

Weekly Digest

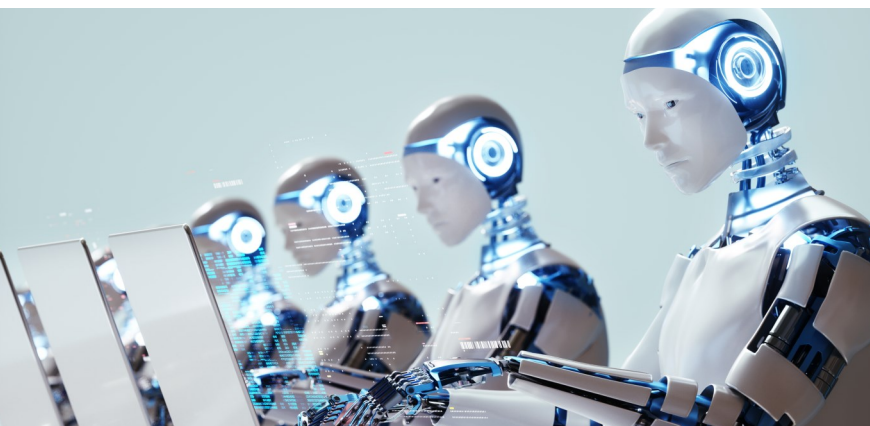
• December 16, 2024 •

Human Resources

DOL Issues Guidelines Concerning Integration of AI Platforms into the Workplace

"The U.S. Department of Labor (DOL) recently issued guidelines for employers on principles and best practices for artificial intelligence (AI) and employer well-being. These guidelines build on the Biden administration's 2023 executive order on AI, which stressed the need to ensure that AI supports and provides worker opportunities rather than harms and expands inequalities. The Partnership on AI, which consists of various tech companies and nonprofit organizations such as Google and Microsoft, has endorsed the DOL's AI guidelines." [Full Article](#)

Hall Benefits Law, LLC



DOL Releases Employer Guide for "Skills-First" Hiring

"This month, the U.S. Department of Labor published a guide for employers on 'skills-first' or 'skills-based' hiring practices, which it defines as 'the hiring or promotion of workers around skills, knowledge and abilities that workers can demonstrate they have, regardless of how or where they attained those skills.' The guide is intended to assist employers with hiring, promotion and management based on worker skills rather than degree qualifications." [Full Article](#)

Shawe Rosenthal, LLP

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USERRA Case Highlights Employer Defenses to Allegations of Anti-Military Bias

"In *Porter v. Trans State Holdings, Inc.*, No. 1:23-CV-00263 (D. Colo. Nov. 7, 2024), a federal district court dismissed a Naval Reserve pilot's Uniformed Services Employment and Reemployment Rights Act (USERRA) lawsuit alleging that the company denied him several promotional opportunities and avoided making certain contributions to his 401(k) based on anti-military animus. USERRA prohibits employers from discriminating and retaliating against employees or applicants because of their military status or military obligations." [Full Article](#)

Little Mendelson P.C.



Déjà Vu All Over Again? NLRB Faces Partisan Overhaul Again with Key Legal Issues Hanging in the Balance

"For the third time in eight years, both the National Labor Relations Board's ("NLRB") prosecutorial and adjudicative arms face a pending partisan overhaul after President-elect Trump's inauguration on January 20, 2025. While we anticipate that President-elect Trump will immediately terminate the current General Counsel (and Deputy General Counsel)—just as President Biden did on his first day in office (previously covered here and here)—exactly when the majority of the Board will flip from Democrat to Republican is far less certain." [Full Article](#)

Proskauer Rose, LLP

5 Things to Ask Before Your Foreign National Employees Travel This Holiday Season

"With the holidays approaching, many employers with foreign national employees are wondering what they need to know before their employees depart from the United States. Here are five questions to ask yourselves." [Full Article](#)

Constangy Brooks Smith & Prophete, LLP



EEOC Proposes Rule to Add Recordkeeping Requirements Under the Pregnant Workers Fairness Act

"The Equal Employment Opportunity Commission has issued a proposed rule that would amend the existing recordkeeping regulations applicable to Title VII, the Americans with Disabilities Act and the Genetic Information Nondiscrimination Act to add references to the Pregnancy Workers Fairness Act." [Full Article](#)

Shawe Rosenthal, LLP

STATE COMPLIANCE UPDATES

NEW JERSEY

New Jersey Joins the Wage Transparency Trend



"New Jersey employers will soon have to adjust their recruitment practices with the recent passage and enactment of Senate Bill 2310 (SB2310). On Monday, November 19, 2024, New Jersey Governor Phil Murphy signed the new legislation that will require employers to disclose compensation and benefits information on job postings." [Full Article](#)

Reed Smith, LLP

CALIFORNIA

California Voters Vote No on \$18 Minimum Wage



"California voters have rejected a ballot measure that would have increased the state's minimum wage to \$18 on January 1, 2025. Defeated by a narrow margin of 50.82 percent to 49.18 percent, Proposition 32 would have made California the first state in the Union to have an \$18 minimum wage." [Full Article](#)

Reed Smith, LLP

NEVADA

Nevada Heat Illness Prevention Regulation Approved



"The Nevada Division of Industrial Relations (DIR), the principal regulatory agency responsible for workplace safety and worker protections in the state of Nevada, recently adopted a heat illness prevention regulation to protect workers in indoor and outdoor places of employment from heat hazards. The development of a heat-specific regulatory framework has been a priority of the DIR due to the increasing number of heat-related complaints to Nevada's Occupational Health and Safety Administration since 2021." [Full Article](#)

Littler Mendelson P.C.

NEW YORK

January 1, 2025 Due Date: New York Employers Should Prepare Now for the New Paid Prenatal Leave Law



"As discussed in our prior alert, New York's amendment to New York Labor Law Section 196-b, providing employees with another opportunity for paid leave, goes into effect soon. Starting on January 1, 2025, New York employers must provide up to 20 hours of paid prenatal leave to eligible employees during any 52-week period. This new leave requirement is in addition to the State's sick leave and paid family leave requirements." [Full Article](#)

Baker & Hostetler, LLP

MASSACHUSETTS

Client Alert: 2025 Changes to Massachusetts Paid Family and Medical Leave (MA PFML)



"Important updates to the Massachusetts Paid Family and Medical Leave ("MA PFML") law are going into effect January 1, 2025. Employers should take steps now to provide their current employees with notice of these changes by December 2, 2024. Additionally, the Department of Family and Medical Leave ("DFML") has amended its sample employee notices to clarify its revised stance on topping off PFML leave." [Full Article](#)

Bowditch & Dewey