

Issue brief:

2025 State workers' rights roundup

Policy opportunities from recent legislative sessions

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Introduction and Executive Summary



State governments currently have a critical role to play in protecting and advancing workers' rights, particularly in light of federal changes including rollbacks on policy and shrinkage of enforcement agencies. Violations of workers' rights are widespread and federal guard rails are eroding; it is a moment for bold action by state and local governments to stand up for working people.

Numerous states have already been taking such action, passing meaningful and innovative laws on workers' rights in their 2025 legislative sessions and in preceding sessions. These laws provide models for state policymakers as they consider ways to serve working people in their jurisdictions.

This issue brief contains a selection of recent state and local laws that advance workers' rights. Notably, none of the policies contained in this brief are in the idea or concept stage; all of them were enacted in at least one jurisdiction and often in more than one.

The issue brief provides only a sampling, not a comprehensive listing of all pro-worker state or local laws from recent years. It aims to share a selection that may be less familiar to some policymakers, advocates, and the public. Accordingly, it does not include widely-known laws like raising the minimum wage or enacting paid leave. Organizations such as a Better Balance, the National Employment Law Project, and the Economic Policy Institute routinely track these policies, providing invaluable resources.*

For ease of reading, this issue brief groups policies into the following categories.

- I. [Laws that facilitate worker organizing, strengthen worker organizations, or increase worker bargaining power](#)
- II. [Laws increasing resources for labor enforcement or enlisting new enforcers](#)
- III. [Laws increasing enforcement tools or otherwise strengthening enforcement](#)
- IV. [Laws enacting new labor standards](#)
- V. [Industry-specific laws](#)

* See www.abetterbalance.org/, particularly the [Workplace Rights Hub](https://www.abetterbalance.org/know-your-rights/) at <https://www.abetterbalance.org/know-your-rights/>; www.nelp.org; and www.epi.org, particularly the [Holding the line: State solutions to the U.S. worker rights crisis](https://www.epi.org/holding-the-line-state-solutions-to-the-u-s-worker-rights-crisis/) series at <https://www.epi.org/holding-the-line-state-solutions-to-the-u-s-worker-rights-crisis/>.

Some initial notes: First, an acknowledgement that the possibilities for enactment of worker protection laws vary considerably by jurisdiction. However, some of the laws outlined below, such as banning non-compete provisions, may have potential even in states traditionally less supportive of workers' rights. Ballot initiatives can also result in meaningful advances: Paid sick leave was successfully enacted in both Alaska and Nebraska by voters in 2024.¹ Additionally, many non-legislative opportunities exist to implement pro-worker policies and programs through administrative action and public leadership.

Second, an in-depth discussion of procurement's role in promoting high quality jobs is beyond the scope of this issue brief. The creation of good jobs through government procurement, including in the emerging green economy, is a critical topic for state legislators. Government leaders can leverage public investment and purchasing power to create good jobs through policies and practices that include job quality requirements in public contracts, grants and financing; widespread adoption of prevailing wage requirements, including in relation to a broader range of work; use of project labor agreements where appropriate; and development of robust and meaningful registered apprenticeship training programs. Organizations like Jobs to Move America, the Climate Jobs National Resource Center, and many labor unions can provide extensive information and guidance on these topics.[†]

Finally, recent publications issued or co-issued by the Labor Initiative provide additional context and guidance. Some discussions in these publications cover topics also discussed herein.

- [Strengthening Workers' Rights and Labor Protections Through Interstate Cooperation](#), NYU Wagner Labor Initiative and State Futures, September 29, 2025.
- [How State and Local Government Can Support Workers' Right to Form and Join Unions](#), NYU Wagner Labor Initiative, April 22, 2025.
- [Quick Fixes to Lock in Wins for Workers](#), jointly issued by NYU Wagner Labor Initiative, National Employment Law Project, Towards Justice, Economic Policy Institute, Harvard Center for Labor and a Just Economy, and the American Economic Liberties Project, November 26, 2024.

[†] See <https://jobstomoveamerica.org/> and <https://www.cjnrc.org/> for more information.

