

EMPLOYER CHECKLIST FOR APRIL 2026

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



— **Update your workplace violence prevention plan.** / Workplace Violence Prevention Month, making it a goal to assess whether your current policies and procedures are up to date. [Here's everything you need to know and you can take to keep your staff and customers safe.](#)

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“Regardless of what rules apply to your business, setting up a workplace violence prevention plan is essential to keeping your staff and customers safe, as well as potentially avoiding costly litigation or penalties.”

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Track the latest news from the federal government were some recent significant federal developments should cause you to review your policies and practice April:

- The DOL General Counsel announced that the agency will shift the focus of its investigation resources to non-workplaces and promised maximum compliance assistance. [Here are the important points of the new rule that your business should know.](#)
- The NLRB General Counsel issued new guidance rules, raising questions about whether employee rules will change again. [Here are five steps employers should consider taking now.](#)
- The DOJ released a self-disclosure policy employ use to avoid criminal prosecution. [Read the four key takeaways from the March 10 announcement here.](#)
- The White House unveiled a new cyber strategy called Executive Order 13873 aimed at reducing regulations and protecting Americans from cybercriminals. [Learn more about how these new regulations impact your business here.](#)

Service Focus

Counseling and Advice

“The NLRB General Counsel’s latest memo on work rules provides important enforcement context – and perhaps a bit of welcome reprieve for employers – but it does not alter the legal landscape established by *Stericycle*.”

_____ **Review new EEOC telework accommodation guidance.** EEOC’s new telework accommodation guidance for agencies offers a useful compliance roadmap for private employers. [Here are five steps you can take](#) to strengthen your disability accommodation practices related to telework.

_____ **Prepare for changes to DEI requirements for certain businesses.** President Trump issued an executive order on March 26 requiring federal contractors to agree not to engage in racially discriminatory DEI activities and to take certain compliance steps. [You can read more about the changes](#). Additionally, if you receive federal grants or financial assistance, you should [prepare for potential change and immigration requirements](#) affecting those relationships.

_____ **Stay ahead of how AI is transforming the workplace.**

- Learn [more here](#) on how to manage risk when using AI in employee performance management.
- Review [our FAQs](#) as AI glasses enter the workplace.
- [Prepare for litigation risks](#) tied to AI chat histories begin to split on whether they are protected by the attorney-client privilege or work-product doctrine.
- Read [our recap and five action steps you can take](#) following a California federal court denied Elon Musk’s X.AI request for block enforcement of the state’s AI training data transparency law.

_____ **Audit your employee benefits practices.** In honor of National Employee Benefits Day, which fell on April 15, 2026, we encourage you to audit your employee benefits practices.

year, [we covered the latest benefits trends and hot here](#). You may also want to [review these eight key ERISA compliance items](#) for businesses with self-insured ERISA plans. Also of note in the employee benefits space: an appeals court in Chicago recently refused to honor an attempt to remove his ex-wife as beneficiary of his retirement account and ruled that the ex was entitled to receive the entirety of the account. [Here are three tips](#) for employers and retirement plan fiduciaries.

Review your privacy compliance plan as things evolve at a rapid pace. Here's the latest:

- Businesses got a major win in a CIPA case, which raises higher hurdles for privacy plaintiffs. [Here's what you should do to protect your organization](#).
- The California Privacy Protection Agency announced a million fine against PlayOn Sports for its consumer privacy practices. [Review these three key lessons](#).
- The agency cracked down on another business for deficient opt-out practices less than a week later. [more about it here](#).
- Additionally, California courts are creating confusing digital tracking cases. [Here's how businesses can navigate conflicting rulings](#).

Monitor state and local developments like these:

- **California** employers can now get a first look at the key workplace-related legislative proposals in 2024. [more here](#).
- **Colorado** is moving to replace its AI law's bias audit requirements with a transparency framework. [Review these five action steps for employers](#).
- **Illinois** businesses received a significant biometric privacy win when a federal appeals court ruled on April 1 that the damages limit applies retroactively to pending cases. [three action steps should you consider?](#)
- **New Jersey** employers should note that a federal court ruled that majority-group plaintiffs face no special hurdle bringing discrimination claims under the state's anti-discrimination law. [Here are four proactive steps](#)

[employers should consider taking to curb workplace discrimination.](#)

- **New York City** introduced a sweeping minimum wage proposal that could raise the rate to \$30 by 2030. [seven things you need to know now.](#)
- **Oklahoma** enacted a new consumer privacy law. [the key takeaways](#), as well as recent data breach businesses should review.
- **Pennsylvania** employers in financial services should know that a state court recently found certain non-solicitation agreements unenforceable. [Read the top three takeaways for the industry here.](#)
- **Virginia** has taken another step to restrict non-compete clauses. [Here's a five-step action plan for employers.](#)
- **Washington's** governor signed several employment-related bills in March. As a result, the state will now have [essentially all non-competes](#). Employers should also review [a new "trigger" labor law](#) that expands into federal territory, and [a new law regulating companion care](#).

Catch up on international developments:

- The **EU and UK** each have AI hiring bias laws that employers with operations there should understand. [are four practical steps you can put into place right now.](#)
- **Japan** has expanded its gender pay data reporting with new requirements that took effect on April 1. [your seven-step compliance plan.](#)
- **India's** new labor codes expanded gratuity payments. [These are the top four things you need to know.](#)
- **Spain** is overhauling its immigration process. [Here's what this means for multinational employers.](#)

Listen to our latest podcast episodes! The FP 5: Five for Your 9-to-5 helps employers make sense of the moving world of workplace law and compliance. Each episode breaks down the legal landscape into five parts without the legal jargon. If you hire, manage, or advise people, every Thursday we'll help you stay clear, current, and ahead of risk.

- [The FP5: Go Beyond Your 9-to-5](#)
- [The H-1B Shake-Up Employers Can't Ignore](#)
- [Is the Law on Handbooks Changing Again? Looking at NLRB's New Guidance](#)
- [Breaking Down the DOL's Independent Contractor](#)
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