

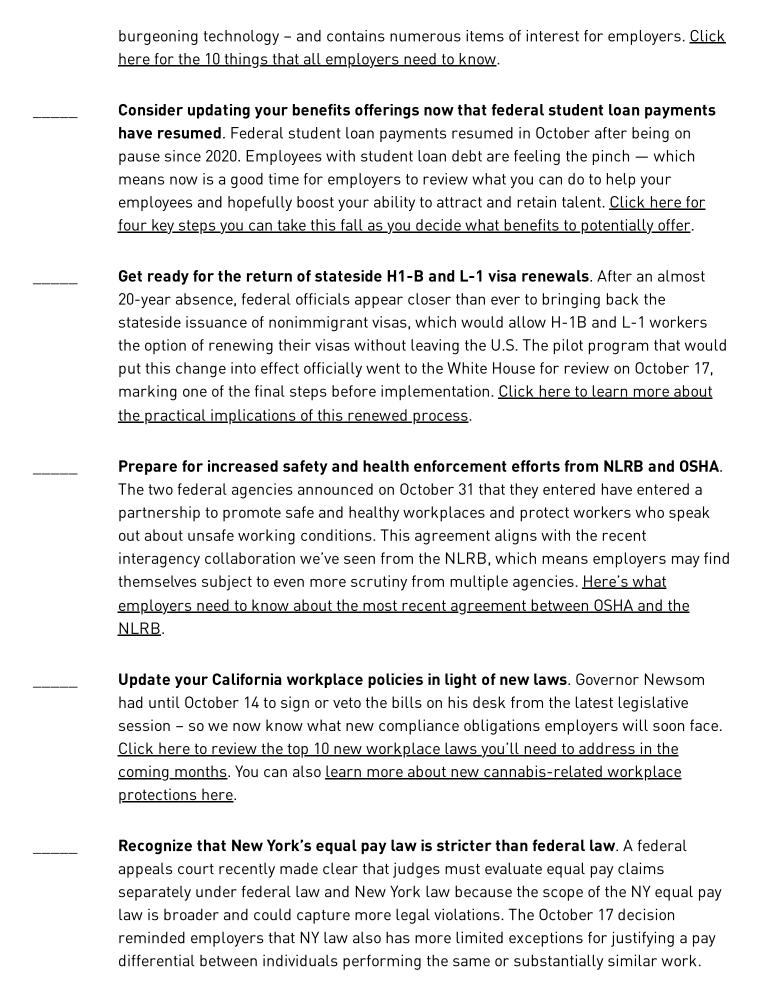
Workplace Law Update: 10 Essential Items on Your November To-Do List

Insights 11.03.23

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 the latest developments we tracked in October and a checklist of the essential items you should consider addressing in November and beyond. Scrap the old I-9 Form and review updates to the employment verification process. Federal immigration officials made critical changes over the summer to modernize the I-9 employment verification process, not only announcing a new I-9 Form but also providing a remote verification alternative for qualified employers that use E-Verify. Importantly, all employers must use the new I-9 Form as of November 1. Click here for seven best practices regarding the new rules. Take steps to comply with Labor Board's new joint employer rule. The National Labor Relations Board just released its final joint employer rule that makes it easier for workers to be considered employees of more than one entity for labor relations purposes – a move that will result in increased union organizing and collective bargaining efforts across the country. Click here for the 10 steps you should consider taking to prepare for this new standard. Track these SCOTUS cases as the new term gets underway. The Supreme Court began a new term in October, and we're watching several cases that will likely have a big impact on the workplace. Specifically, the Court will weigh in on whether someone can "test" violations of federal disability law, whether a lateral job transfer can be discriminatory, the extent of federal agency power, and the standard for proving retaliation in whistleblower cases. More employment and labor cases will surely be added to the docket, but for now, you should keep an eye on these four issues.

Review the workplace implications of President Biden's sweeping AI executive

order. The new executive order on artificial intelligence, which the White House issued on October 30, is the federal government's most ambitious attempt to date to corral this



Here's what employers need to know about this decision.

Prepare for two major changes to the Massachusetts Paid Family and Medical

Leave Act. Changes include allowing employees to "top off" PFML benefits with accrued paid time off and a sizeable increase in contribution rates. Changes to the "topping off" rules took effective November 1, and the new contributions rates will start on January 1. Click here to learn more about these changes.

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

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