

ASA 2025 LEGISLATIVE AND REGULATORY SCORECARD
A SUMMARY OF ASA FEDERAL, STATE, AND LOCAL ADVOCACY AND ENGAGEMENT

Updated as of Dec. 31, 2025

<u>State</u>	<u>Bill #</u>	<u>Bill Description</u>	<u>Status</u>	<u>ASA Efforts</u>
United States Congress	H.R. 1	"An Act to Provide for Reconciliation Pursuant to Title II of H. Con. Res. 14" (also known as "The One Big Beautiful Bill Act"). This bill touched on every aspect of federal policy.	ENACTED: President Trump signed the bill into law on July 4, 2025	ASA worked with several business groups and also held more than 60 meetings with key members of Congress and staff to advocate for provisions of the bill most important to the industry, such as making the Qualified Business Income Deduction permanent, protecting the favorable tax treatment for per diem arrangements, and preserving the Individual Coverage Health Reimbursement Arrangement Classification for Temporary Workers
United States House of Representatives	H.R. 1177	An Act to Improve and Enhance the Work Opportunity Tax Credit Act. This bill would increase the current credit percentage from 40% to 50% of qualified wages and a second level of credit for employees who work more than 400 hours.	PENDING: The bill was introduced and referred to the House Ways and Means Committee where it currently awaits consideration	ASA is member of a coalition of trade associations urging Congress to pass this legislation as part of an overall tax package.
United States Senate	S. 492	Companion Bill to H.R. 1177	PENDING: The bill was introduced and referred to the Senate Health, Education, Labor and Pensions Committee where it currently awaits consideration	ASA is member of a coalition of trade associations urging Congress to pass this legislation as part of an overall tax package.

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California	AB 1018	This bill requires an employer, or a vendor engaged by the employer, to provide a written notice that an automated decision system (ADS), for the purpose of making employment-related decisions, is in use at the workplace to all workers that will be directly or indirectly affected by the ADS, as specified. The bill would require the employer or vendor to maintain a list of all ADS currently in use and would require the notice to include the updated list. The bill would prohibit an employer or vendor from using an ADS that does certain functions and would limit the purposes and manner in which an ADS may be used to make decisions. The bill would require an employer to allow a worker to access data collected or used by an ADS and to correct errors in data, as specified.	PENDING: The bill was passed by the Assembly and currently sits in the Senate Appropriations Committee awaiting further action.	ASA submitted testimony that seeks to clarify that staffing agencies should be allowed to provide required notices through website posting. ASA testimony also seeks to push impact assessments obligations to developers, not employers, and explains why post-decision notices to individual candidates would be impossible for staffing agencies to provide. Testimony also explains why appeal rights, opt-out opportunities, and required human oversight at all levels of the hiring process would be infeasible and urges a more common-sense approach to the legislative efforts around AI in employment.
California	SB 7	Companion bill to AB 1018	VETOED: The bill was amended and passed by the Senate and Assembly before being vetoed by Gov. Newsome on Oct. 13.	ASA submitted testimony similar to testimony submitted for AB 1018. The Senate amended SB 7, making several adjustments recommended by ASA, including removing job applicants from the definition of “worker” and allowing staffing agencies to comply with any notice requirement via a “Pop-up” notice.

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California	AB 339	Requires the governing body of a local public agency to provide written notice to the employee organization no less than 120 days prior to issuing a request for proposals or quotes or renewing or extending an existing contract to perform services that are within the scope of work of the job classifications represented by the recognized employee organization.	ENACTED: The bill was signed into law by Gov. Newsome on Oct. 13.	ASA submitted a letter to the Committee chair explaining the potential problems the bill would create, including stifling the ability of local governments to contract for personnel that is provided by staffing agencies, and urged them to reject it. ASA also worked with a coalition of other interested parties to defeat this bill. After several minor amendments, the bill was passed by the legislature.
California	AB 1251	Requires a private employer who publicly advertises a job posting to include in the posting a statement disclosing whether the posting is for an existing a vacancy or not.	PENDING: The bill was passed by the Assembly and currently sits on the Senate Appropriations Committee suspense file.	ASA met with the bill's author to explain our concerns that staffing firms often advertise for positions not actually available. We were assured this bill is meant to apply to fraudulent postings. We continue to work on language to clarify.
California	SB 642	Amends current law, which requires employers to provide a pay scale for a position to an applicant applying for a position, to require the pay scale to be no more than 10% above or below the mean pay rate within the salary or hourly wage range.	ENACTED: The bill was signed into law by Gov. Newsome on Oct. 8.	ASA had concerns with this bill and worked with a coalition of businesses, led by the California Chamber of Commerce, to oppose the bill. After hearing the group's concerns, the author amended the bill to require employers to make a "good faith" estimate of the expected wage range.
California	AB 692	This bill would prohibit employers to execute as a condition of employment or a work relationship a contract that includes language requiring a worker to pay for a debt if the worker's employment or work relationship with a specific employer terminates.	ENACTED: The bill was signed into law by Gov. Newsome on Oct. 13.	While this is not a staffing specific issue, we were concerned that it might impact some firms, especially health care staffing firms who work with international health care professionals. The California Chamber has led the opposition against this bill and both ASA and CSP signed on to their letter opposing the bill. After several minor amendments, the bill was passed by the legislature.

