

What legal challenges will you be facing in managing your workforce in 2024?

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Panel:



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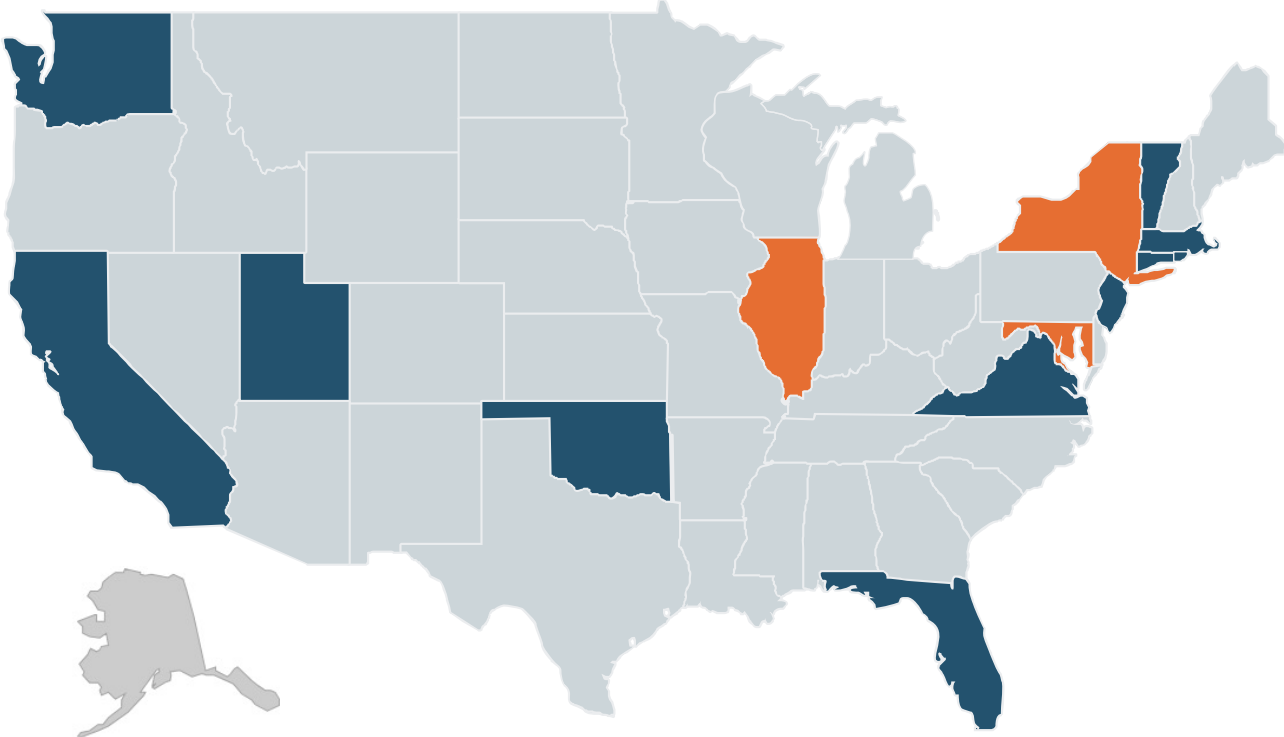


