

WORKPLACE LAW UPDATE: 10 ESSENTIAL ITEMS ON YOUR DECEMBER 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 the latest developments we tracked in November and a checklist of the essential items you should consider addressing in December and beyond.

— **File your EEO-1 report.** Time has just about run out to submit your workforce demographic data to the Equal Employment Opportunity Commission (EEOC) sorted by employee job category, sex, and race/ethnicity. If you are a private employer with at least 100 employees — or a contractor with at least 50 employees — you have until December 5 to get this done. [Here's a five-step plan you need to know.](#)

— **Review new benefit plan limits for 2024.** Employees will contribute more pre-tax dollars next year to their retirement savings accounts, including 401(k) and 403(b) accounts, according to an IRS announcement made on November 15. Want to know more about the 2024 benefits limits for retirement and health savings plans? [Click here for detailed breakdown and six critical steps you should consider for the new year ahead.](#)

— **Get ready for holiday hiring.** Many businesses will hire temporary workers to meet the uptick in demand that the holiday shopping brings – which makes it critical for you to understand and avoid the legal pitfalls associated with

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seasonal employment. [Here are 10 practical tips to stay compliant as you prepare for the holiday rush.](#)

— **Create your survival guide for this year’s office holiday party.** Speaking of the holidays, don’t let your office lead to any human resources disasters or lawsuits. You can debate all you want about whether 1988’s *Die Hard* Christmas movie (it is – don’t fight us on this point), provides valuable instruction on how to throw a pro holiday party. [Click here to learn more.](#)

— **Beware vendors bearing gifts.** Here’s one more holiday compliance tip: consider developing a gifts and entertainment policy, which has essentially become corporate necessity – especially this time of year. [Here are the five things that should be addressed in your policy.](#)

— **Plan for the Labor Board’s additional burdens when respond to union recognition demands.** A game-changing NLRB decision drastically changed how employers respond to union recognition demands, and the Board’s General Counsel issued a guidance memorandum on November 2 offering important insight into the Board’s priorities and future legal arguments. [Here are the six takeaways for your organization.](#)

— **Prepare for Ohio’s new recreational cannabis law.** Ohio voters passed a statutory initiative on November 7 that allows adult use (and purchase) of recreational marijuana in the state, becoming the 24th state to do so. [Here’s what employers need to know about this new law and six things they should do to prepare.](#)

— **Adjust your NDA practices in New York.** A new law that takes effect on November 17 makes significant changes to New York’s law on nondisclosure agreements, which will require you to make immediate changes to your practices. [Here are four key changes you’ll need to know about,](#) three of which will further restrict your use of NDA provisions in workplace settlement agreements.

— **Ensure compliance with New Jersey’s upcoming minimum wage changes.** Once again, New Jersey employers start preparing for an increase in the state’s minimum wage that will take effect January 1, 2024. [Here is a summary of the increases that will soon take effect, along with suggestions for compliance.](#)



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[compliance recommendations to prepare.](#)

Get ready for Chicago's new paid leave requirement. City of Chicago passed the new Paid Leave and Paid and Safe Leave Ordinance on November 9, and it will be in effect on December 31. [Here are the answers to your questions about the ordinance](#), which will be one of the most generous paid time off laws in the country.

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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