I. Laws related to worker organizing, strengthen worker organizations, or increase worker bargaining power.

1. **Unemployment insurance for striking workers:** In 2025, Washington and Oregon passed laws [allowing striking workers to receive unemployment insurance](#), like others temporarily out of work and facing economic hardship. New York and New Jersey have similar laws, and several other states also broadly allow striking workers to receive unemployment benefits in a more limited set of circumstances.²
2. **Worker freedom of conscience laws:** At least ten states have enacted [freedom of conscience laws](#), which prohibit employers from forcing workers to attend meetings aimed at sharing the employer's political or religious opinions, including in relation to unions. Some of these laws are currently being challenged in litigation. These laws are often described as "banning captive audience meetings," which are anti-union meetings that employers sometimes require workers to attend when unionizing campaigns are ongoing. However, freedom of conscience laws are considerably broader than that framing.³
3. **Bills related to state labor relations, including trigger proposals:** As Cornell Law Professor Gali Racabi has detailed, "Eighteen states have NLRA-like statutory frameworks,"[†] that can potentially be activated to protect workers' unionizing rights. The National Labor Relations Act has long preempted state regulation of private sector labor relations. However, given challenges in relation to the functioning of the National Labor Relations Board (NLRB) both [California](#)⁴ and [New York](#)⁵ in 2025 passed laws allowing the state to regulate private sector labor relations under certain circumstances. California's law applies, for example, if certain trigger events occur. Both the California and New York laws are currently facing legal challenges in federal court. An NLRB trigger bill was also proposed in [Massachusetts](#).⁶ Both houses of the

[†] These include Alabama, Colorado, Connecticut, Hawaii, Kansas, Massachusetts, Michigan, Minnesota, New Jersey, New York, North Dakota, Oregon, Pennsylvania, Rhode Island, Utah, Vermont, West Virginia, and Wisconsin. Racabi, Gali, "In Lieu of the NLRA" (2025). *Cornell Law Faculty Working Papers*, 158, at https://scholarship.law.cornell.edu/clscops_papers/158.


Vermont legislature approved [Proposition 3](#), which sends to 2026 state voters a ballot initiative on enshrining collective bargaining as a right within the state constitution. Illinois voters approved a [similar ballot initiative](#) in 2022.⁷

4. **Laws creating worker boards:** Minnesota enacted a law creating a [Nursing Home Workforce Standards Board](#), and California passed a law creating a [Fast Food Council](#) (sunsetting January 1, 2029).⁸ These bodies consist of representatives of workers, employers and government/the public; they study industry conditions and establish health and safety and other labor standards, giving workers or their representatives a seat at the table to negotiate broadly-applicable improved industry standards.⁹ [New York State](#), Colorado, and several other states have long had similar “wage board” structures within their statutes.¹⁰
5. **Expanded collective bargaining:** Several states have expanded collective bargaining rights to employees excluded from the National Labor Relations Act (NLRA): [New York](#) did so in relation to farmworkers, while the state of Colorado [twice enacted](#) laws extending extended collective bargaining to certain subsets of public employees; [Nevada](#), and [Virginia](#) did the same.¹¹ California in 2025 passed a law creating a method for unionization of transportation network company drivers[§] working for corporations like Uber and Lyft.¹² A similar law passed in Massachusetts in 2024.¹³
6. **Law requiring retention of workers when service contracts or ownership change hands:** Several jurisdictions have passed laws that generally require successor contractors in certain industries to retain employees for a set period of time, often 60 or 90 days. These include [California](#) and [New Jersey](#), and also some cities such as [Hoboken](#), [Newark](#), New York City (for [building services](#), [grocery](#), and [food service workers](#)) and [Philadelphia](#). Covered industries vary; they include building services, janitorial, hotel, food service, and grocery industries. Such laws create job stability, and in subcontracted workplaces, these laws can also help neutralize employers’ threats of job loss during organizing campaigns.¹⁴
7. **Just cause termination:** New York City enacted a just cause termination [ordinance](#) for fast food workers, preventing termination for arbitrary reasons unrelated to job performance, also creating job stability, enabling workers to report violations or organize with heightened protection against unjust termination.¹⁵

[§] Drivers for Uber, Lyft, and other platform transportation corporations are not explicitly excluded from NLRA coverage; however, the NLRA does not cover independent contractors, and the corporations have long treated such workers as independent contractors and not as employees. This independent contractor designation for drivers has been challenged in multiple jurisdictions.

