

## Highlights to the 2025 Edition

This edition includes discussion of:

- State-by-state summary and analysis of state laws aimed at preventing employment of noncitizens not authorized to work in the United States
- Comprehensive introduction, including discussion of federal preemption and the impact of state regulation on the federal regulatory scheme
- Full text of all state laws discussed in this publication along with copies of relevant regulations and guidance documents
- Updates on pay transparency laws in Colorado, Hawaii, Illinois, Maryland, Minnesota, and New York
- Complete citations to relevant statutes, regulations, and Web resources
- **UPDATE SERVICE FOR WESTLAW USERS**—receive late-breaking news and general interim electronic updates to this Handbook via Fragomen Business Alerts database