

2019: The Mid-Year Outlook for Employers

July 10, 2019

Related Services

Affirmative Action, OFCCP
and Government Contract
Compliance

Class Actions and Complex
Litigation

Disability, Leave and Health
Management

Drug Testing and Substance
Abuse Management

Employee Benefits

Employment Litigation

Immigration

Labor Relations

Privacy, Data and

Cybersecurity

Wage and Hour

Workplace Training

The first six months of 2019 have proven to be busy, challenging professionals in the labor and employment communities to keep up with a number of newly enacted laws and regulations. In the 2019: Mid-Year Outlook for Employers, Jackson Lewis attorneys provide a snapshot of activity from the first half of the year as well as a preview of what may lie ahead for employers in the U.S. and abroad.

Highlights include:

- OFCCP will publish CSALs on its website and provide notice of the CSAL only to those on its email list.
- Federal legislation affecting retirement plans is moving through the U.S. House of Representatives and Senate.
- Worksite investigations, including I-9 audits, are on the rise. The SSA is also stepping up enforcement efforts sending out No-Match Letters – notifications to employers that an employee’s W-2 form does not match SSA records.
- States across the nation are strengthening their legislation to keep in line with California’s CCPA and the EU’s GDPR including Illinois, Maine, New York, Nevada, Oregon, Texas and Washington.
- Connecticut, Illinois, Maryland and New Jersey have joined the growing number of state and local jurisdictions enacting \$15-an-hour minimum wage laws.
- The DOL issued a new proposed rule regarding the minimum salary requirements for FLSA white-collar overtime exemptions and proposed updates to the agency’s joint-employer and regular rate regulations.
- The NLRB ruled that unions no longer can require objectors to contribute toward union lobbying costs.
- “Protecting the Right to Organize Act of 2019” has been filed in the Senate and House of Representatives, proposing to make pro-union changes to the NLRA.
- The NLRB has narrowed the circumstances under which a complaint made by an individual employee is considered concerted activity.

©2019 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on employment and labor law since 1958, Jackson Lewis P.C.’s 1,000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged and stable, and share our clients’ goals to emphasize belonging and respect for the contributions of every employee. For more information, visit <https://www.jacksonlewis.com>.