8. **Requirement of labor peace agreements in government contracting to ensure uninterrupted provision of services:** A New York City [ordinance](#) requires labor peace agreement in contracting with human services providers, meaning that in order to ensure uninterrupted provision of public services, employers must agree to remain neutral in any potential union drives. This was upheld in a [recent federal court decision](#), although the issue is still being litigated.¹⁶
9. **Banning private equity from owning health care practices:** [Oregon](#) passed a law to prohibit private equity firms from controlling healthcare practices. Although not directly a worker protection law, this bill merits mention in the context of workers' rights, given the potentially adverse impact of private equity ownership on working conditions and jobs in the field.¹⁷
10. **Grants or contracts for worker organizations to conduct outreach:** [California](#), the [District of Columbia](#), [Minnesota](#), and [New Jersey](#), as well as numerous local labor agencies, administer grant or contract programs funding worker organizations for workers' know-your-rights education and outreach. [Maine](#) implemented a peer workforce navigator program, with participation by organized labor, that [was effective](#) in helping workers access unemployment insurance benefits. Some of these programs were created by statute, while others were administratively created.¹⁸

II. Laws increasing resources for labor enforcement or enlisting new enforcers

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1. **Significantly increasing state funding for labor investigators:** Oregon [enacted legislation](#) significantly increasing the budget for the Bureau of Labor and Industries. The new \$79.2 million budget was described as the “most significant investment in the agency in over a generation.” It is a 30% increase that aims to allow the agency to make over 50 new hires over the next four years. Previously, the agency [implemented a salary threshold and dismissed](#) hundreds of cases because of a case backlog. Minnesota also significantly increased its funding for labor enforcement in recent years.¹⁹

2. **Granting explicit enforcement authority to state AGs:** Multiple states have granted explicit authority to state attorney general offices to enforce wage and hour and other state labor laws, and some also established dedicated worker protection units in AG offices, including the [District of Columbia](#), [Illinois](#), and [Minnesota](#). Some, but not all, AG offices have authority to address wage and hour violations under their general jurisdiction even without such laws.²⁰
3. **Making wage theft a felony:** Several states, including [California](#), [Colorado](#), [Minnesota](#), [New York](#), and [Rhode Island](#), enacted laws treating wage theft in a similar manner as other forms of theft. This development helps enlist new enforcers, by making district attorneys and other prosecutors more likely to pursue such matters.²¹
4. **Granting local government authority to enforce wage and hour laws:** California passed a [law](#) granting state labor law enforcement authority to “public prosecutors” including “the Attorney General, a district attorney, a city attorney, a county counsel, or any other city or county prosecutor.” Minnesota passed a [law](#) allowing county attorneys to subpoena records of employers related to wage theft investigations.²²
5. **Grant program to local prosecutors for pursuing wage theft:** California created a [Workers’ Rights Enforcement Grant Program](#), with \$18 million in state funded grants for public prosecutors (district attorneys and certain city/county attorneys).²³ This funding has enabled additional localities to create and augment civil and criminal workers’ rights enforcement at the local level.
6. **Program allowing a percent of unpaid wages collected but undistributed to be used for enforcement purposes:** Illinois passed a [law](#) allowing 15% of collected back wages that are undistributed for three years to be used for enforcement purposes.²⁴
7. **Whistleblower right of action:** Illinois passed a new law protecting temporary workers; that law (also included in Section V) contains a [provision](#) allowing whistleblowers to file lawsuits on behalf of the state and retain 10% of any penalties collected.²⁵ California has long had a Private Attorney General Act (PAGA) along similar lines, and many state False Claims Acts also utilize similar models.²⁶

