

## Minimum Wage Hikes Take Effect July 1

Starting July 1, workers in Alaska, Oregon, and Washington, DC will see higher minimum wages. Alaska's rate rises to **\$13** (up from \$11.91), and DC's increases to **\$17.95** (from \$17.50).

In Oregon, minimum wages vary by region:

- **Portland metro:** \$16.30 (up from \$15.95)
- **Non-urban counties:** \$14.05 (up from \$13.70)
- **All other areas:** \$15.05 (up from \$14.70)

Several cities and counties are also boosting local rates on July 1, including:

- **Los Angeles:** \$17.87
- **Chicago:** \$16.60
- **Montgomery County, MD:** at least \$15.50

In **California**, healthcare and hospitality workers are seeing industry-specific increases. A 2023 law is raising healthcare wages toward **\$25/hour**. On July 1:

- Workers in large hospitals: **\$24/hour**
- Safety net facilities: **\$18.63/hour**

LA hotel workers will also receive **\$22.50/hour** starting July 1. While California's state minimum wage is **\$16.50**, cities like San Diego, San Jose, and San Francisco often set higher rates.

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## What HR Should Know

Wage increases can trigger ripple effects like **wage compression** and **higher benefit costs**. HR leaders are encouraged to **review pay structures** and prepare for potential cost shifts.

## DHS Adds Case Status Report to E-Verify

The Department of Homeland Security (DHS) has launched a new **Case Status Report** feature in E-Verify, helping employers identify workers whose employment authorization may have ended—especially those previously protected under programs like **TPS** or **humanitarian parole**.

DHS is now notifying **workers directly**, not employers, which is causing confusion. Some employees may appear to have valid documents even if their status has changed. Employers face a tough balance: employing unauthorized workers risks penalties, but acting on assumptions can violate **anti-discrimination laws**.

DHS expects E-Verify users to check status reports and take timely action, but hasn't defined what counts as "regular" or "reasonable." SHRM is urging DHS to provide clearer guidance and improve the system to help employers stay compliant.