

2025 Legislative and Regulatory Trends Report

NCCI reviews several thousand bills and regulations each year to identify legislation that may impact the workers compensation system.

2025 LEGISLATIVE AND REGULATORY ACTIVITY BY THE NUMBERS*

**950**

State and Federal Bills

**157**

Proposed Workers Compensation-Related Regulations

**164**

Bills Enacted

65

Regulations Adopted

*Bills or regulations monitored by NCCI as of 7/31/25 across all jurisdictions.

TOPICS OF INTEREST



Mental Injury

Mental injury-related legislation has been a trending topic in workers compensation for several years, and most mental injury bills continue to be related to first responders. Several states considered or are considering legislation to establish coverage for post-traumatic stress disorder (PTSD) and/or other psychological injuries for certain first responders, including **Hawaii, Illinois, Kentucky, Montana, New York, South Carolina, and Texas**. The **Illinois, New York, and Texas** bills would establish workers compensation presumptions of compensability for PTSD.



Cancer-Related Legislation and Regulations

Several states, including **Connecticut and Nebraska**, proposed legislation to create presumptions in workers compensation primarily applicable to firefighters who develop cancer.



Independent Contractors/Gig Economy Legislation

States continue to consider legislative proposals to provide criteria for determining whether a worker is classified as an employee of a company or an independent contractor. Those states include **Arkansas**, which enacted legislation to alter the test used for determining the employment status of individuals, and **Texas**, which enacted legislation to define independent contractors for all purposes.



Single-Payer Health Insurance Legislation

The concept of a single-payer health insurance system has been discussed at both federal and state levels for years. To date, no state has fully implemented such an approach; however, several jurisdictions are studying the issue. Of particular interest are bills that include a reference to workers compensation. Most of these bills contain similar language directing the board of the single-payer healthcare program to develop a proposal addressing healthcare items and services currently covered under the workers compensation system, including whether and how to:

- Continue funding for those healthcare services currently covered by the workers compensation system, and
- Incorporate an element of experience rating



Marijuana Legalization Legislation

Marijuana is still illegal at the federal level, but states continue to consider legalization in various forms. States including **Hawaii**, **New Hampshire**, and **Pennsylvania** considered or are considering legislation to legalize recreational marijuana. Several states considered, but did not pass, proposals to legalize medical marijuana, including **Idaho**, **Indiana**, **Kansas**, **North Carolina**, **South Carolina**, **Tennessee**, and **Texas**.



Marijuana Reimbursement Legislation

State legislatures and courts continue to debate the issue of reimbursement for marijuana as a workers compensation treatment. Some state proposals to legalize marijuana contain provisions that reimbursement is NOT required.



Hallucinogens and Psychedelics Legislation

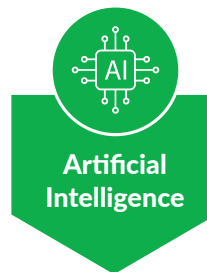
NCCI continues to monitor a legislative trend arising in some states regarding the legalization of certain substances, including lysergic acid diethylamide (LSD), mescaline, psilocybin, peyote, and certain natural plant- or fungus-based hallucinogens. In recent years, **Colorado** and **Oregon** have legalized psilocybin.

2025 EMERGING TOPICS OF INTEREST

NCCI continues to monitor emerging topics of interest that may directly or indirectly impact workers compensation. As NCCI stays on the pulse of legislative and regulatory activity, new and emerging topics provide a general outlook on potential changes to workers compensation.



Alternative
Insurance



Artificial
Intelligence



Heat-Related
Injuries



Workplace
Violence

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2025 Legislative and Regulatory
Trends Report (PDF)



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Loss Cost/Rate
Filing Dashboard