

Workplace Law Update: 10 Essential Items on Your January To-Do List

Insights

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It's hard to keep up with all the recent changes to labor and employment law, especially since the law always seems to evolve at a rapid pace. In order to ensure you stay on top of the latest changes and have an action plan for compliance, here is a quick review of some critical developments we tracked in December and a checklist of the essential items you should consider addressing in January and beyond.



Get ready for the new administration to take the reins. You may already be following our post-election coverage on [workplace law developments to expect from the Trump administration](#), as well as President-elect Trump's picks to lead [the Labor Department](#) and [the Federal Trade Commission](#) and for roles like [the Border Czar](#) and [the nation's first AI Czar](#). We also offered [answers to your frequently asked questions](#) about the White House's New DOGE Efficiency Initiative so you can separate myth from reality.

...time to take a new EOC Emergency Initiative so you can separate myself from reality.

You'll find these insights and more in [FP's Resource Center for Employers](#), which we will continue to update as the new administration takes shape.

Be strategic as you plan for 2025. With so many changes taking place, it's hard to make accurate predictions about what we'll see in the workplace in the coming year. So, we asked our firm's thought leaders to develop their best predictions to help you plan. You can read our entire [FP Workplace Law 2025 Forecast here](#), or you can [check out this Insight](#) for the top 10 predictions we pulled from our report.

Check your compliance list for the new year. Did you track all the federal and state workplace law changes that took effect on January 1 that will impact your business? From minimum wage rates to paid sick leave to labor laws – and more – it can be hard to keep up with all the new rules for the new year. [We're here to help with this cheat sheet.](#)

Keep tracking legal developments. Not all laws take effect on January 1, so you'll need to track developments throughout the year – even later in January. For example, **if you're in the construction industry**, you'll need to comply with a new OSHA rule effective January 13 requiring employers to provide personal protective equipment (PPE) that properly fits workers based on their unique body type. This rule is particularly important given the rising number of women that work in the construction field. [Click here to learn more.](#)

Prepare for big changes to H-1B and H-2 visa programs. Federal immigration officials recently finalized sweeping changes to the H-1B visa program and issued final

rules to modernize the H-2A and H-2B temporary worker programs – all of which take effect on January 17, just three days before the Trump administration begins. Click [here](#) to learn about the new H-1B rule and [here](#) for what you need to know about changes to H-2A and H-2B nonimmigrant visa categories.

Monitor litigation over the Corporate Transparency Act. If you followed the whiplash-inducing turn of events regarding the Corporate Transparency Act (CTA), you know that businesses are currently not subject to the January 13 Reporting Rule deadline that would have required corporate and personal information to be disclosed to the government. The 5th Circuit halted the rule just three days after another panel of the same appeals court had revived the reporting requirements. [Here's a quick review of the recent developments and a plan of action.](#)

Dive into the House's sweeping AI report. The U.S. House Bipartisan AI Task Force just released a groundbreaking report on December 17 that outlines key challenges and opportunities for AI adoption across all sectors. As artificial intelligence reshapes workplaces, employers should act now to stay one step ahead of this exciting but turbulent period. [Click here for our 10 most significant takeaways from the report, with proactive steps to stay ahead of the curve.](#)

Review key labor law developments. In a significant move on December 10, the National Labor Relations Board (NLRB) overruled a Trump-era ruling and made it more challenging for unionized employers to make workplace changes without bargaining over the change with the union. While we expect the incoming administration to flip the Board and install members who will return the playing field to an even level, you will need to comply with this new standard until this case is once again overturned. [Click here for five steps to adapt to this new landscape.](#)

Be prepared for increased workplace safety scrutiny. For the very first time, OSHA has publicized the comprehensive details on the nearly 900,000 reported workplace injuries and illnesses recorded by the agency in 2023, which may result in increased scrutiny toward employers from OSHA and the public alike. The December 12 release marks a significant development in workplace safety transparency and has important implications for employers nationwide. [Learn more here about this surprising development and what you can do about it.](#)

Plan for Colorado's new privacy rules. The Colorado attorney general's office announced on December 6 significant updates to the Colorado Privacy Act (CPA) rules, which will soon introduce new obligations related to biometric data, employee biometrics, children's privacy, and interpretive guidance. [Here are the key changes you need to know about and the steps you can take to prepare.](#)

We will continue to monitor developments related to all aspects of workplace law. Make sure you are subscribed to [Fisher Phillips' Insight System](#) to get the most up-to-date information. If you have questions, contact your Fisher Phillips attorney.

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