# Businesses brace for workplace changes as AI and regulations evolve



As businesses prepare for 2025, various changes are on the horizon that will reshape workplace practices, driven significantly by the advancement of artificial intelligence (AI) and evolving legal frameworks. JD Supra has detailed critical trends and regulatory shifts that companies should monitor closely.

The U.S. House Bipartisan AI Task Force has launched an extensive report highlighting the challenges and opportunities presented by AI across all sectors. Released on December 17, the document lays out key insights for employers aiming to navigate the transformative period that AI heralds. "As artificial intelligence reshapes workplaces, employers should act now to stay one step ahead of this exciting but turbulent period," the report emphasises. Companies are encouraged to implement proactive measures to ensure they are not caught off guard by rapid technological developments.

Looking ahead to compliance, businesses are advised to review changes in federal and state workplace laws that came into effect on January 1. These changes range from minimum wage adjustments to new labour regulations, including paid sick leave. JD Supra has provided a comprehensive "cheat sheet" to assist businesses in tracking these updates effectively. Additionally, employers are reminded to remain vigilant throughout the year as new regulations will continue to arise, impacting operations ongoingly.

Significant modifications to the H-1B and H-2 visa programmes are set to take effect on January 17, alongside proposed final rules aimed at modernising the H-2A and H-2B temporary worker programmes. This development signals a shift in federal immigration policies, which could potentially affect workforce dynamics in various industries.

In the construction sector, businesses must comply with a new Occupational Safety and Health Administration (OSHA) rule effective January 13, which mandates that employers provide personal protective equipment (PPE) tailored to the unique body types of workers. This rule is particularly relevant as the number of women in the construction workforce increases.

Legal developments surrounding the Corporate Transparency Act (CTA) are also of note. Recently, the 5th Circuit Court temporarily halted the reporting requirements that were to take effect on January 13, which would have mandated companies to disclose corporate and personal information to the government. This back-and-forth underscores the need for businesses to stay informed about such legal uncertainties.

Furthermore, on December 10, the National Labor Relations Board (NLRB) reinstated a standard that complicates the ability of unionised employers to implement workplace changes without engaging in bargaining with unions. Companies are advised to adapt to this new landscape, as it significantly alters the bargaining dynamics in workplaces.

Finally, in terms of workplace safety, OSHA has made unprecedented disclosures regarding the nearly 900,000 workplace injuries and illnesses reported in 2023. This transparency is expected to lead to heightened scrutiny of employer practices, signalling a critical shift in how workplace safety is monitored and enforced.

In summary, as businesses approach 2025, they face a complex array of challenges and opportunities related to AI and regulatory changes. Keeping abreast of these developments is essential for strategic planning and ensuring compliance within an evolving legal landscape.

Source: [Noah Wire Services](https://www.noahwire.com)

## Bibliography

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