

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

Insights
Jun 27, 2025

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 the checklist with another checklist – but did you know 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.](#)

_____ **Assess the impact of new SCOTUS rulings.** As the Court's 2024-2025 term ends, the Justices issued several

Related People



Lisa Nagele-Piazza
Legal Content Counsel
[404.760.7943](tel:404.760.7943)

Service Focus

[AI, Data, and Analytics](#)

[Counseling and Advice](#)

[Employee Benefits and Tax](#)

[Employee Defection and Trade Secrets](#)

[Employee Leaves and Accommodations](#)

[Employment Discrimination and Harassment](#)

decisions in June that will affect the workplace. The [scrapped the extra hurdle](#) in majority-group bias claims significantly restricted [who can succeed on post-employment ADA disability discrimination claims](#), and [the ability of federal district court judges to issue nationwide injunctions](#).

Get ready for a wave of new DOL opinion letters. The 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 law on wage and hour, workplace safety, and more. [Here 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 ratcheted up the pressure 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](#) also want to track the latest developments, such as Trump's [new proclamation](#) that took effect June 9 and significantly expanded travel restrictions on foreign citizens seeking to enter the United States. [You can review a detailed immigration insights here.](#)

Ensure proper safety training. The U.S. Court of Appeals for the 7th Circuit offered a stark warning to employers in its 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.](#)

Keep up with HIPAA and ERISA news. A federal judge in Texas [tossed out Biden-era reproductive healthcare protections](#) on June 18, halting a 2024 final rule with nationwide effect. You should also note that [a Supreme Court decision](#) earlier this year made it easier for plaintiffs to keep ERISA-prohibited transaction claims in play for now, and just days later a rare ERISA trial resulted in a huge victory for a class of 401(k) plan participants.

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 claim against her employer for delaying her request to bring a service dog to work.

Government Relations

Immigration

International

Litigation and Trials

Mine Safety & Health

Privacy and Cyber

Wage and Hour

Workplace Safety

Industry Focus

Education

Healthcare

Higher Education

K-12 Institutions

Resource Hubs

Trump Administration

Resource Center for Employers

service dog to work, despite eventually granting the accommodation. The ruling from the 5th Circuit Court of Appeals underscores that delay alone – even without workplace injury or accommodation denial – may still constitute federal disability discrimination law. [Click here to learn more.](#)

_____ **Review state and local developments.** Don't forget what's happening locally. For instance, Oregon Governor Tina Kotek [signed two bills into law](#) that will change employer obligations regarding applicants and new hires. The Massachusetts high court [clarified state law regarding non-solicitation agreements](#) on June 13, and Philadelphia employers face more investigations and stiffer penalties [under a new law](#) the mayor approved at the end of May. Additionally, [Alabama launched](#) first-in-the-nation portable benefits for independent contractors and gig workers.

_____ **Encourage employees to take a break.** Employees are embracing "loud vacationing" by openly sharing their travel plans and using their paid time off (PTO) without hesitation. While it should be welcome news for employers, it also highlights the importance of creating supportive policies that balance employee well-being with workplace productivity. [Here are seven tips to help you refresh your PTO policies.](#)

_____ **Track evolving AI developments.** Proposed laws and regulations, as well as litigation, continue to impact employers utilizing artificial intelligence in the workplace.

- Congress is [considering a 10-year ban](#) on state AI use.
- A [bipartisan bill pending before Congress](#) would make it illegal to retaliate against employees who speak up about AI-related risks.
- Texas lawmakers [overwhelmingly passed a bill](#) regarding AI, and Governor Abbott signed it on June 22.
- A [new lawsuit filed on June 13](#) against an AI software provider offers a clear warning for any business using artificial intelligence to monitor or record customer calls.
- A slew of other federal- and state-level AI regulations that would impact the workplace are being considered.

lawmakers across the country. [Catch up with our of where things stand here.](#)

Want to Learn More About AI Regulation?

Join us for our third-annual AI Conference in Washington, D.C. from October 23 to 25, where we'll be unpacking this development and many cutting-edge compliance issues.

[Register here](#)

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.