

Insights, News & Events

EMPLOYER CHECKLIST FOR AUGUST 2026

Insights
Jul 31, 2026

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



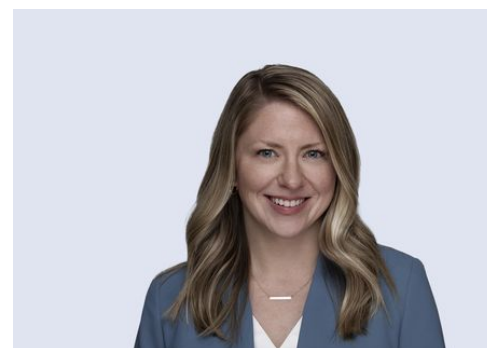
Revisit your policies on weapons in the workplace. Supreme Court recently struck down state laws pro anyone carrying a firearm from entering private pro open to the public without express authorization fro property owner. It's now solely up to your business whether to allow or restrict legally carried weapons property. No matter your stance, you should consid [practical steps to keep your workplace safe and cor](#)

Related People



Usama Kahf, CIPP/US
Partner

[949.798.2118](#)



Lauren Laing
Legal Content Counsel

[412.822.6623](#)

Check in on other workplace safety issues while you do it. As extreme wildfire activity becomes more common, the impacts on air quality for larger portions of the population mean employers should [be prepared for a wide range of various law issues related to wildfire smoke](#). In addition, New York City's current Legionnaires' disease outbreak should prompt employers nationwide to [get proactive about preventing similar outbreaks and limiting legal exposure](#). Plus, the 11th federal appeals court recently [set aside OSHA's work-related mental illness recordkeeping rule](#), this does **not** diminish the importance of workplace mental health or other legal obligations (including state law).



Kristin R.B. White

Partner

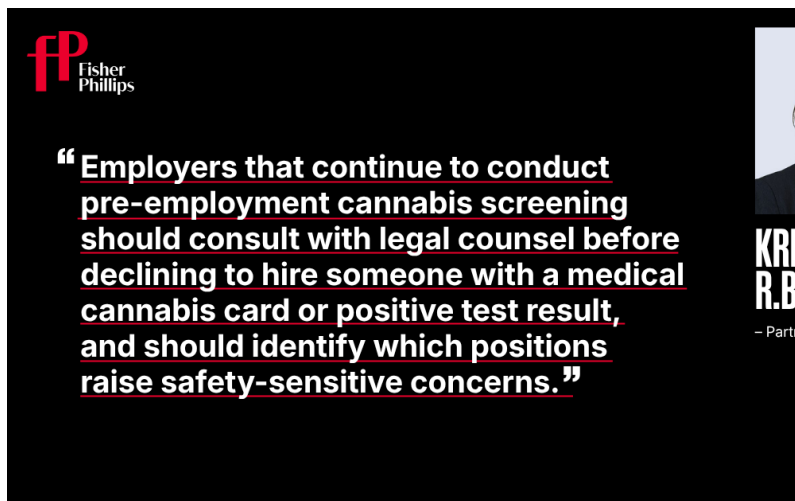
[303.218.3658](#)

Screen your drug-testing policies as cannabis law evolves

On top of a patchwork of state-level legalization efforts, the federal government recently rescheduled certain medical cannabis products and is considering broader cannabis rescheduling. These changes could lead to more drug-testing related and other workplace claims. To balance your needs with safety issues and legal compliance, check out our [latest employer guide to cannabis testing](#) and tune into our [latest FP 5 podcast episode](#) for more on the subject.

Service Focus

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Expect more aggressive EEOC enforcement (but EEO-1 reporting might end). The US Equal Employment Opportunity Commission kicked off July by releasing an updated draft strategic plan for public input (the [brief comment period](#) is now closed), giving employers [some insight about the agency's enforcement priorities through 2025](#). The agency also just issued a proposed rule that would **eliminate** EEO-1 reporting requirements altogether (and is [accepting](#) comments).

[public comments](#) through August 24) – we covered [employer takeaways](#).

— **Don't miss these DOL developments.** The US Depa Labor just [released a bold regulatory agenda for the remainder of 2026](#), including proposals related to h safety, child labor rules, and more. The agency also [clarified commuter and worker travel pay](#) in new op letters. Plus, have you met the [new Labor Secretary nominee](#)?

