> — key date: March 1, 2026</li> </ul>
Germany (previously covered, with upcoming effective date)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Minimum wage increase for cleaners</a> — key date: 2026</li> </ul>
Hungary (new)	
Status	 <b>Currently effective</b>
Development	<p><b>Career — Health</b></p> <p><b>Immediate access to ‘self-help services’ fund allowed</b></p> <p>Measures that allow employees to immediately access their “self-help services” fund for permitted uses took effect on July 1, 2025 — previously, employees had to wait 180 days before they could access these funds. The measures amend Act XCVI of 1993 on voluntary mutual insurance funds. Permitted uses for these funds are:</p> <ul style="list-style-type: none"> <li>• Supplement childbirth-related benefits (child support)</li> <li>• One-off payments in the event of childbirth or adoption</li> <li>• Supplementary childcare benefits (child benefit, child support)</li> <li>• Start-of-school year, start-of-school-year expenses</li> <li>• Reimbursement of costs for students in higher education</li> <li>• Housing mortgage repayments</li> <li>• Reimbursement of care for elderly persons</li> <li>• Funeral expenses</li> </ul>
Resources	<p><a href="mailto:tamas.fekete@mercermarshbenefits.com">tamas.fekete@mercermarshbenefits.com</a></p> <p><a href="#">Law</a> (Hungarian) (Government, June 23, 2025)</p>
Hungary (previously covered, with upcoming effective date)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Tax-exemption scheme for working mothers announced</a> — key date: October 2025</li> </ul>

Ireland (previously covered, with upcoming effective date)	
<b>Development</b>	<p><b>Career — Health — Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Wage threshold for PRSI contributions to increase</a> — key date: Oct. 1, 2025</li> </ul> <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Small delay for start of 'My Future Fund' for pension autoenrollment</a> — possibly January 2026</li> <li>• <a href="#">More details on Auto Enrollment scheme published</a> — key date: Sept. 20, 2025</li> <li>• <a href="#">Pension-related issues included in Finance Bill</a> — key date: Jan. 1, 2026</li> </ul>
Netherlands (previously covered, now effective)	
<b>Status</b>	 <b>Effective July 1, 2025</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Minimum wage increased</b></p> <p>Beginning July 1, 2025, the gross hourly minimum wage is €14.40/hour, up from €14.06/hour, for employees aged 21 and older. The minimum wage is increased every six months — on January 1 and July 1.</p>
<b>Resources</b>	<p><a href="#">Minimum wage information</a> (Dutch) (Government)</p>
Nigeria (new)	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Wealth</b></p> <p><b>Pension contribution remittance systems launched</b></p> <p>Effective April 1, 2025, Nigeria launched the Pension Contribution Remittance Systems (PCRS) that allows employers to electronically upload pension schedules and make payments, ending the need for manual remittance of pension contributions. The PCRS aims to modernize the system and enhance administration. Employers had until June 1, 2025 to transition to the new PCRS process.</p> <p>The National Pension Commission (“PenCom”) approved nine Payment Solutions Service Providers (PSSPs) to validate employee’s personal identification numbers and Pension Fund Administrators with PenCom’s database before processing payments. The PSSPs will also receive employers’ pension contributions — starting June 1, 2025, all contributions must be made through the PSSPs.</p>
<b>Resources</b>	<p><a href="#">The Pension Contribution Remittance System</a> (Government)</p>

## Oman (previously covered, partially effective)

### Status



Effective dates vary.

### Development

#### Career


#### Social protection for foreign employees expanded

Under a new law, foreign employees benefit from expanded social benefit coverage.

- Effective in July 2024, foreign employees became entitled to 98 calendar days of maternity leave, and seven calendar days of paternity leave paid for by Oman's social security fund. Employers must pay a 1% social security contribution calculated on the employee's gross salary to cover the cost of this benefit.
- Effective in July 2025, foreign employees can take paid sick leave and certain other paid leaves, such as leave for caregivers, marriage and bereavement. Employers have to pay an additional 1% social security contribution calculated on the employee's gross salary.
- Effective in July 2026, foreign employees will be entitled to work injury and illness benefits paid for by an additional 1% social security contribution, split equally between the employee and the employer.
- Effective in July 2026, the end-of-service gratuity paid to foreign employees at the end of their employment will be replaced by a contributory savings fund.

