

Insights, News & Events

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

Insights
Dec 1, 2025

Here are the top 10 items you should tackle in December 2025, based on the latest workplace law developments and upcoming critical compliance issues:



Prepare for regulatory action to ramp up. The US reopened on Nov. 13, so now's the time to gear up normal operations – and in some cases, with more before the shutdown. As regulatory action and over motion, here's [what to expect, plus an employer ga](#)

Related People



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Winterize your workplace compliance efforts. Is y for cold weather safety and winter leave requests? makes it difficult for staff to travel to work or force operations altogether, you may be obligated to pay Here are a few [important reminders for the colder](#)



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Stay warm on OSHA's proposed heat safety rule. reviewing extensive feedback it received during a period on OSHA's regulatory proposals regarding h workplace. Many employers expressed concern at size-fits-all nature of the rule. Here's [the latest on t standard – and what's next.](#)



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Support multi-cultural holiday celebrations. While included year-round, the holidays offer a unique opportunity to embrace different cultural, religious, and secular traditions in a welcoming environment. Whether your employees celebrate Hanukkah, Christmas, Kwanzaa, another cultural or religious holiday, or all, you can take [practical steps to respect employee backgrounds](#).

Flip through our compliance “gift guide” for retail. The holiday season means more shoppers, more sales, and more workplace law challenges to keep up with. Consider our [2025's key compliance must-haves](#) – from classics to new arrivals year to the newest arrivals and hottest trends this season.

Our Retail Industry Practice Group partners with you to help you prevent costly labor issues before they start. We provide business-focused counsel you need to stay compliant and keep your workforce productive – whether in-store or online. [Reach out to our group leaders](#) with any questions during this busy season.

Follow the national AI regulatory debate. President renewed his call for a federal standard block or cur their own AI-related laws. In a social media post or urged Congress to once again pursue legislation to regulation. Here's [what employers and tech developers do now to prepare](#). Meanwhile, a Virginia lawmaker [regulate AI in healthcare and beyond in 2026](#).

Preview Senate Republicans' latest labor reform package key Senate Republicans just introduced a slate of bills that would significantly reform US labor law and change the relationship between employers and employees across the country. Here's [what to know about the legislative package](#) introduced on Nov. 10.

Want to join the debate on AI regulation or labor law? Our Advocacy provides premier legislative and regulatory updates to clients across the country. [Get involved today.](#)

Save yourself time with our cheat sheet on 2026 limits on its 2026 retirement plan dollar limits on Nov. 13 regulatory release of annual adjustments that will impact employee benefits next year. Since these updates vary by the year among different agencies and across various jurisdictions, we've gathered them [all in one place for your convenience](#).

Learn how to seek out new hires with the right AI skills increasingly requiring "AI literacy" from their new hires.

positions that have nothing to do with technology. employers is nailing down the specific competencies looking for. Here's [how to define the skills you should look for in workers with AI literacy.](#)

If you're a higher ed leader, prepare for the major changes. The U.S. Department of Education announced plans on Nov 15 to transfer the administration of education programs to other federal agencies. This move will eventually close DoED for good. Colleges and universities will be significantly impacted by these changes and should [take action steps now.](#)

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.