III. Laws increasing enforcement tools or otherwise strengthening labor enforcement


1. **Stop work authority for wage theft:** New Jersey enacted [stop work order authority](#) for wage violations, as well as other situations.²⁷ The New Jersey Department of Labor and Workforce Development has repeatedly and effectively used this authority; for example, the agency in August 2023 issued stop work orders to 27 Boston Market locations with a pattern of unpaid wages, and in less than a month collected more than \$630,000 for 314 workers.²⁸
2. **Workers' rights education in schools:** Research shows a stark lack of knowledge among workers about their rights on the job, which leaves workers more vulnerable to violations and hinders exercise of those rights. California passed a [law](#) in 2023 requiring public high school students to be taught about workplace rights, including child labor, wage protection, and workplace safety laws, as well as the right to organize a union.²⁹ New Jersey passed a [similar law](#) in 2025.³⁰ Precedent for such practical educational content exists; for example, Illinois [requires](#) basic consumer education, including about debt, banking, and installment purchasing.³¹
3. **Construction prime contractor liability for wage theft/violation by subcontractors:** A number of states have passed laws creating liability for prime or general contractors for wage violations committed by their subcontractors, typically in the construction industry. These states include [California](#), [Hawaii](#), [Illinois](#), [Maryland](#), [New Jersey](#), [New York](#), [Nevada](#), and [Virginia](#).³² A new [Oregon](#) law makes not just the general contractor but also the owner jointly and severally liable for unpaid wages owed to workers for the general contractor and/or for subcontractors.³³
4. **Public databases regarding violations:** New Jersey passed the Workplace Accountability in Labor List (WALL), which creates a [public listing](#) of egregious violators barred from public contracting.³⁴ A new Colorado [law](#) requires publication on the labor agency's website information about any violations that are public record: the citation, determination/written opinion, whether the violation was willful, and names of all employers in violation.³⁵ In addition, such information is generally considered public records; accordingly, some states and localities publish or make

publicly available violations and enforcement data without statutory requirements to do so, such as [Massachusetts](#), [New York](#), [Texas](#), and [Washington](#), as well as the New York City Comptroller, who created a [violations dashboard](#), and [San Diego County](#).³⁶ Public information about violation history helps job seekers have a full picture of prospective employers; informs government procurement officers about bidding entities; allows media to report on violations without public record request delays; and enables policymakers to understand the scope of violations in their communities.

5. **Protecting immigrant workers:** [California](#), [New York](#), and [Illinois](#) laws prohibit employers from retaliating against workers who report violations by reporting or threatening to report their status to immigration officials.³⁷ California [law](#) also prohibits employers from providing immigration agents access to nonpublic areas of the workplace without have a judicial warrant and from providing documents to immigration agents without a subpoena or court order.³⁸ Colorado [law](#) limits state agencies'/employees' disclosure of personal identifying information; this was extended to include political subdivisions and their employees.³⁹ A new [Washington](#) law allows the use of paid sick leave for preparing for or participating in immigration proceedings.⁴⁰ Under [Oregon](#) law, employers are required to notify workers if there is going to be a federal agency inspection of records or other documentation used to verify workers' identity and employment eligibility. Unless prohibited by federal law, employers must provide notice of the inspection to employees within three business days of receiving a notice from the federal agency.⁴¹
6. **Laws creating licensing/permitting consequences for unremedied or serious violations of labor law:** A new Colorado [law](#) requires the labor agency to report employers with unremedied willful violations to any government body with authority to deny, withdraw, limit, or impose remedial conditions on the employer's license, permit, registration, or other credential, and allows the labor agency to do so in other cases of wage and hour violations.⁴² Several local governments have enacted laws or implemented programs along these lines. Somerville, MA [law](#) allows the city to deny a license or permit if the applicant was found to have committed state or federal wage violations within the past three or five years. Similarly, [San Diego County](#) and [Santa Clara County](#) implemented programs requiring restaurant owners to fulfill unpaid wage theft judgments as a condition of maintaining a permit. Taking a preventive approach, Boston passed a [Safe Construction and Demolitions Ordinance](#) that requires certain workplace safety planning as a pre-condition of receiving a construction permit.⁴³

