

EMPLOYER CHECKLIST FOR JULY 2026

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



Catch up on recent SCOTUS rulings. During the final its 2025-2026 term, the Supreme Court issued some decisions that will affect the workplace. The Court expanded the presidential power to remove members of independent agencies ([read more about *Trump v. S*](#)) and upheld the Trump administration's termination of Protections for Haiti and Syria ([read more about *Mu Doe*](#)). SCOTUS also ruled that states may ban transgender athletes from participating on female sports teams.

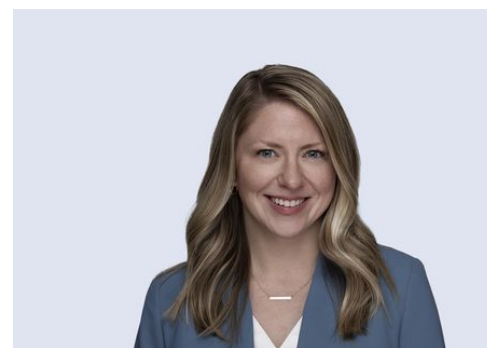
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violating the Equal Protection Clause, and that Title VII requires schools to provide separate women's and men's restrooms defined by biological sex ([read more about *Little v. Hecox*/*West Virginia v. B.P.J.*](#)).

Service Focus

Counseling and Advice

_____ **Find DOL answers to wage and hour questions + new Secretary nominee.** The US Department of Labor's Wage and Hour Division recently issued four opinion letters answering real-world questions about whether certain employer practices comply with the Fair Labor Standards Act. Check out [what the agency had to say and FP's takeaways for your business](#). In addition, President Trump revealed his new Labor Secretary nominee on June 1, tuned for FP's preview of Keith Sonderling, who has been serving as the acting Secretary since April and will need Senate confirmation to make the role permanent.

_____ **Review new EEOC enforcement plan for anti-discrimination compliance.** The Equal Employment Opportunity Commission released an updated National Enforcement Plan last month that can serve as a [roadmap for employers on how best to comply with federal anti-discrimination laws](#) under the Trump administration. Notably, the plan prioritizes enforcement of *intentional* discrimination claims – and the Department of Justice backed that up by issuing an opinion concluding that prior EEOC guidance implementing disparate-impact liability under Title VII is unconstitutional. [Learn more here.](#)

_____ **Stay current on rapidly changing immigration- and travel-related updates.** Federal judges last month struck down parts of the Trump administration's \$100,000 H-1B visa application fee and travel ban adjudication policies. For more about how these decisions impact employers (and why you should proceed with caution), read [here \(H-1B fee\)](#) and [here \(Travel Ban policies\)](#). Days after these rulings came down, Congress narrowly approved a bill to boost funding for immigration enforcement agencies by nearly \$70 billion, making now a good time to [follow our compliance page](#) to reduce the chances of your workplace facing an immigration audit or raid and to be prepared if you do.

_____ **Check if any new state laws kicking in this month affect you.** Nearly half of all states have new workplace laws kicking in this month. In addition to statewide minimum wage increases in Alaska, California (certain healthcare workers)

only), and Oregon, many cities and counties will see hikes on July 1 ([including at least 12 localities in California](#)). Plus, a wide range of other state-level laws a month – from pay transparency requirements in Maine to mini-WARN law in Nebraska, our [Employer Cheat Sheet](#) covers all the changes employers need to know about.

— **Get in the loop on proposed Faster Labor Contract Act (FLCA).** A federal bill that passed the House last month would impose strict timelines and mandatory binding arbitration on first union contract negotiations. If it passes the Senate and is signed by the President, it represents the most sweeping change to the nation's laws in nearly a century. We covered [everything you know and steps you should consider taking now](#).

— **Bet on the need for a prediction market policy for your workplace.** Online prediction markets like Kalshi and Polymarket are booming, and odds are good that soon your workplace has money riding on something. But the gap between an informed guess and insider trading can be wide when employees have access to information the rest of the market doesn't. [Learn more about this new compliance for employers and how to craft an effective policy for your workplace](#).

— **Avoid a red card this World Cup and check cross-border workforce compliance.** The 2026 FIFA World Cup runs through July 19 and could disrupt your workplace and expose you to compliance risks. [Avoid these top employment mistakes](#) as teams are now advancing through the knockout stage. Plus, Mexico is using the tournament's global [campaign against child labor exploitation throughout the country](#). In other cross-border news, new EU equal pay laws are kicking in across EU member states, and employers operating there [can learn more and find our practical advice here](#).

— **Don't miss these industry-specific additional insights**

- **Auto dealers** continue to face substantial exposure under the Telephone Consumer Protection Act as they increasingly rely on digital marketing, customer relationship management automation, lead-generation vendors, and AI-enabled customer engagement tools.

Here are the [top risk areas and practical steps](#) your dealership can take to stay compliant.

- **Education** leaders should be aware that the Supreme Court agreed in May to decide during its next term whether Title IX allows an employee to sue a **federally funded school or higher education institution** for *workplace* discrimination based on sex. Here's [everything you know](#) while the SCOTUS case is pending. In addition, a bipartisan Senate bill introduced last month would address **college sports** – here's [how your school can prepare](#)
- **Healthcare organizations** must be aware of artificial intelligence tools marketed as “HIPAA compliant,” a label carries no government endorsement, and your organization carries major risk if your AI vendor is not compliant. Follow this [diligence and contracting framework](#) before signing with a vendor or deploying new AI technology. Plus, if your organization bills Medicare or Medicaid, here's how you can [curb liability under the Claims Act](#) following a hospital operator's recent \$100 million settlement with the Department of Justice and the agency's [growing enforcement push](#).
- **Non-profits** and other organizations that depend on federal funding must take note of a sweeping proposal issued by a group of federal agencies on May 29, 2022, which would, if finalized, cause federal financial assistance to come with more strings attached and less certainty. Here are the [key takeaways for non-profits](#).
- **Retailers** are increasingly exposed to workplace safety risks and other liabilities stemming from employee-generated social media content. Here are your [top considerations and practical steps for compliance](#) since complex business arrangements are common in the retail industry and can unwittingly create joint employer liability, we covered [everything retail businesses should know](#) about how the National Labor Relations Board is currently approaching the issue.

Keep up with more state and local workplace law developments:

- **Colorado** just enacted a law that requires [state-level data reporting](#) starting **July 1, 2027**.

- Delaware's [privacy law will expand](#) effective **January 2027** – if the governor signs a recently passed bill expected.
- The **Florida** Supreme Court recently gave employers [stronger defense against whistleblower claims](#).
- **New York** employers should keep an eye on these [workplace bills that could soon become law](#), now lawmakers have signed off for the year.
- **Philadelphia** employers just received a [new "fair" compliance tool](#).

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.