

# Workplace Law Update: 5 Essential Items on Your July To-Do List

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. To ensure you stay on top of the latest changes and have an action plan for compliance, here is a quick review of some recent critical developments we tracked and a checklist of the essential items you should consider addressing in July and beyond.



## ***Complete your mid-year compliance check.***

Sorry to start the checklist with another checklist – but did you know that a heap of new workplace laws take effect halfway through the year? [Here's your employer cheat sheet to ensure you're complying with various July 1 effective dates.](#)



## ***Get ready for a wave of new DOL opinion letters.***

The US Department of Labor just relaunched and significantly expanded its opinion letter program on June 2, offering employers a direct line to legal interpretations of federal laws on wage and hour, workplace safety, and more. [Here's what the new program includes, why it matters, and how your organization can benefit right away.](#)



## ***Create an immigration compliance and response plan.***

Immigration enforcement across the country has raised tensions at workplaces across all industries, with federal officials ratcheting up the pressure – what if your business is next? [Here's a detailed playbook and two checklists.](#) You'll also want to track the latest developments, such as President Trump's [new proclamation](#) that took effect June 9 and significantly expanded travel restrictions on foreign nationals seeking to enter the United States. [You can review all our immigration insights here.](#)



## ***Ensure proper safety training.***

The U.S. Court of Appeals for the 7th Circuit offered a stark warning to employers in a June 10 decision: misconduct during workplace safety inspections, especially those involving false records and statements, can lead to prison time and multi-million-dollar fines. [Here are the three main takeaways for employers.](#)



## ***Update your disability accommodation request process.***

In a decision that may rattle employers nationwide, a federal appeals court recently revived an Army veteran's ADA suit against her employer for delaying her request to bring a service dog to work, despite eventually granting the accommodation. The ruling from the 5th Circuit Court of Appeals underscores that delay alone – even without a workplace injury or accommodation denial – may still violate federal disability discrimination law. [Click here to learn more.](#)

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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