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Colorado	25-318	This bill was an attempt to fix and clean up various parts of the newly enacted law. It included language to push back the enforcement date one year.	DEAD: Despite several attempts at compromise, the bill never passed out of committee.	Through its lobbyist, ASA weighed in with its thoughts and concerns regarding notification and annual inspection requirements. The business community's objection to this bill helped seal its fate.
Colorado	SB25B-004	Concerning measures effective no later than June 30, 2026, to increase transparency for algorithmic systems.	ENACTED: Signed into law by Gov. Polis on Aug. 28	Gov. Polis called a special session for the legislature to delay the enforcement date of the state's new AI law to June 30, 2026. ASA strongly supported this effort.
Connecticut	SB 2	An Act Concerning Artificial Intelligence aimed to establish requirements concerning the development, deployment and use of certain artificial intelligence system.	DEAD: The bill died at the end of the session when the sponsor pulled it from further consideration following a veto threat from Gov. Lamont	ASA submitted written testimony explaining our concerns with the bill. Following an amendment that made the bill worse, opponents of the bill pressured the Governor to issue a veto threat.
Connecticut	SB 831	This legislation would have required certain employers to provide advance notice to certain employees of the employees' work schedule. The bill would have also required businesses to "make every effort" to schedule existing employees before hiring a new employee from a staffing agency.	DEAD: The bill died in Committee when the legislature adjourned for the year	ASA sent letters to the Joint Labor and Public Employees Committee explaining the difficulties the bill presented to staffing companies, especially the bill's requirement that before hiring a new employee from a temporary help service firm, or other outside entity, a business must "make every effort" to schedule its existing employees.
Illinois	Notice of Proposed Amendments to the Illinois Day and Temporary Labor Services Act (Begins on p. 7232)	The Illinois Department of Labor has proposed new regulations to implement last year's amendments to the state's Day and Temporary Labor Services Act. The amendments made significant changes in the law's equal pay provision and other rules, including changing the waiting period for employee eligibility from 90 days to 720 hours.	PENDING: Final regulations have not yet been published.	ASA submitted comments on the proposed rules earlier this summer, which stressed the client should be responsible for site-specific training and provided suggestions for how the equal pay provisions apply where there is not a directly hired comparator employee with the same or similar seniority. It should be noted that the proposed rules do not include provisions relating to the equal benefits provisions of the Act

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Kansas	HB 2184 SB 228	Providing for the regulation of supplemental nursing services agencies and healthcare workers platforms by the secretary for aging and disability services.	DEAD: Both bills died in committee	Working with its in-state lobbyist, ASA met with the authors of the bill and committee members to discuss our concerns, especially the quarterly reporting and ban on the use of conversion fees.
Kansas	HB 2007 (Introduced) HB 2007 (Enacted)	The original budget bill included language that would have required a supplemental healthcare services agency to register with the state, pay a registration fee, and file quarterly reports.	AMENDED and PASSED: The language regarding healthcare staffing agencies was stripped from the bill before being passed by the legislature.	ASA's Kansas lobbyist met with the Kansas Speaker of the House and Senate President to voice our strong objections to this attempt to circumvent the legislative process in an attempt to establish a registration requirement.
Maryland	HB 1554 SB 1045	Both of these bills would have, among other things, amended the state's current sales tax law and made temporary staffing services taxable.	AMENDED AND PASSED: These bills were introduced as part of an effort to revamp the state's tax system. Eventually, the sales tax language was replaced in the state's annual budget with a 3% tax on data and information technology services.	ASA reached out to House and Senate leadership to discuss our concerns with the bill and engaged members headquartered or doing business in Maryland and urged them to reach out to legislators asking them to oppose these bills. We also worked closely with Adam Kane, who heads up government relations for the Allegis Group, and was very involved during the legislative process and consideration of these bills.
Massachusetts	H. 2119	This bill would prohibit the use of a consumer report in connection with or as a criterion for an employment purpose except where explicitly permitted.	PENDING: The bill was heard by the Joint Labor and Workforce Development Committee and awaits further consideration	ASA submitted testimony asking for the exemptions allowing for the use of credit reports to be expanded. We have offered a workable compromise, and our lobbyists continue to have conversations about amending the bill.
Massachusetts	S. 912 S. 915	This bill would create a hard rate cap at 130% of the average hourly base rate for regular registered nurses as well as limit temporary nursing service agencies from making more than 5% in profit.	PENDING: The bill was heard by the Joint Committee on Health Care Financing and awaits further consideration.	ASA and MSA sent a letter to the Chairs of the Joint Committee expressing our great concerns with the bill and the effect it would have on the Commonwealth's health care system if enacted.