7. **Laws limiting state government from contracting with violators of wage or other state workplace laws:** Government contracting should create good jobs, and at the very least, government should not contract with companies that have seriously violated labor laws. Many states have laws allowing for debarment of construction contractors with prevailing wage violations above a certain threshold. Other jurisdictions prohibit a broader range of violators from government contracting, not limited only to the construction context. [New Jersey law](#), for example, prohibits both the state and any public subdivisions or authorities from contracting with employers listed on the public violations website (see Section III, Item 4, above).⁴⁴ Numerous localities have enacted wage theft ordinances that prohibit local governments from contracting with employers that have a history of wage violations.
8. **Strengthened protection against misclassification:** A number of states have engaged in policymaking related to misclassification. For example, Minnesota [strengthened](#) its misclassification law, creating an intergovernmental enforcement partnership, increasing penalties, and establishing a private right of action.⁴⁵ A 2025 Colorado [law](#) creates monetary penalties for willful or unremedied misclassification of workers.⁴⁶
9. **Protecting minors:** Several states, including Colorado and [Illinois](#), have strengthened their child labor laws. Notably, when minors are employed in violation of child labor laws and injured or killed on the job, a new [Colorado law](#) allows the minors or their survivors to file lawsuits for damages, rather than being limited only to the workers' compensation system, thereby deterring employer violations. Illinois' new law contains several updates, including increased penalty amounts.⁴⁷

IV. Laws enacting new labor standards

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1. **Curbing noncompete provisions and other terms of employment that impede worker bargaining power and job mobility:** A [number of states](#) have banned or severely curbed employer use of noncompete provisions, which impede worker bargaining power, lower wages, and diminish job mobility, also stifling entrepreneurialism, innovation, and new job creation.⁴⁸ The Economic Innovation Group publishes a [State Noncompete Law Tracker](#) on their website.⁴⁹ [Minnesota](#) and [Wyoming](#) both recently


passed bans on non-compete provisions.⁵⁰ California in 2025 passed a law banning [Training Repayment Provisions](#) (TRAPs) or other stay-or-pay contracts that require workers to pay money to their employers in order to leave their job. New York's legislature in 2025 also passed a [bill](#) on TRAPs. It has not yet been signed by the governor.⁵¹

2. **Extreme heat protections:** Several states have enacted workplace heat protections administratively; for example, [Oregon](#) and [Maryland](#) passed standards for indoor and outdoor workers.⁵² Other [states could pass heat protections](#)⁵³ by statute, either directly or by directing state agencies to do so. In addition, some jurisdictions have enacted more limited heat protections as well: [Phoenix](#) and other Arizona jurisdictions have passed heat protections for city contractors and subcontractors who work outdoors.⁵⁴
3. **Innovations in paid leave:** Illinois passed a [law](#) requiring employers to provide 40 hours of paid leave to be used for any purpose, not just paid sick leave.⁵⁵ California passed a [law](#) allowing paid family leave to be used for chosen family ("designated persons").⁵⁶ New York passed a new [paid prenatal leave](#) requirement.⁵⁷ As noted in Section III above, Washington passed a [law](#) allowing workers to use paid sick leave to prepare for or attend certain immigration proceedings; another new [law](#) there allows victims of hate crimes to use leave time.⁵⁸
4. **Pay transparency requirements and salary history bans:** Pay transparency laws require employers to list a salary range on job postings; salary history bans prohibit asking job applicants about past salaries. Both address information disparities between employers and job seekers, as well as race and gender pay inequities. A number of states and localities have passed such laws; [New Jersey](#) provides a recent example.⁵⁹
5. **Workplace safety and health:** Illinois passed a [trigger law](#) on workplace safety and health and wage and hour laws, in essence providing that if federal rules are revoked or made "less stringent," then Illinois will as soon as practical enact a state-level rule providing the same protection as the previous federal rule.⁶⁰ Maryland passed [legislation](#) to create state workplace safety and health protections for public sector employees, who are not covered by the federal Occupational Safety and Health Act (OSH Act).⁶¹
6. **Fair scheduling laws** that ensure predictable scheduling of workers' hours in certain industries (such as retail or fast food) [have been enacted](#) in Oregon and several

localities.⁶² These laws help curb unstable and unpredictable work hours that are harmful to workers' and their families' physical, financial, and mental well-being.