— **Check on impact of new cap on international studie** Starting September 15, a new Department of Homel Security rule will limit the admission period for most students, J-1 exchange visitors, and I-visa foreign jo – requiring them to apply for extensions to stay bef fixed periods end. We broke down what this means [employers, higher education institutions, and K-12 s](#) and for [athletic departments and international studie athletes](#).

— **Stay current on the latest privacy law trends:**

- “Surveillance pricing” litigation and legislation are and businesses that use data-driven decision too whether for consumer pricing or internal wage an scheduling decisions – must get ahead of it. [Here](#)
- A [prolific plaintiff's spree of claims](#) allege that ord website tools violate the California Invasion of Pri Act's wiretapping (or, more recently, pen register) provisions. [Businesses nationwide are fighting ba](#) FP's Usama Kahf testified before the state legislat July 1 in [in support of a bill](#) that would amend CIP/ curb these types of lawsuits.
- Five recent court rulings across the country [show businesses how to defend website tracking lawsu](#)

“Applying CIPA to ordinary website technology does not protect consumers. Instead, it has become a shakedown.”

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Track new federal AI proposals and get ready for C new AI model. Federal artificial intelligence legislative momentum in July, and the two political parties are pursuing very different versions of what AI regulations look like. Find out [what employers should take from of activity](#). Also, [be prepared for uncharted risks](#) posed by Kimi K3, a Chinese start-up’s powerful new AI model that arrived with a jolt this summer. Meanwhile, the lack of comprehensive AI regulatory standards on a national level led to a [new Illinois law that will impose strict AI safety](#) starting in 2027.

Catch up on these industry-specific insights:

- **Agricultural employers** that use H-2A workers must be aware of [new H-2A adverse effect wage rates](#), which take effect on August 3 for most states.
- **Data center operators, developers, and contractors** face unique workplace safety challenges – [check out our step guide](#) to addressing these issues early and effectively.
- **Defense contractors** just got a reprieve from a major cybersecurity requirement that was set to take effect in November. Learn [what this means for federal contract compliance](#).
- **Education leaders** should beware of [how your institution’s website could be in the crosshairs](#) of a prolific public website privacy demand letter spree. In addition, public and private K-12 schools in Tennessee must [ensure compliance with the state’s new anti-bullying law](#).

- **Live entertainment** businesses must [ensure that workers brought on as independent contractors are properly classified](#) under federal standards and various state laws, especially now during peak touring season.
- **Manufacturers** can use this [FP Snapshot](#) to help identify AI bias risk in hiring and workforce management.
- **MedTech** companies might be underestimating their Claims Act exposure – [learn more here](#).
- **Motor carriers** operating in California just got a message from a federal appeals court that ruled that California meal and rest break rules are preempted by federal off-service (HOS) regulations with regard to passenger-carrying drivers who are subject to the HOS rules [full details here](#).
- **Retailers** are facing a sharp rise in employee requests for Saturdays and Sundays off as a form of religious accommodation. We covered why these types of requests are surging and offered [practical compliance tips](#). Plus, retail employers should [avoid these five common background screening mistakes](#).
- **Tech** businesses can [take important lessons from a decision](#) from a National Labor Relations Board administrative law judge (not the Board itself) on whether employee criticism of management on internal workplace issues can be protected by federal labor law, even if you are not unionized.

Keep up with state and local workplace law developments

- **California's** main privacy watchdog recently announced its very first compliance audit. While the review will focus on gig economy platforms, it could have [implications for employers across the state](#). In addition, California just [announced another statewide minimum wage increase](#), which kicks in January 1 and impacts many workers' just hourly pay.
- **Florida** employers can breathe a little easier following a state appeals court's July 29 decision that [shut down a paramedic's off-duty medical marijuana accommodation claim](#).

- **Louisiana** employers must beware of several new laws taking effect August 1, including [workplace violence protections for retail and hospitality service workers](#).
- The **Minnesota** Department of Labor and Industry Earned Sick and Safe Time (ESST) guidance gives employers [long-awaited clarity on how to apply the ESST law](#). Plus, a new law ([SF 3210](#)) will strengthen disability rights under the Minnesota Human Rights Act effective August 1.
- **New Jersey** employers can use this [final checklist to comply with significant changes to the state's Family Leave Act](#), which took effect July 17.
- **Philadelphia** just became the first US city to adopt [workplace protections related to menstruation, perimenopause, and menopause](#), which will kick in January 1.

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.