### Resources

[Royal Decree](#) (Arabic) (Government, July 19, 2023)

Qatar (previously covered, now effective)	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Nationalization program launched to boost employment rate</b></p> <p>Employers in Qatar must prioritize the hiring of Qatari nationals, and of non-Qatari individuals with Qatari mothers, under measures included in Law No. 12/2024 that aims to restrict the number of expatriate employees and boost the employment rate and career opportunities for Qatari nationals. The law became effective in April 2025. Highlights of the law include:</p> <ul style="list-style-type: none"> <li>• The law applies to all commercial companies operating in Qatar as well as private institutions for public or private benefit and associations. Exempted companies include those that are fully or partially owned by Qatar Energy, or that are engaged in petroleum and petrochemical industries.</li> <li>• The MoL will issue a Qatarization scheme to classify employers based on their workforce size and determine the job types. The scheme will include training, employment, qualification and university scholarship programs. The MoL will work with the private sector to offer training and development programs.</li> <li>• The MoL will determine the percentage of roles to be designated for Qatari employees in different industry sectors, and it could also decide to restrict the hiring of expatriates.</li> <li>• Employers will have to inform the MoL of all job opportunities, requirements for jobs and salaries.</li> <li>• Qatari job seekers must register with the MoL, and individuals are given financial incentives and privileges, and sponsorship to complete their university studies to prepare them for private sector roles.</li> <li>• Companies in-scope are offered incentives (such as various benefits, facilities and privileges).</li> <li>• Employer sanctions include financial penalties and imprisonment for repeated violations.</li> </ul>
<b>Resources</b>	<a href="#">Law No. 12 of 2024</a> (Government, Sept. 1, 2024)

**Saudi Arabia (previously covered, partially effective)****Status**  **Effective dates vary.****Development****Career****Revised national hiring targets for certain sectors issued**

The Ministry of Human Resources and Social Development issued four Ministerial Resolutions that introduce a phased increase to the number of Saudi nationals that entities must hire under the “Nitaqat” program. The resolutions concern four professional categories already subject to partial national hiring rules. Certain wage thresholds also apply to the roles for them to count towards an entity’s Nitaqat compliance. The previous Nitaqat system was issued in December 2021 and applied from 2022 through 2024. Highlights of the new resolutions include:

- **Accounting and finance.** Entities that employ five or more finance and accounting professions must ensure that by Oct. 27, 2025, a minimum 40% of such roles are filled by Saudi nationals (the current requirement is 30% of roles). The percentage will then increase to 50% by Oct. 27, 2026; 60% by Oct. 27, 2027; and 70% by Oct. 27, 2028. From Oct. 27, 2029, entities that employ three or four accounting and finance professions must ensure that a minimum of 30% positions are filled by Saudi nationals.
- **Technical engineering.** Several technical engineering professions are covered. The Ministerial Resolution retains the same employee-threshold but increases the nationalization requirement to 30%, effective July 27, 2025 (up from 20%).
- **Dentistry.** The Ministerial Resolution retains the current employee threshold (three or more dentistry-related professions) and will require entities to increase their hiring of Saudi nationals to 45%, effective July 27, 2025, and then to 55% by Jan. 27, 2026.
- **Pharmaceutical.** Pharmaceutical professions include certain roles but exclude medical advertising representatives and pharmaceutical representatives. The Ministerial Resolution retains the current employee-threshold and the Nitaqat targets will increase to 35%, 65% and 55% respectively, effective July 27, 2025.

**Resources**

[Human Resources Ministry issues major localization decisions for 269 professions](#) (Saudi Press Agency, Jan. 26, 2025) and [Executive Regulations](#) (Arabic) (Ministry of Human Resources and Social Development, Feb. 19, 2025)

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

- [Expanded remuneration and pay gap disclosures required — key date: Upon proclamation](#)

**Spain (previously covered, with upcoming effective date)****Development****Career — Health**

- [New paid family leave entitlement](#) — key date: unknown

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

- [Flexibility of receiving occupational pension benefit payments increased](#) — key date: Oct. 1, 2025

**Switzerland (previously covered, with upcoming effective date)****Development****Career — Health**

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

**Tunisia (new)****Status****Currently effective****Development****Health****Labor code revised to restrict types of employment contracts**

Changes to Tunisia's labor code, included in Law No. 2025-9 effective May 21, 2025, generally took effect on May 23, 2025. The measures restrict the issuance of fixed-term contracts, cap probation periods and generally prohibit sub-contracting. Employers have three months from the effective date to comply with the revisions. Highlights include:

- Employer contracts must generally be open-ended.
- Fixed-term contracts must be converted into open-ended contracts — the use of fixed term contracts is permitted only in exceptional circumstances. Probation periods are now capped at six months and can be renewed only once. Employers must provide a 15-day notice period if terminating workers during this time.
- Sub-contracting is generally prohibited, and criminal penalties will apply if such arrangements are used unlawfully. Workers supplied by sub-contracting enterprises are classified as permanent workers.