7. **Workplace violence prevention:** In 2023, California passed a [law](#) requiring employers to establish a workplace violence prevention plan; workplace violence is a serious occupational safety and health risk.⁶³

V. Industry-specific laws

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1. **Warehouses:** At least three states have passed laws targeting harmful warehouse worker productivity quotas that endanger worker safety and do not allow proper breaks: [California](#), [Washington](#), and [New York](#). New York's law was amended in [2024](#) to include a requirement that employers implement an injury reduction program.⁶⁴
 2. **Temporary agencies:** [New Jersey](#) and [Illinois](#) passed laws regulating temporary and staffing agencies, including requiring pay parity for temp workers and direct employees after a certain tenure, as well as the right to refuse assignment to a site where a strike, lockout, or other labor trouble exists without providing written notice. Illinois law also requires disclosure of workplace safety and health hazards before temporary workers are sent to a job site, and it allows organizations to file complaints as "interested parties" or seek redress in the civil courts.⁶⁵
 3. **Gig worker pay transparency:** In 2024, Colorado passed a [law](#) requiring Uber and Lyft to disclose to drivers and riders the customer price and driver pay for rides; it also requires these corporations to develop and implement driver deactivation policies, among other measures.⁶⁶
 4. **Hotels:** Although not enacted at the state level, several local laws involving hotels are notable. In 2024, New York City passed a [law](#) requiring hotels to directly employ hotel housekeepers, rather than using subcontractors.⁶⁷ This law seeks to improve accountability of hotels as well as improve housekeepers' working conditions. [Newark](#) and [New York City](#) laws require hotel guests to be alerted about disruptions of service resulting from various causes, including a labor strike or picket; guests must also be offered penalty-free cancellations of their reservations.⁶⁸

Conclusion



In 2025 legislative sessions, and for several years prior, pro-worker states have been innovating and leading in advancing workers' rights. Some [localities](#) have been enacting innovative policies as well.⁶⁹ Given the challenging federal landscape, state and local action are crucial, and policymakers may benefit from replicating or building on successful advances already enacted in other jurisdictions.

About the NYU Wagner Labor Initiative

The NYU Wagner Labor Initiative helps government work for workers, through catalyzing action on policy, implementation, and enforcement, especially at the state and local levels. We serve as a hub of analysis, research and guidance on longstanding challenges and emerging developments affecting workers. We enlist new government players in workers' rights, build robust networks across jurisdictional lines, help connect government with worker organizations, offer strategic guidance and thought leadership, and provide insightful public programming, all aimed at improving working conditions locally and nationwide. For more information, please visit <https://wagner.nyu.edu/laborinitiative>.

Endnotes

¹ Chabeli Carrazana, [*Three states had paid leave on the ballot. Voters in each one overwhelmingly approved them*](#), PBS News, Nov. 10, 2014. Alaska voters also approved a minimum wage increase, paid sick leave, and protection against employer-mandated attendance at political or religious meetings. James Brooks, [*Sick leave is now mandatory in Alaska. Here's what you need to know.*](#), Alaska Beacon, July 7, 2025. Missouri voters also approved a ballot initiative for paid sick leave, but it was swiftly repealed by the legislature. Rudi Keller, [*Missouri Gov. Kehoe signs bill repealing paid sick leave*](#), Missouri Independent, July 10, 2025.

² WA SB 5041, 2025-2026 legislative session, <https://app.leg.wa.gov/BillSummary/?BillNumber=5041&Year=2025&Initiative=false>; OR SB 916, 2025 regular session, <https://olis.oregonlegislature.gov/liz/2025r1/Measures/Overview/SB916>; see also, National Employment Law Project, Policy Advocacy Brief: [*Unemployment Insurance for Striking Workers*](#), October 2024 at <https://www.nelp.org/app/uploads/2024/10/Unemployment-Insurance-for-Striking-Workers-Policy-Brief.pdf>.

³ Daniel Perez and Jennifer Sherer, Tackling the Problem of ‘Captive Audience’ Meetings, Economic Policy Institute, Oct. 24, 2023, at <https://www.epi.org/blog/captive-audience-meetings/>.

⁴ CA AB 288, 2025-2026 regular session, <https://legiscan.com/CA/bill/AB288/2025%20id/3186817>.

⁵ NY AB 2025-A8590A, 2025-2026 legislative session, <https://www.nysenate.gov/legislation/bills/2025/A8590/amendment/A>.

⁶ MA S.1327, 194th legislative session, <https://malegislature.gov/Bills/194/SD2280>.

