

Insights, News & Events

EMPLOYER CHECKLIST FOR JANUARY 2026

Insights
Jan 8, 2026

Here are the top 10 workplace compliance items you should tackle in January 2026, based on the latest labor and employment law updates:



— **Warm up with a workplace law refresher.** Did you keep up with all the labor and employment law updates in 2025? Take our [2025 Workplace Law Quiz](#) to brush up on last year's developments and put yourself in the best position for 2026.

— **Look ahead to what 2026 may bring for employers** as our comprehensive [FP Forecast 2026](#) report includes workplace law predictions for the new year from our thought leaders across practice areas and industry teams – consider this a roadmap to help you strategize and prepare. Want to know the top takeaways? Check out [FP's Top 10 Workplace Predictions](#)

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[2026](#) (and a sneak peek in the graphic below).

“ Now that more than a dozen states have pay transparency laws requiring job postings of pay scales and other requirements, **you can expect plaintiffs’ attorneys and state enforcement authorities to keep a sharp eye out for violations – and take businesses to court.** ”

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Double-check January effective dates. More than 10 state workplace laws kicked in at the turn of the year, including several “Big Beautiful Bill” provisions that just took effect. These laws will have a significant impact on employers nationwide. Review our [Employer Sheet for Workplace Laws Effective January 1, 2026](#) to make sure you didn’t miss anything.

Adjust to the new immigration pause and travel ban. The Trump administration announced several policy changes in December that pause immigration benefits impacting 25 countries and place restrictions on additional countries. This action will have significant workplace implications. [Employers should follow these five steps to adjust to the new system.](#)

Catch up on last month’s major National Labor Relations Board updates. First, an appeals court [ruled that employers can’t use injunctions to challenge NLRB authority](#), and another appeals court [greenlit presidential removal of NLRB officers](#). Then, Senate confirmations of two new Labor Board members finally restored the NLRB to a functioning state. [Here’s what to expect from the federal labor law landscape in 2026.](#) To top it off, a federal judge [blocked California’s new law](#) expanding its power over private-sector labor disputes.

“ For employers, now is the time to take stock. P revised in response to recent Board law may w reassessment. Organizing-response strategies, handbook rules, severance templates, and bargai approaches should all be reviewed with an eye to what may soon be a more predictable legal lands



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Prepare for new H-1B cap process and address other program changes. The Department of Homeland Security just officially replaced the H-1B visa program’s traditional random lottery with a wage-weighted selection system. Here are [seven steps employers should take](#) before the new season (plus, [what to know about the new H-1B social media vetting rules](#)). And here’s the [latest on the lawsuits challenging the H-1B visa overhaul](#).

Learn the latest AI lingo and legal news. Trump [signed a sweeping executive order in December that targets AI regulation](#) (just after Congress once again [dropped a bill to block state AI laws](#)) – but the new EO hasn’t stopped New York from enacting a new AI safety law, which is set to take effect next year. In addition, you should become well-versed in the terms below by reading our deep dives (linked below):

- AI Bias ([why you should consider a bias audit](#))
- AI Slop ([how 2025’s “word of the year” impacts business](#))
- AI-Generated Fraud ([the frontline threat for retailers in 2025](#))

Get familiar with a critical pending SCOTUS case. The Supreme Court could soon issue a decision in *Trump v. Anderson*, a high-stakes case that could set the stage for a major workplace regulation shake-up. Here’s our [prediction on the case’s outcome and how it could impact employers](#).

[to come.](#)

_____ **Stay ahead of the latest consumer privacy trend.** A increasing number of consumers are exercising the privacy rights through an “authorized agent” – a de: third party that submits requests on the consumer’s access, delete, or limit the use of their personal and information. Here’s [what you need to know about th trend and how to get ahead of the curve.](#)

_____ **Prepare for the impact July’s World Cup could hav business.** The 2026 World Cup is likely to be the lar sporting event in history, with millions of visitors po 16 local markets over the course of five weeks. This that there will be plenty of challenges and opportun your business, and our [comprehensive checklist ca you to start preparing 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.