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Massachusetts	H. 4240	The Fiscal Year 2026 budget bill included language authorizing the Commonwealth to establish and manage a state-run retirement savings program and create a mandate on certain employers to either participate in the program or offer a privately-managed retirement program.	AMENDED AND ENACTED: While the budget bill was enacted, Gov. Healey amended the bill to establish a task force to examine the program and create recommendations for the legislature to consider.	ASA submitted testimony explaining this would create a program ill-suited for temporary employees and the staffing agencies that employ them. We asked that staffing agencies be excluded from the requirement or, at a minimum, that it should apply only to temporary employees that meet a minimum service requirement
Massachusetts	H. 2094 S. 1300	An Act to prevent wage theft and promote employer accountability.	PENDING: The bill was heard by the Joint Labor and Workforce Development Committee and awaits further consideration	Because of past advocacy efforts by ASA and MSA, both bills exempt staffing firms from the legislation's employee notice requirements—in recognition that staffing firms already must comply with the written job order requirements of the Temporary Worker Right to Know Law. Both also contain language allowing for a 15-day notice and cure period with respect to alleged wage theft violations. We have asked the committee to adopt a 30-day notice. Our lobbyists have reached out to the bill's authors to share our concerns once again, and we anticipate this bill will receive more consideration during the 2026 legislative session.
Mississippi	HR 67	A resolution establishing the Mississippi Temporary Workers' Bill of Rights.	DEAD: The bill died when the legislature adjourned for the year.	ASA submitted a letter to the Committee explaining our concerns with the bill.
Nebraska	LB 308	This bill would have, among other things, required health care staffing agencies to register with the state, report their pay and bill rates, and prohibit conversion fees	PENDING: The bill did not advance out of committee this year but can still be considered during the 2026 legislative session.	ASA's lobbyist and member company Medical Solutions met with legislators and bill supporters and offered several proposed revisions to the legislation, none of which were acceptable to proponents of the bill.

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New Hampshire	HB 386	This bill would have prohibited healthcare staffing agencies from including non-compete agreements and conversion fees in a contract with a health care entity.	DEAD: The bill was tabled by the Committee and died when the legislature adjourned for the year.	ASA submitted testimony for presentation by our New Hampshire lobbyist and member company Interim Healthcare testified on the voluntary nature of conversion fee agreements with facilities.
New Jersey	S. 3166	This bill imposes a registration requirement, a reporting requirement and a nurse rate cap system on temporary nurse staffing companies. Conversion fees are also banned	PENDING: This bill was carried over from the 2024 legislative session. The legislature adjourns at the end of the year.	ASA has reached out to the bill's sponsor to let them know we would like to discuss our concerns with the legislation. According to the lobbyist for the New Jersey Staffing Alliance, this bill does not appear to be a top priority.
New Jersey	S. 2062	Requires the Department of Consumer Affairs to conduct an investigation into nurse staffing agencies and exorbitant pricing.	PENDING: This bill was carried over from the 2024 legislative session. The legislature adjourns at the end of the year.	ASA has reached out to the bill's sponsor to let them know we would like to discuss our concerns with the legislation. This bill also does not appear to be a top priority.
New Jersey	S. 4047 A. 5532	Establishes "Business Growth Protection Act"; revises law concerning temporary help service firms and temporary laborers.	PENDING: This bill was carried over from the 2024 legislative session. The legislature adjourns at the end of the year.	ASA worked with members of the New Jersey Staffing Alliance and the Senate Deputy Majority Leader in creating this bill which amends the state's temporary workers right to know law.
New York	S. 5150A	This bill would amend current law and, among other things, allow health care staffing firms to reimburse firms for its reasonable costs in placing the employee.	PENDING: The bill is pending in committee and will carry over to the 2026 legislative session	ASA and NYSA representatives have met with the bill sponsor and stressed the importance of this bill to the health care community.
New York	A. 2032	This bill would, among other things, cap staffing agency bill rates at 15 percent above wages.	PENDING: The bill is pending in committee and will carry over to the 2026 legislative session	ASA and NYSA representatives have pointed out to the bill sponsor that the rate cap language would not even cover an agency's payroll taxes, much less the other costs of employment.

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New York	S. 3355	This bill would amend the definition of "temporary health care services agency" under the registration law to include entities providing health care personnel or connecting them with health care entities "via a platform or application on the internet."	PENDING: The bill was passed by the Senate and sent to the Assembly, where it was amended, passed and returned to the Senate. The bill carries over to the 2026 legislative session.	The bill is still under consideration and the industry will have an opportunity to comment at some point. We would not want to see a law enacted that codifies the independent contractor status of platforms without regard to existing worker classification rules.
Washington	S. 5814	This bill, among other things, expands which industries are covered by the state's 6.5% tax on retail services. Temporary staffing services are now included in that tax.	ENACTED: Gov. Ferguson signed the bill into law on May 20, 2025.	ASA, along with several Washington state staffing firms as well as other businesses, vigorously opposed the proposed bill as it worked its way through the legislature. Following passage of the bill, ASA submitted a letter to the Governor urging him to veto the temporary staffing services, because it would hurt small businesses, job seekers, consumers, and make Washington an outlier among West Coast states that would place the state at a competitive disadvantage with neighbors that do not impose such taxes.