

Insights, News & Events

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

Insights
Oct 1, 2025

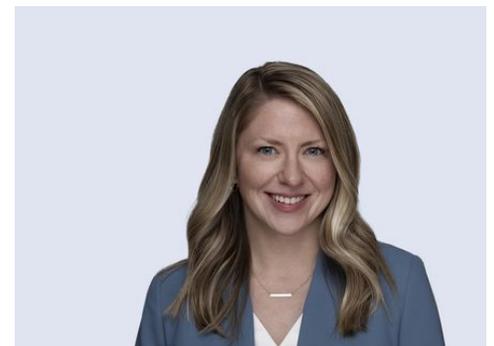
Here are the top ten items you should tackle in October 2025, based on the latest workplace law developments and upcoming critical compliance dates:



Learn what you can – and can't – do about employee s
employee expression spills into every corner of the mo
employers are trying to figure out the best way to respc
social media rants, political debates in the workplace, d
disputes, and other types of activity. Here's our [employ
navigating employee speech in various scenarios](#).

Assess how the government shutdown impacts your c
federal government officially shut down on October 1 at
failed to reach a spending agreement by the deadline. F

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shutdown impact employers? Here are our [answers to y questions](#).

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_____ **Plan for big changes to the H-1B and other visa progra** administration upended immigration and workforce str many tech employers and other businesses by announc September 19 that it will charge a [\\$100K entry fee for e visa application](#). A few days later, the administration pro [H-1B selection process based on wages](#). Earlier in Sept Department of State announced that all US visa holders subject to [continuous visa vetting](#), as well as [tighter rul applicant interviews](#). Each FP insight linked here includ steps you can take now.

_____ **Gear up for open enrollment season.** It's that time of ye employees will soon revisit their benefit choices for the year, and the spotlight will be on employer-sponsored b welfare plans. Are your plans compliant? Review our [co plus some new "Big Beautiful Bill" rules to consider](#).

_____ **Reexamine your noncompetes as the FTC ramps up er** The Federal Trade Commission made a series of aggre month signaling a new era of noncompete oversight, in announcing the first enforcement action of its new Join Force. Here are [five steps for employers to stay compli](#)

Note for healthcare industry: The FTC announced on 10 that it issued warning letters to several large health employers and staffing firms, urging them to review th noncompete agreements and other restrictive covenan they are legally sound and don't infringe on workers' [what you need to know](#) about this latest threat and hc legal complications.

_____ **Check out key proposals on DOL's latest agenda.** The l of Labor's current proposals prioritize actions related to determinations, independent contractor classification, i and overtime exemptions, workplace safety, and more. [employer guide](#) to learn more.

_____ **Prioritize privacy and cyber compliance.** After a multis investigative sweep kicked off on September 9, busines make compliance with Global Privacy Control signals a Consider following our [immediate action plan](#). In additic

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- **All businesses that offer subscription-based offerings** note of the [FTC's recent \\$7.5M settlement based on cancellation practices](#).
- **All businesses that collect information from California** on high alert after the California Consumer Privacy Act's September 30 announcement about its largest fine yet enforcement action involving job applicants. Here's our [and six-step action plan](#).
- **Federal contractors that perform work for the Department of Defense** will need to comply with new Cybersecurity Certification program requirements starting November 15. Here's our [key takeaways and compliance game plan for government contractors](#).

_____ **Get familiar with military-related work leave requirements** for the deployment of National Guard and other military personnel. The highest rate in almost 20 years, making it likely that one in five of your employees will need time away from work for military service and have federal workplace rights related to that leave. Here's our [overview of employer obligations under USERRA](#).

_____ **Make payroll adjustments for new "no tax on tips" rule** as the Treasury Department issued a proposed rule on September 15 that confirms the occupations that qualify for the new federal tax deduction for qualified tips, which is available from TY 2022 to 2028. Here are the [jobs covered by the new "no tax on tips" rule and what employers should do next](#).

_____ **Catch up on state and local workplace law developments** as new workplace laws kicks in this month in various states across the country, including new pay transparency rules, paid sick leave requirements, and more. Here's your [employer cheat sheet on new laws taking effect in October 2025](#). In addition:

- **California** state lawmakers recently [passed more than 100 workplace bills](#), and Gov. Gavin Newsom must sign or veto them by October 12. Newsom already signed AB 288 into law that [significantly expand the state's labor protections in the gig economy sector](#).
- The **Colorado** Supreme Court just [halved the timeframe to bring Minimum Wage Act claims](#) in a September 15 decision.
- A **Florida** appeals court recently struck down the state's ban on non-competes as unconstitutional. Here's [what it means for employers](#).

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- **Illinois** will soon require fully insured health policies to provide [dependent coverage to qualifying parents and stepparents](#).
- **Maine** employers subject to the state's new "show-up" law, which took effect on September 24, must provide a minimum wage payment to employees called in for shifts that are canceled or reduced. [Learn more here](#).
- **Massachusetts** nonprofit universities and hospitals just received [significant relief from costly wage lawsuits](#), thanks to a federal court ruling.
- **Pennsylvania's Allegheny County** is [ramping up enforcement of local workplace laws and expanding organizing rights in the region](#).
- The **New York City Council** just passed a bill that, if signed by Mayor Eric Adams, would further [expand the city's safe and sound working conditions requirements](#).
- **New York** enacted a law on September 5 that majorly expanded the state's labor power – and sparked the National Labor Relations Board to sue the Empire State. Here's [what employers and labor practitioners need to know](#).
- **Texas** business courts now have the [power to resolve employment cases](#), thanks to a new state law that took effect September 1.
- The **Washington** Supreme Court just made it easier for employees to bring costly lawsuits against employers for violations of the state's technical job posting requirements. Here are [three steps to help you reduce your risk](#).

Conclusion

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.