

# WORKPLACE LAW UPDATE: 10 ESSENTIAL ITEMS ON YOUR JUNE TO-DO LIST

Insights  
May 31, 2024

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 May and a checklist of the essential items you should consider addressing in June and beyond.

— **Beat the heat.** As temperatures rise, so do the stakes for employers as OSHA pushes for a stringent new heat safety rule. [Learn more about the latest developments and how to protect workers during the hottest months of the year.](#)

— **Refresh your grasp on child labor laws before hiring this summer.** Youth employment typically grows during the summer months – especially in the hospitality industry. [Here are eight things you should know about hiring teens this season.](#)

— **File your EEO-1 report by June 4 – and avoid getting sued by the feds.** In an unprecedented move, the EEOC just filed federal lawsuits against 15 employers in 10 states, alleging that they failed to file their mandatory EEO-1 reports. [Learn more about the lawsuits and how to avoid them, plus five steps you should take to meet the June 4 deadline.](#)

— **Get ready for Phase I of the new federal overtime rule.** Starting July 1, the DOL's salary threshold for the so-called "white-collar" exemptions from federal overtime requirements will rise to \$43,888 (and will jump to nearly \$59k at the end of the year).

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2025). Make sure you determine if this change makes your salaried workers newly eligible for overtime pay. Keep up with lawsuits seeking to block the rule. [Her steps you can take to prepare](#) and [your top three questions about challenges to the rule](#).

**Prepare for the EEOC's pregnancy accommodation rule to take effect on June 18.** The agency's new rule requires employers to accommodate applicants and workers who need time off or other modifications for an abortion procedure or recovery. While at least 19 states are asking courts to block the rule, you should plan to comply if a court decides to halt it. [Click here for the top eight things you need to know](#).

**Brace for the effects of OSHA's new "walkaround rule" and watch for updates.** OSHA's new final rule, effective June 18, may give labor unions an advantage in their organizing efforts. This rule is also being challenged in federal court by a coalition of business groups but remains in effect if a court decides to halt it. [Here are key employer FAQs about the new rule](#).

**Maximize how AI is used in the workplace.** A new report revealed that most knowledge workers use AI for work purposes and most do so in secret. And federal leadership released guidance and proposals last month relating to AI in the workplace. Learn [how to utilize your employees' untapped AI skills](#) and more about the [White House recommended employer best practices](#) and the [Serious AI roadmap](#).

**Don't sleep on AI legislation at the state level.** Colorado enacted a landmark AI law that prohibits employers from using AI to discriminate against their workers. The new law is set to take effect in 2026 – and other states may follow suit. [Click here for the law's key points and what employers nationwide should take notice](#).

**Act now to comply with New York's statewide mandatory paid lactation time.** Starting June 19, New York employers must give nursing mothers paid break time to express milk – expanding the state's current law requiring employers to give unpaid breaks for this purpose. [Read more about the new law and other key updates for New York employers](#).



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Review workplace arbitration agreements in light of SCOTUS ruling. If your business is sued and the claim is subject to arbitration, you might hope for a court to stay the lawsuit. But a May 16 SCOTUS decision held that the court must pause court proceedings at a party's request until arbitration plays out. [Click here for the key findings and proactive steps you can take to ensure compliance with the latest development.](#)

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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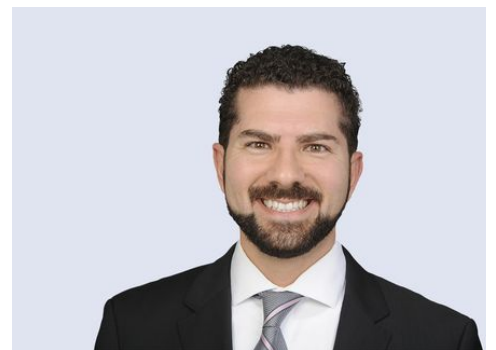
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