

EMPLOYER CHECKLIST FOR JUNE 2026

Insights
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Employer Checklist for June 2026

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

— **Prepare for potentially big changes from the EEOC** employers wait for the EEO-1 reporting portal to open next year, the Trump administration just sent a proposal to the White House on May 14 aiming to end the requirement altogether. [Here's what we know so far and five steps you should take now](#) while the process plays out. Additionally, on May 27, the agency took initial steps to end a safe harbor for employers with voluntary affirmative action plans. [You can read more about this development here.](#)

— **Catch up on the DOL's overtime rule rescission.** The agency has formally wiped the Biden-era overtime rule from the regulatory books, cementing the \$35K salary threshold in place in 2019. [Here's everything you need to know](#) about what the May 14 amendment means for your business.

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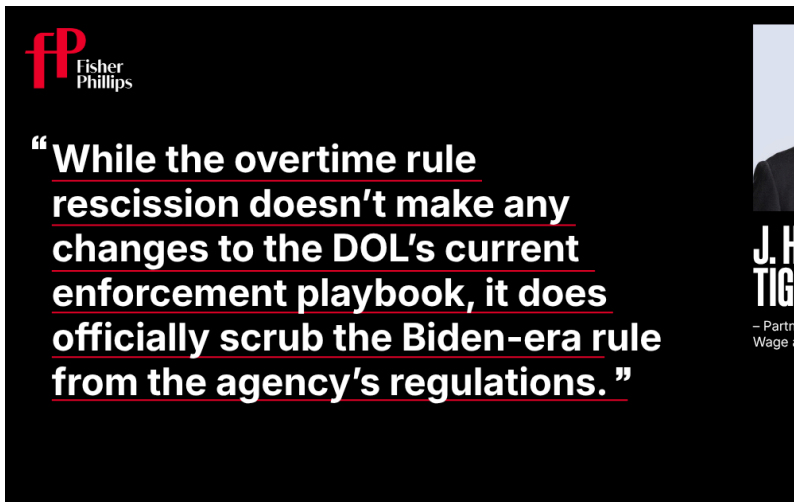
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Stay current on evolving immigration development Several significant changes from federal immigration could have a huge impact on employers and their foreign national employees using temporary work visas. US released a policy memo on May 22 stating that foreign nationals who are in the US temporarily and want to Green Card will need to return to their home country except in "extraordinary circumstances." [Here's a brief of seven key impacts and your five-step action plan](#) State Department also issued new rules that bar nonimmigrant visa applicants who fear returning to home countries. [Learn what this means for your work](#)

Review the Tech Sector impact of new immigration enforcement efforts. The federal government is stepping up enforcement against companies that allegedly ignore qualified US workers in favor of foreign nationals using temporary work visas. [Here's what happened and how to safeguard your hiring process.](#)



_____ **Check out our helpful resource on combating AI use litigation.** Courts are starting to see more pro se who use AI tools to file and maintain workplace law; and corporate counsel and defense attorneys need to fight back. [Take a look at our employer playbook attacking AI use in pro se litigation](#), which compiles court rulings and lays out a blueprint you can put to your cases.

_____ **Track global AI trends impacting the workplace.** Two international developments in May show that the legal environment for AI in the workplace is changing. A **11th Circuit appellate court** ruled that an employer couldn't terminate a worker simply because AI took over his job function. [Read why all employers with global operations should take action](#). Additionally, **European Union lawmakers and members** reached a provisional agreement on May 7 to significantly overhaul the EU AI Act. The revisions will push back enforcement of high-risk AI rules by 16 months. [Here's what employers should do with the extra time.](#)

_____ **Keep an eye on proposed changes to first union contract timelines.** A bipartisan bill that would impose strict timelines and mandatory binding arbitration on first contract negotiations is now on a fast track to become law. [Here's what you need to know](#) about the Faster Labor Contracts Act and what it could mean for your labor strategy.

_____ **Review our guide to managing an aging workforce and compliance considerations.** Workers 55 and older are the fastest-growing segment of the US labor force, and raises important legal questions around accommodation, benefits, and age discrimination. [Here's a practical guide to the four key compliance considerations](#) you should have on your radar.

_____ **Reduce your website privacy liability risk and prep for upcoming Google changes.** California's website transparency litigation wave shows no signs of slowing down, and **recent court decisions** offer a clearer picture of liability for businesses. [Read our roundup here](#), plus what your business needs to do to protect itself. You should also be aware of **significant changes Google is making to Analytics and Ads** on June 15 that may require you to update

configurations, privacy notice, and cookie manager platform. [Here's what your business should do before deadline.](#)

— **Check for state and local updates in the places you including the following:**

- **Colorado** lawmakers are moving to repeal the state in-the-nation AI antidiscrimination law and replace mandatory bias audit and risk impact assessment requirements with a streamlined transparency-act framework. [Here's your guide to understanding the changes.](#)
- **Connecticut** just enacted one of the most comprehensive artificial intelligence laws in the country, and employers need to start preparing now. [Here are four items for to-do list.](#)
- **Florida** has taken another step in its ongoing effort to curtail DEI programs by blocking local government funding or promoting such initiatives starting January 2027. [Here's what private employers need to know](#)
- **Illinois** employers with 16 or more employees need to be ready to provide job-protected leave to employee children in a neonatal intensive care unit under a law that takes effect on June 1. [Here's everything you know and five steps to prepare.](#)
- **Maine** has enacted a new pay transparency law requiring businesses to disclose pay ranges and maintain compensation records. [Here's what you should know ahead of the July 29 effective date.](#)
- **New Jersey** has finalized new regulations on independent contractor classification under the state's ABC test. [Businesses that rely on freelancers or gig workers: consider taking these three steps now.](#)
- **Pennsylvania** employers in Allegheny County should be watching a proposed rule that would provide up to 12 weeks of paid parental leave. [Here's what employers should know and five steps you can take now.](#)
- **Tennessee** is poised to enact its first comprehensive statutory framework for non-compete and other restrictive covenant agreements. [Here's your four-step action](#)

- **Utah** employers should catch up on five new work laws that took effect in May. [Here's your guide.](#)
- **Washington** has enacted a new "trigger" labor law that takes effect June 11 and allows the state's labor board to regulate private-sector labor relations if the federal framework fails. [Here's what employers need to know.](#)

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.