**Resources**

[Law No. 2025-9 of May 21, 2025](#) (Arabic) (Government)

**United Kingdom (UK) (new)****Status****Government response****Development****Wealth****Government's response to consultation on options for defined benefit schemes issued**


The government has issued its response to an earlier consultation on options for defined benefit (DB) schemes, setting out its DB policy agenda. Although some details await publication, the government's broad approach is now clear. The most significant announcements addressed forthcoming legislative changes on the rules addressing DB surpluses in the Pension Schemes Bill. The government intends to change the funding threshold that permits payments of surpluses to employers in ongoing schemes; improve flexibility for trustees to amend schemes' rules on surplus distribution; clarify trustees' duties when considering surplus payments to employers; and ask the Pensions Regulator to issue guidance. The government will further examine the costs and benefits of a government consolidator for schemes that struggle to access an appropriate solution to secure their liabilities from the commercial market.


**Resources**

[Government response: Options for Defined Benefit schemes](#) (Department for Work and Pensions, May 29, 2025)

<b>UK (new)</b>	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Wealth</b></p> <p><b>Regulator publishes guidance on new models, options in defined benefit schemes</b></p> <p>The Pensions Regulator has published new guidance for trustees and employers of defined benefit (DB) and hybrid schemes that addresses running on the scheme (this entails paying the benefits as they fall due until all liabilities have been discharged and/or the remaining liabilities are transferred to an alternative provider), the different financial, governance and insurance options and the considerations applicable to these solutions.</p> <p>The guidance encourages trustees to develop a policy on surplus extraction, incorporate it into their long-term objectives and consider the full range of endgame options, including superfunds. The guidance should help trustees to engage with their advisers and have better informed discussions around the range of possible options for their scheme.</p>
<b>Resources</b>	<a href="#">New models and options in defined benefit pensions schemes</a> (TPR, June 3, 2025)
<b>UK (new)</b>	
<b>Status</b>	 <b>Final response</b>
<b>Development</b>	<p><b>Wealth</b></p> <p><b>Pension regulator’s responses to statement of strategy consultation issued</b></p> <p>The Pensions Regulator (TPR) published its final response to the 2024 consultation on the “statement of strategy” required for scheme valuations under the new defined benefit (DB) funding regime, which outlines the trustees' approach to funding and risk management. TPR issued an interim response to the consultation in September 2024, together with a package of supporting documents, including revised templates and information to assist trustees. TPR’s full response does not include any further changes, but it does expand on key themes identified in the consultation responses and provides its approach to addressing them.</p>
<b>Resources</b>	<a href="#">Statement of strategy consultation response</a> (TPR, May 28, 2025)
<b>UK (new)</b>	
<b>Status</b>	 <b>Final report</b>
<b>Development</b>	<p><b>Wealth</b></p> <p><b>Pension Investment Review final report published</b></p> <p>On May 29, 2025, the government published its final report that concludes Phase One of the Pensions Investment Review, including its responses to the two consultations issued in November 2024 as part of its interim report for Defined Contribution schemes and the Local Government Pension Scheme. The government confirmed that any multiemployer workplace pension arrangement used for Automatic Enrollment must have at least one main scale default arrangement with at least £25 billion in assets under management by 2030. However, this scale requirement does not apply to single-employer trusts, Collective Defined Contribution schemes and hybrid schemes that are only available to a closed group of employers related through their industry or profession or default arrangements that serve protected characteristics. To facilitate consolidation, the government will also introduce a contractual override regime that will allow bulk transfers from contract-based schemes and that incorporates strong safeguards for consumers. The legislation to implement the reforms was included within the Pension Schemes Bill.</p>
<b>Resources</b>	<a href="#">Pensions investment review: Final report and consultation responses</a> (Government, May 29, 2025)

<b>UK (new)</b>	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<b>Health</b> <b>Fuel rates for employer-provided company cars published</b> The UK has published revised advisory fuel rates used to calculate mileage costs for employers providing company cars to their employees. The rates vary by car engine size and fuel type.
<b>Resources</b>	<a href="#">Rates and thresholds for employers 2025 to 2026</a> (Government, June 10, 2025)

