

EMPLOYER CHECKLIST FOR MARCH 2026

Insights
Feb 27, 2026

Employer Checklist for March 2026

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



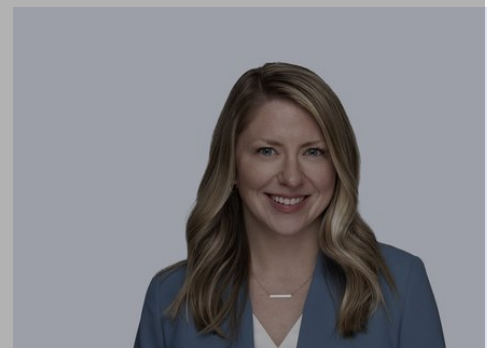
Prepare for shifting independent contractor rules. Department of Labor just released a highly anticipated proposal that should soon make it easier for businesses to engage with independent contractors – including freelance and gig workers – while providing clearer lines on what aspects of the working relationship can trigger employment status. Here's [everything you need to know and four things to prepare](#).

Related People



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“This is something that is really going to increase clarity. It's going to reduce litigation burdens, because when there is clarity, I think it's easier for everyone to know where they stand.”



- Partner



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Learn more about OSHA’s Safety Champions Program. OSHA recently announced the launch of the voluntary guided initiative outlining several core practices employers should incorporate into their workplace safety and health plans. Rather than another compliance checkbox, the program represents a shift away from harsh enforcement based compliance toward encouraging proactive risk management and prevention. Here’s [how to decide if your company should participate](#).

Breathe a sigh of relief over the latest in the NLRB’s employer saga. The National Labor Relations Board [new final rule](#) on February 26 officially restoring a business friendly joint-employer rule from President Trump’s which had essentially been back in play since 2024 court struck down (and the agency subsequently abandoned) a controversial Biden-era rule that aimed to replace it.

Finalize preparations for H-1B cap registrations. The 2027 H-1B cap initial registration period opens on March 1 and the traditional lottery has been replaced with a new weighted selection system, thanks to a new rule from the Department of Homeland Security that took effect February 26. [Is your business ready?](#)

Take stock of your non-competes. The Federal Trade Commission recently signaled that it is still pursuing an aggressive enforcement agenda when it comes to non-compete agreements. We covered the [biggest trends and next steps for employers](#).

Service Focus

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Industry Focus

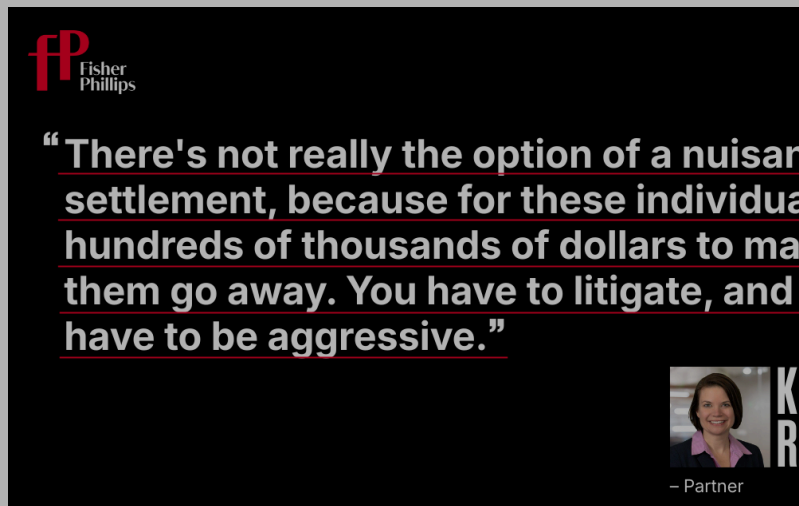
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Get answers to your top GLP-1 questions. The rise in prescription medications used for weight loss has rekindled conversations about employer-sponsored health benefits. We assembled these [employer FAQs on GLP-1 drugs in the workplace](#).

Manage AI responsibly. Last month, the DOL released its [roadmap for training workers for AI literacy](#), and FP's [Walton](#) testified on Capitol Hill about [what responsible AI means for employers](#). Our attorneys also covered best practices for using AI-driven tools to [screen resumes](#), [moderate job interviews](#), [conduct gamified assessments](#), [scan candidates' social media](#), and [boost employee engagement and retention](#) – plus, [what to know about ChatGPT plaintiffs](#).



Read key insights impacting these specific industries:

- **Agriculture:** Our [Agricultural Employers' Compliance Sheet \(Winter 2026 edition\)](#) covers the latest updates impacting farm labor management and HR compliance in the ag industry.
- **Education:** In late January, the US Department of Education quietly abandoned its legal defense of controversial anti-DEI guidance – here's [what this means for higher ed institutions going forward](#). In addition to increased immigration enforcement in Minnesota, and beyond raises concerns for K-12 private and independent schools, we've updated our [FAQs on Immigration Enforcement Guidance for K-12 Schools](#).
- **Healthcare:** A Pennsylvania federal court just found a Philadelphia-area home health company [misclassified](#).

Resource Hubs

[AI Governance Hub](#)

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[licensed professional nurses and home health aid independent contractors](#), potentially putting the c on the hook for millions of dollars in back wages, damages, and civil penalties under the Fair Labor Standards Act.

- **Staffing:** Another Pennsylvania federal court [deal to staffing firms that classify recruiters as exempt overtime](#), ruling that a staffing firm must provide t recruiters overtime pay because they perform “ro sales production work” rather than administrative

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Check if your business is impacted by any state-sp updates:

- **California** bills introduced last month [would requir review of AI firings and 90-day notice for AI layoff](#) California businesses that use automated license recognition systems (ALPR) must be aware of a si court’s February 5 decision that [greenlit a plaintiff case against a parking garage](#).
- **Connecticut**-based companies that fall victim to l scale data breaches could face a [new slate of dis and investigation requirements under proposed le](#) currently under consideration by state lawmakers
- The **Delaware** Supreme Court recently delivered [news to employers that use equity-linked restricti covenants to retain key talent](#).
- **Kansas** lawmakers [just proposed a non-compete healthcare professionals](#).
- **Maine** employers will soon face [new restrictions a disclosure requirements](#) when they use computer phones, or other electronic equipment to monitor employees under a new law.
- **New York** employers are [closer to clarity on stay-prohibitions](#). Plus, here’s what to know about the [Healthy Terminal Act rules](#) that took effect Januar the [significant changes to NYC’s sick and safe lea](#) that took effect February 22.
- **Ohio** employers must make sure they understand [obligations under the state’s “mini-WARN” law](#) tha

effect September 29 – especially as more layoffs are announced across the country.

- **Pennsylvania’s** Criminal History Record Information may protect certain information even if the employer receives it from a source other than background check [including from an applicant’s voluntary disclosure](#) according to a recent 3rd Circuit decision.
- **Virginia’s** Court of Appeals recently issued a surprising ruling that [expands the state’s non-compete ban to wage employees](#) to also include some non-solicitation agreements.

_____ Catch up on international workplace law developments

- **India’s** [new data privacy rules have been rolling out](#) in November, and several key deadlines come into effect this year.
- **Mexico** employers should prepare for a [proposed workweek](#).
- The **European Union’s** Cyber Resilience Act (CRA) mandated uniform cybersecurity requirements for hardware and software with digital elements that will be placed on the EU market since 2024. Here’s a [quick guide for your business](#).

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.