⁷ Vermont Proposal 3, Right to Collective Bargaining Amendment (2026), available at https://ballotpedia.org/Vermont_Proposal_3,_Right_to_Collective_Bargaining_Amendment_%282026%29; Illinois Amendment 1, Right to Collective Bargaining Measure (2022), available at https://ballotpedia.org/Illinois_Amendment_1,_Right_to_Collective_Bargaining_Measure_%282022%29.

⁸ [*Article 3 of 2023 Minnesota Session Laws Chapter 53; Nursing Home Workforce Standards Board*](#), Minnesota Department of Labor and Industry webpage, accessed October 28, 2025, <https://www.dli.mn.gov/about-department/boards-and-councils/nursing-home-workforce-standards-board>; CA AB 1228, 2023-2024 Regular Session, <https://legiscan.com/CA/text/AB1228/id/2843232>; [*Fast Food Council*](#), California Department of Industrial Relations webpage, accessed October 27, 2025, <https://www.dir.ca.gov/AB1228/AB1228.html>.

⁹ For more information on worker boards, see David Madland and Sachin Shiva, [*Industry Standards Boards Are Delivering Results for Workers, Employers, and Their Communities*](#), Center for American Progress, Nov. 21, 2024.

¹⁰ N.Y. Labor Law § 653 et. seq.

¹¹ NY A8419, 2019-2020 Legislative Session, <https://www.nysenate.gov/legislation/bills/2019/A8419>; CO HB 20-1153, 2020 Regular Session, <https://legiscan.com/CO/bill/HB1153/2020>; CO SB 22-230, 2022 Regular Session, <https://leg.colorado.gov/bills/sb22-230>; NV SB135, 80th (2019) Session, <https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6159/Overview>; Code of Virginia § 40.1-57.2, <https://law.lis.virginia.gov/vacode/title40.1/chapter4/section40.1-57.2/>.

¹² CA AB 1340, 2025-2026 legislative session, https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202520260AB1340.

¹³ Eli Tan, [*Ride-Hailing Drivers in Massachusetts Win Right to Unionize*](#), New York Times, Nov. 6, 2024.

¹⁴ NJ AB 4682, 2022-2023 Regular Session, <https://legiscan.com/NJ/bill/A4682/2022>; [*CA Labor Code § 2500 et. seq.*](#) <https://ecode360.com/37737183>; <https://ecode360.com/38530909>; <https://codelibrary.amlegal.com/codes/newyorkcity/latest/NYCadmin/0-0-0-39684>; <https://codelibrary.amlegal.com/codes/newyorkcity/latest/NYCadmin/0-0-0-209327>; <https://codelibrary.amlegal.com/codes/newyorkcity/latest/NYCadmin/0-0-0-128216>; https://codelibrary.amlegal.com/codes/philadelphia/latest/philadelphia_pa/0-0-0-306032.

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- ¹⁵ <https://codelibrary.amlegal.com/codes/newyorkcity/latest/NYCAAdmin/0-0-0-226125>
- ¹⁶ <https://codelibrary.amlegal.com/codes/newyorkcity/latest/NYCAAdmin/0-0-0-124375>; Human Services Council of New York v. City of New York, U.S.D.C., S.D.N.Y., Civil Docket case # 1:21-cv-11149-PGG, Memorandum and Order Dated 11/14/24.
- ¹⁷ OR SB 951, 2025 Regular Session, <https://olis.oregonlegislature.gov/liz/2025R1/Measures/Overview/SB951>.
- ¹⁸ Rachel Deutsch and Terri Gerstein, [Power in partnership: How government agencies and community partners are joining forces to fight wage theft](#) Economic Policy Institute and Harvard Center for Labor and a Just Economy, June 8, 2023; Michele Evermore and Alex Hertel-Fernandez, [Community Navigators Can Increase Access to Unemployment Benefits and New Jobs While Building Worker Power](#), Center for American Progress, Oct. 22, 2024, https://www.americanprogress.org/article/community-navigators-can-increase-access-to-unemployment-benefits-and-new-jobs-while-building-worker-power/?link_id=22&can_id=a53a872bd4c3e06dfa1a100965a5fae0&source=email-perkins-homestead-operating-engineers-usps-privatization-more&email_referrer=email_2561893&email_subject=frances-perkins-gpawep-state-theatre-operating-engineers-more.
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