



How Will the New Administration Impact Workplace Regulations in 2021!

Margie Faulk, PHR, SHRM-CP
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While the nation waits for the New Administration to start making changes in focus for the workplace, it is imperative to understand what the forecast tells us and how Employers and Professionals can prepare. The new agenda for the workplace by the President and Vice-President elect, will shift some of the regulations from the previous administration but, we have received information on what changes are expected for 2021.

Employers should review the proposed changes and see how it impact their industry, Federal state and local regulations. They will need to make the changes in their policies and Employee Handbook. Employees need for Employers to prepare and communicate any changes effectively. The changes will impact the budget and compliance efforts may need to be adjusted. Training will be a huge factor to communicate any changes in the focus for Employers.



Regulatory Agencies are preparing for what they consider changes in regulations and focus on a change in compliance efforts. Violations of regulation will take center stage and there will be a scramble to make announcements of the changes. The list of agenda items from this training will provide Employers with what and how the changes will impact them.

What Should Employers Learn?

Employers and professionals should look towards California as a beacon of new regulations trending. Although you might not have a presence in California at this time, it is critical to see the trends as a way to prepare for changes. California is an employee-centric state with many protections for employees. As a result, many regulations are trending that is employee-friendly. A state like Florida is Employer centric with more protections for Employers. Many of the California trending regulations have been used as a guide for other employee-centric states to make changes to their state regulations.

States like New York, Colorado, Delaware, New Jersey, etc. have taken an aggressive approach to create pay equity protections for women and minorities. Pay Equity is a new tsunami for Employers in different states. 2021 will be the year of

additional pay equity focus with the state regulatory agencies taking the lead and surpassing the federal pay equity lukewarm actions.

Trending Regulations

- Learn what the New Administration perspective is on how they will impact the workplace
- Learn what the workplace priority is and how they plan to implement those priorities
- Learn what regulatory agencies are impacted the most
- Learn how the 15 workplace changes are and how they were selected
- Workplace safety
- Pay Equity
- Corona Virus Protection Initiatives and State Funds for Small Business
- Wage and Hour Increase in Hourly Rate
- Employee Classification
- New Way of Work
- Leave Programs
- Employee Privacy & Data Protection
- Employee Agreements
- National Labor Relations Act Impact with Workplace Policies/Employee Handbook
- Immigration in the Workplace
- Labor Relations
- Taxes
- Healthcare (ACA)

What About the Next Steps?

2021 promises to be a year for workplace changes. Not only with COVID-19 and what others call the new normal but, with all the changes, it is critical for Employers and professionals to keep up with all the changes that are coming. Compliance Training is the most cost-effective risk management strategy for Employers and professionals.

Besides, training is a good line of defense against future fines, penalties, and criminal sanctions. Many regulatory agencies have reduced fines and penalties when they have audited Employers after learning they have a compliance strategy like training in place.



For more information about the impact of Workplace Compliance Regulations, please subscribe to my website at www.hrcompliance.biz and receive updated compliance

Margie Faulk, PHR, SHRM-CPHR Compliance Advisor/Speaker/Trainer
mfaulk@hrcompliance.net www.hrcompliance.biz