

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

Insights  
5.30.25

Here are the top items you should tackle in June, based on the latest workplace law developments and upcoming critical compliance dates:



\_\_\_\_\_ **Get ready for the heat.** A public hearing on June 16 could determine the fate of OSHA's heat illness rule – regardless of the outcome, here's [how to protect your employees this summer](#). In other OSHA news, the agency [released a new SST inspection plan](#) on May 21.

\_\_\_\_\_ **Catch up on SCOTUS rulings.** In May, the Supreme Court upheld the Trump administration's plans to [end Temporary Protected Status for hundreds of thousands of Venezuelan workers](#) and its [firing of NLRB Democrat Member Gwynn Wilcox \(again\)](#).

The Court will soon also decide [if federal judges can issue nationwide injunctions](#), which could have profound impacts on workplace law.

-----  
**File your 2024 EEO-1 Component 1 data.** Employers subject to the reporting requirement must submit their data by June 24. Check out our [five quick tips](#).

-----  
**Unpack the latest PWFA developments.** While a federal court recently [struck down](#) parts of a 2024 EEOC rule related to abortion accommodations, this may not be the final word on the issue, and the rest of the Pregnant Workers Fairness Act rule remains in play.

-----  
**Keep up on Title VII compliance.** The federal spotlight on corporate DEI programs and workplace protections based on sexual orientation and gender identity makes Title VII another area of compliance confusion. [Here's the latest news and compliance strategies](#).

-----  
**Learn the dangers of workplace human trafficking.** Sex and labor trafficking are crimes of exploitation, and [corporations can face criminal and civil liability in surprising ways](#).

-----  
**Review how you collect sensitive data, and protect your own.** New class certification in an app-tracking case provides businesses [key guidance on developing trends for data collection and privacy litigation](#). Plus, protect your business from [growing security risks](#).

-----  
**Boost support for peri- and postmenopausal employees.** Doing so can help save you significant costs, boost productivity, and retain top talent. Proposed legislation and a societal shift make now the perfect time to start building a [menopause-savvy workplace](#).

-----  
**Get answers to AI-related questions.** What's the [latest on AI-based discrimination claims](#) and [Colorado's landmark AI law](#)? How is [Darth Vader involved in an unfair labor practice charge](#)? Join us on June 3 to decide: [is our AI Conference right for you?](#)

-----  
**Gear up for state laws about to roll out.** [New Jersey's pay transparency law](#) takes effect June 1 – and it extends to certain businesses outside of the state. [Three new major workplace laws kick in for New York employers](#) in June. And [two new Kentucky laws](#) will reshape workplace safety rules and how courts review agency decisions

starting June 26.

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.

## ***Related People***



**Lauren Laing**  
Legal Content Counsel  
412.822.6623  
[Email](#)

## ***Service Focus***

Workplace Safety and Catastrophe Management  
Litigation and Trials  
Immigration  
Labor Relations  
Government Relations  
Affirmative Action and Federal Contract Compliance  
Employment Discrimination and Harassment  
Counseling and Advice  
Employee Leaves and Accommodations  
Privacy and Cyber  
Digital Wiretapping Litigation  
Data Protection and Cybersecurity  
Employee Benefits and Tax  
AI, Data, and Analytics  
Wage and Hour

wage and hour

Pay Equity and Transparency

## ***Industry Focus***

Hospitality

Tech

Agriculture

Retail

Transportation and Supply Chain

## ***Trending***

New Administration Resource Center for Employers

## ***Related Offices***

Irvine

Los Angeles

Sacramento

San Diego

San Francisco

Woodland Hills

Boston

New York

New Jersey

Denver

Louisville