UK (new)	
Status	 Proposal
Development	<p><b>Wealth</b></p> <p><b>Pensions Schemes Bill introduced in Parliament</b></p> <p>The government introduced the Pension Schemes Bill (bill) on June 5, 2025, and issued an accompanying explanatory statement and "roadmap" with indicative timing for implementation of the proposed reforms. The King's Speech in July 2024 had partially signposted some of the bill's content; however, the bill also includes several new measures. Parliament must scrutinize the bill before it can be enacted — the government expects that Royal Assent could be achieved in mid-2026. Regulations would have to be issued for consultation prior to entering the bill into force in 2027. The government is also considering a second stage of reforms and confirmed that the next phase of the Pensions Review would start "in the near future." This review would include an assessment of the adequacy of retirement incomes and consider the balance of all three pillars of the UK pension system (state, occupational and personal wealth) and how they could best combine to provide financially secure retirement.</p> <p><b>Defined contribution (DC) pensions</b></p> <ul style="list-style-type: none"> <li>• A Value for Money (VfM) framework would be introduced, and a regulatory regime for members invested in trust-based DC schemes (broadly equivalent rules would be implemented for FCA-regulated firms operating contract-based pensions).</li> <li>• A framework would be introduced in which members with dormant deferred small pots (with a value of £1,000 or less) held in auto-enrollment schemes would be consolidated into a small number of authorised schemes that apply to act as a consolidator.</li> <li>• Trustees of trust-based DC occupational pension schemes would have a duty to offer members within their own scheme default benefit solutions designed to provide a regular income in retirement ("decumulation").</li> <li>• Group Personal Pensions (GPP) and DC Master Trusts used for auto-enrollment would need at least one "main scale default arrangement" with £25 billion or more assets under management.</li> <li>• Following the recent Mansion House Accord, a reserve power would enable a quantitative baseline target to be set for private market investments (including in the UK) in GPPs and Master Trusts used for auto-enrollment. The government does not anticipate exercising the power unless it believes the industry has not delivered the required change.</li> </ul> <p><b>Defined benefit pensions</b></p> <ul style="list-style-type: none"> <li>• Provisions to ease restrictions on the use of surplus in ongoing schemes to support growth of the UK's economy.</li> <li>• Provisions for a dedicated authorization and supervision framework to support market consolidation. The Pensions Regulator expects to start work on a superfund Code of Practice in early 2026 that would take effect by 2028.</li> <li>• Provisions to give the Pension Protection Fund (PPF) greater flexibility regarding the levy, increasing the possibility that the PPF would cancel the £45m total levy due to be collected in autumn 2025.</li> </ul>
Resources	<p><a href="mailto:richard.wyatt@mercer.com">richard.wyatt@mercer.com</a></p> <p><a href="#">Pension Schemes Bill</a> (Parliament, June 6, 2025)</p>

UK (new)	
<b>Status</b>	 <b>Review</b>
<b>Development</b>	<p><b>Career — Health</b></p> <p><b>Full review of parental leave and pay measures advance</b></p> <p>The government launched on July 1, 2025, a “full review of parental leave and pay” with the aim of better supporting working families and employers. The review will be an internal government evaluation conducted over an 18-month period that will examine all Great Britain’s leave entitlements (employment policy is a devolved power in Northern Ireland and is not included in the review). A set of findings and a roadmap, including potential reforms, will be issued. Currently, Great Britain’s parental leave entitlements are maternity leave and pay; paternity leave and pay; adoption leave and pay; shared parental leave and pay; parental bereavement leave and pay; parental leave (unpaid); neonatal care leave and pay; and Maternity Allowance. Bereaved partner’s unpaid paternity leave is in development, and the government plans to bring this entitlement into force in 2026.</p> <p>The review will:</p> <ul style="list-style-type: none"> <li>• Be evidence-based and assess the complete parental leave system</li> <li>• “Engage constructively with a wide range of external stakeholders,” including employers, employer representatives and trade unions.</li> <li>• Assess three cross-cutting considerations: fairness and equality; balancing costs and benefits, including making the parental leave schemes easier for both employers and parents; and social impact (including addressing child poverty and shifting gender norms around paternal childcare).</li> </ul> <p>The Department for Business and Trade and the Department for Work and Pensions are co-leading the review, and they will eventually report to the Future of Work Committee, chaired by the deputy prime minister.</p>
<b>Resources</b>	<a href="#">Parental leave and pay review</a> (Government, July 1, 2025)
UK (previously covered, with upcoming effective date)	
<b>Development</b>	<p><b>Career — Health</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Paternity leave to be expanded to bereaved partners</a> — key date: provisionally 2026</li> <li>• <a href="#">Benefits-in-kind digitization reporting confirmed</a> — key date: April 2026</li> </ul> <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Pension auto enrollment to expand, reducing eligible age and abolishing earnings threshold</a> — key date: unknown</li> </ul>



**Mercer LLC**

1166 Avenue of the Americas

New York, NY 10036

[www.mercer.com](http://www.mercer.com)

© 2025 Mercer LLC. All rights reserved.