

# Mid-Year 2024: Now + Next

July 24, 2024

By almost any measure, 2024 is a memorable year for employment and labor law – and it's only halfway done. Our timely report, *Mid-Year 2024: Now + Next*, takes a closer look at the recent rules, regulations and rulings affecting employers today, the rest of the year and beyond.



## Accommodations

The EEOC's final rule implementing the Pregnant Workers Fairness Act (PWFA) provides important clarifications and insights into how the EEOC will enforce the law.





## Artificial Intelligence

Workplace AI continues its rapid evolution, making adoption a business imperative. But recent guidance from agencies and legislatures indicates implementation will be the real issue.



## Discrimination + Harassment

Will the EEOC's first updated enforcement guidance on workplace harassment in 25 years and SCOTUS's *Muldrow* decision refine — or reshape — workplace behaviors and culture?



## Labor + Wage/Hour

Two new DOL final rules on EAP minimum salaries and independent contracting, as well as the NLRB's joint-employer rule, are re-writing what employment is — and what it's worth.



## Non-Competes

Employers using restrictive covenants are understandably nervous about the FTC's final rule. It's not yet in effect — and the legal challenges to it are significant. Is the status quo a safe bet?



## Arbitration

“Just as ‘shall’ means ‘shall,’ ‘stay’ means ‘stay.’” Several federal and state court decisions highlight the evolving landscape for employment-related arbitration.

## SCOTUS Decisions Challenge Federal Agency Authority

The U.S. Supreme Court's *Loper Bright* decision overturning the decades-old *Chevron* doctrine of judicial deference to a federal agency's interpretation of an ambiguous statute may have been the most momentous business-related decision this term. But it wasn't the only one. Several other cases, including *Corner Post* and *Jarkesy*, could prove to be just as consequential for federal agency authority.

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