



## Katherine Davis Details State Employment Law Updates in HR.com

*HR.com* recently published Spencer Fane attorney [Katherine Davis](#)' article, [2024 U.S. Election: Impact on Paid Sick Leave and Minimum Wage Increases](#).

Originally a firm blog post, the article details the 2024 election results that updated state employment laws. Kate provides takeaways for employers now that Alaska, Missouri, and Nebraska have mandated paid sick leave (with Missouri and Alaska also increasing their minimum wage).

"With the additions of Alaska, Missouri, and Nebraska, a total of 22 states will have paid sick leave laws in effect in 2025. Washington, D.C. and approximately two dozen municipalities across the country also mandate that employers provide paid sick leave," she explains. "Navigating differences in various state and local paid sick leave laws can be a significant challenge for employers with multistate operations."

At Spencer Fane, Kate provides critical guidance for labor and employment clients so they can productively operate their businesses with minimal employee and compliance issues. This includes advising and structuring effective human resources staff, developing companywide best practices, mitigating potential challenges and disputes, and preventing serious legal matters.

Read the full article [here](#).