

March 2024

EEO-1 Data Collection to Open on April 30, 2024

The EEOC announced that the [2023 EEO-1 Component 1 data collection](#) will open on April 30, 2024. The filing deadline for the 2023 EEO-1 Component 1 report is June 4, 2024. Private-sector employers with at least 100 employees, and federal contractors with at least 50 employees meeting certain criteria, must file the EEO-1 Component 1 report. The annual data collection includes demographic workforce data by race/ethnicity, sex, and job categories.

Federal Judge Vacates New NLRB Joint Employer Rule

A Texas district court judge has ruled that the National Labor Relations Board's new [joint employer rule](#), which was set to take effect on March 11, is unlawful due to the rule being overbroad - essentially classifying all employers who contract for labor as joint employers under the rule. The court noted that a company should exercise some level of control over the essential terms of employment in order for them to be deemed a joint employer, where the new standard would have allowed a joint employment relationship to exist as long as control was simply reserved - even if that reserved control was never actually exercised.

While the NLRB may ultimately appeal this decision, for now the rule has been vacated and will not go into effect. [Click here](#) to read more from Proskauer Rose LLP.

Adams Keegan's February Webinar – Now on Demand

If you missed the February webinar - a conversation on best practices in recruiting, hiring, and managing talent in 2024 - the recording is [available here](#). We will be sending out an alert and registration link for March's live webinar, where we will discuss the new FLSA Independent Contractor rule, in the coming days.

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