

2019: The Mid-Year Outlook for Employers

July 10, 2019

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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.

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