

TOP 5

WORKPLACE POLICY ISSUES

FOR HR PROFESSIONALS
TO WATCH IN 2024



This year, workplace challenges pose significant hurdles, ranging from the emerging complexities of AI regulation to enduring issues in inclusion, equity and diversity (IE&D), free speech, and Title VII compliance. SHRM is committed to consistently monitoring these developments to provide timely guidance and resources to prepare HR professionals for navigating these ever-evolving issues.

1

Artificial Intelligence (AI) Will Be Regulated and Legislated

In Brief: States and localities have outpaced the federal government in regulating AI. This means that HR professionals who want to introduce AI solutions in their workplaces will have to navigate through a complex and varied set of policies at different levels of government. SHRM favors thoughtful AI public policies that support innovation.

Top Action for HR Professionals: Invest in the infrastructure, quality data and resources to stay updated on the latest AI advancements. Implement policies for using AI responsibly to protect confidential information.

Top Resource: [Artificial Intelligence in the Workplace Resource Hub](#)

2

IE&D, Free Speech and Title VII Will Remain at the Forefront of HR Policy

In Brief: Inclusion, equity and diversity initiatives and practices will be in the spotlight during the 2024 election season, a time when maintaining civility is crucial. Guidance from the EEOC and precedents from the NLRB and courts will require a balance between free speech and religious rights while keeping workplaces free from harassment.

Top Action for HR Professionals: This is a powerful opportunity to set an example for employees, colleagues and partners to encourage mutual respect and value diversity of opinion.

Top Resource: [How to Develop an Inclusion, Equity and Diversity Initiative](#)

3

White House-Driven Labor Regulations Will Create Compliance Burdens

In Brief: SHRM expects final rules on overtime and independent contractors, implementation of the NLRB's joint-employers standard and more regulations related to unionization. These rules may be challenged legally, slowing implementation. To address talent shortages, immigration is expected to be dealt with through agency regulation given the challenge of congressional action.

Top Action for HR Professionals: Develop a strategy to balance compliance with patience by staying well-informed, adaptable and proactive in navigating the evolving HR regulatory landscape.

Top Resource: [SHRM Guide to PWFA and the PUMP Act Compliance](#)

4

Pay Parity and Equity Will Gain Momentum With Policymakers

In Brief: The concerted effort to address pay inequities at the state and municipal levels is expected to continue. These laws touch on themes such as pay transparency, new protected classes, questions on salary histories and reasons employers can use to justify pay differences.

Top Action for HR Professionals: Make sure your pay practices comply with any new laws to maintain a fair and equitable work environment for all employees.

Top Resources: SHRM Toolkits on [Pay Equity](#) and [Pay Transparency](#)

5

Employee Benefits Management Will Require Careful Attention

In Brief: HR professionals will navigate a complex web of federal and state regulations aiming to control health care and prescription drug costs. Regulatory guidance on noncompete clauses and repayment provisions may have implications for upskilling and reskilling benefits.

Top Action for HR Professionals: Prepare to comply with new health and retirement plan disclosure rules by staying informed about changing regulations and establishing clear communication and transparency with your employees.

Top Resource: [SHRM Employee Benefits Survey](#)

