

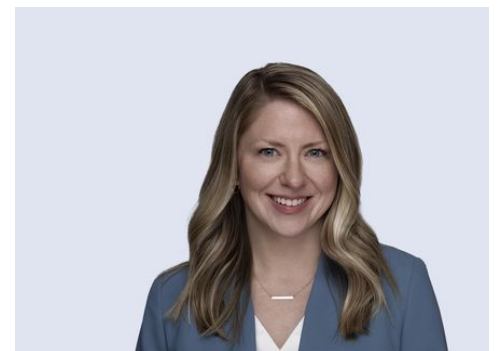
# WORKPLACE LAW UPDATE: 10 ESSENTIAL ITEMS ON YOUR AUGUST 2025 TO-DO LIST

Insights  
Aug 1, 2025

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



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Learn how the big budget bill impacts your workplace. Don't have time to slog through 1,000+ pages of the "Big Beautiful Bill" signed by President Trump on July 27. Here's an [overview of the ways that the legislation impacts employers](#).

Paddle into the wave of deregulation. The US Department of Labor [unveiled a broad set of proposed regulatory rules](#) in July, and key proposals will impact workplace safety, employee benefits compliance, the healthcare and

agriculture industries, federal contractors, and more alone [issued more than 20 new initiatives](#), and MSH [crashed the deregulatory party](#).

**But beware of hidden hazards underwater.** Many expect the Federal Trade Commission to drop a Biden-era ban to keep the agency's federal non-compete ban alive – but a recent FTC court filing last month suggests the [ban may not be dead after all](#). Employers don't need to take any action, but this has become an issue to watch. In addition, the Office of Federal Contract Compliance Programs continues to unravel affirmative action programs, it also just [reinstated disability and veteran enforcement](#) for federal contractors.

**Audit your FLSA and FMLA compliance.** The DOL just [revived a program that rewards employers that self-audit](#) and resolve certain violations under the Fair Labor Standards Act and the Family and Medical Leave Act. Employers who qualify for the program should consider conducting an audit with the assistance of experienced legal counsel. In other positive wage-and-hour news, the DOL just [enforced the practice of demanding double back wages](#) to resolve wage investigations.

**Watch for major changes from the NLRB.** Once President Trump's two new nominees for the National Labor Relations Board are confirmed as expected, we could see significant course correction of the nation's labor law landscape. Here are [five key management-friendly changes that may be coming](#) from the Board.

**Get familiar with "America's AI Action Plan."** The White House released a roadmap on July 23 for achieving AI dominance." Here are the [top 10 employer takeaways](#). Congressman Jay Obernolte touted the AI Action Plan [called for regulation of "AI outcomes, not AI tools"](#) and spoke at FP's AI Conference last month. In addition, how to [safeguard your business from AI hallucinations](#) and how to [align your AI governance practices with strong minimization principles](#).

**Use new leverage in DOL disputes, especially if you are a 2A employer.** A federal appeals court [just struck down DOL's use of administrative law judge \(ALJ\) system imposing civil penalties](#) on agricultural employers for FLSA violations. The decision is not only a major win for farmers,

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employers but also a new tool for all businesses to fight against government action. Farm employers should check out our [Agricultural Employers' Compliance Checklist Sheet](#).

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**Track privacy and cyber law developments.** European courts just [raised the bar for employee data protection](#) in the US, Missouri just adopted a [new data breach notice law](#), which takes effect January 1, and New Jersey proposed regulations that would [require major privacy compliance shifts for businesses](#). In addition, Connecticut AG just settled claims over a deficient privacy notice. Here are [six key lessons for businesses that collect and use consumer data](#). Meanwhile, in California:

- Regulators approved on July 24 a [sweeping set of rules that will impact your AI and privacy policies](#).
- The state may impose a [firm deadline for providing breach notifications](#) to consumers, starting January 1 if the proposed bill is approved.
- Healthline Media [agreed to a \\$1.55 million settlement](#) on July 1 to resolve allegations it violated the California Consumer Privacy Act.
- The state's privacy agency is now [promoting consumer awareness on how to use opt-out signals](#).
- **One win for businesses?** A federal appeals court on July 9 [makes it significantly harder for plaintiffs to weaponize California's wiretap law](#) against businesses that rely on digital tools.

**Catch up on SCOTUS decisions.** The Supreme Court on June 27 that the federal government [may continue to enforce the Affordable Care Act's preventive-care rules](#) but the Court's rationale opened the door for political influence. That same day, SCOTUS [saved the E-Rate program](#) in a major victory for public schools and the companies that support them. The Court also recently agreed to review whether states can ban transgender school and college athletes from participating on their sports teams (a final decision is expected in 2026) - [what's at stake for schools and athletic organizations](#)

Take stock of state law updates. In addition to read [Employer Cheat Sheet](#) for all the state workplace law just took effect July 1, here are some key state law updates and upcoming dates you should know about:

- **Colorado** will ban healthcare non-competes and solicitants starting **August 6**. Here's [what employers know about the state's busy legislative session](#) that adjourned in May.
- **Missouri** employers will [no longer be required to provide paid sick leave](#) as of **August 28**.
- **Nevada** employers must register or certify an executive by **September 1** for a new [state-facilitated retirement program](#) for private-sector employees. The state [expanded protections for breastfeeding](#) effective July 1 and [limited FMLA certification fees](#) starting in 2026.
- **New Hampshire** now [requires reasonable break times and spaces](#) for employees to express breastmilk.
- **Rhode Island** recently [banned "captive audience" meetings and became the first state to explicitly require workplace accommodations for menopause-related conditions](#). In 2026, the state minimum wage will increase to \$16 per hour, and employers will be subject to new onboarding notice requirements.
- **Texas** will see a [significantly limit non-competes for healthcare professionals](#) in contracts signed on or after **September 1**. The state will also [forbid the use of confidentiality or nondisclosure provisions that seek to cover up incidents of sexual abuse or sexual assault](#). "Trey's Law" takes effect **September 1** and will apply retroactively.
- **Vermont** just [expanded its Parental and Family Leave Act](#) and now covers nontraditional family structures.
- **Washington** enacted a [wave of workplace laws](#) that includes 11 that took effect in **July 2025** and eight that will take effect in 2026 and beyond.

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.