Michelle Brookshire
Comerica Bank
VP & Sr. Counsel for
Human Resources

Affirmative Action and its Impact on DEI Initiative in the Workplace

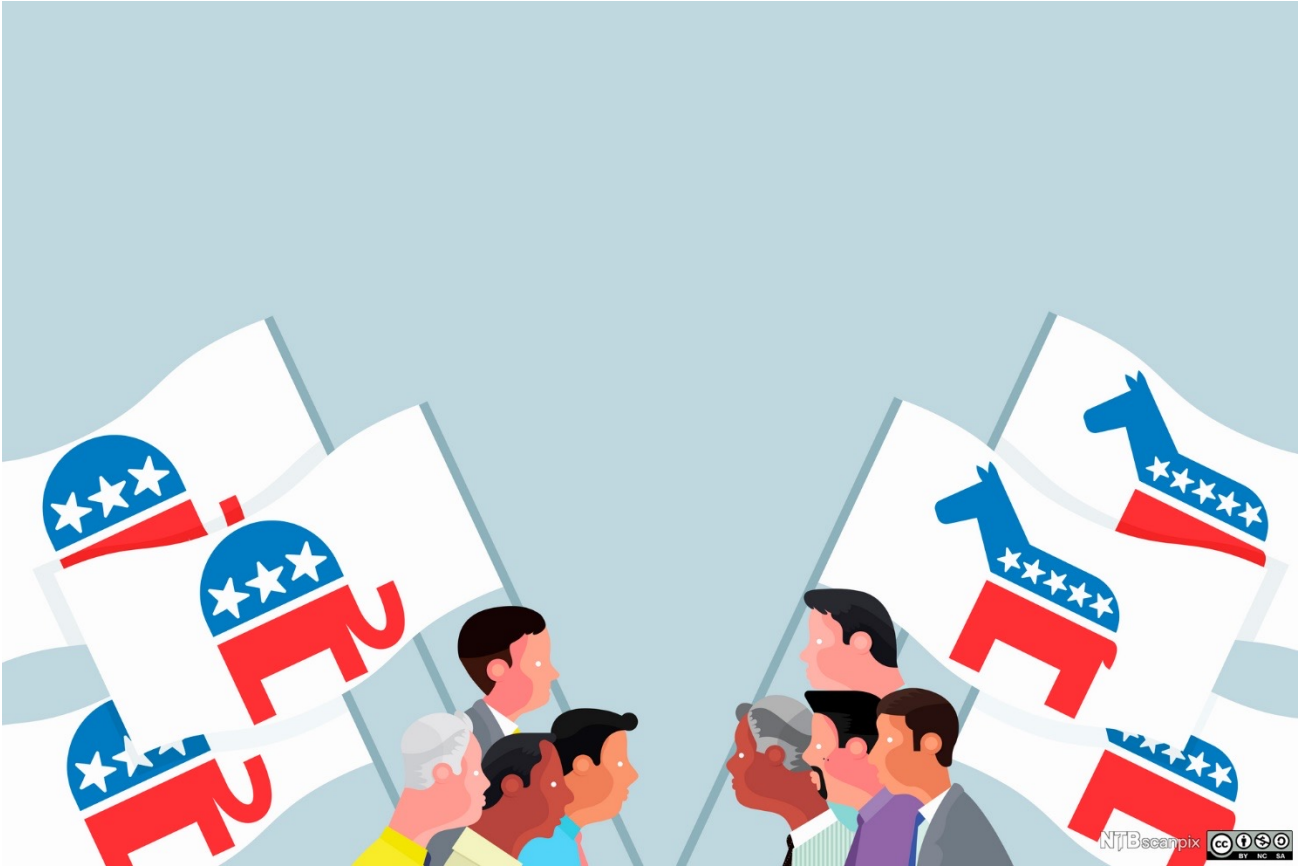


State Legislation on AI in Employment Decisions

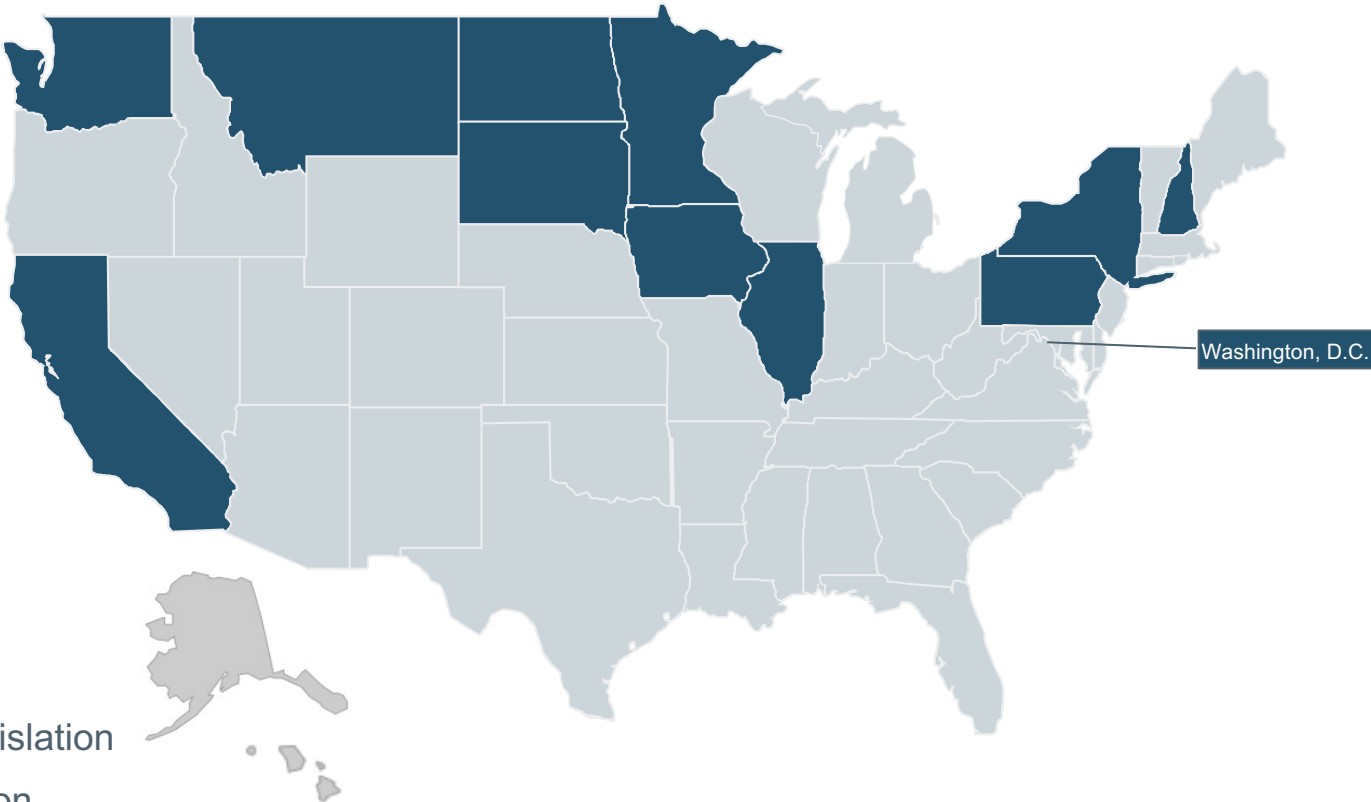


- Proposed legislation
- Enacted legislation
- No bill proposed

Navigating the Workplace During an Election Year



State Legislation on Reimbursement Laws Affecting Remote Workers

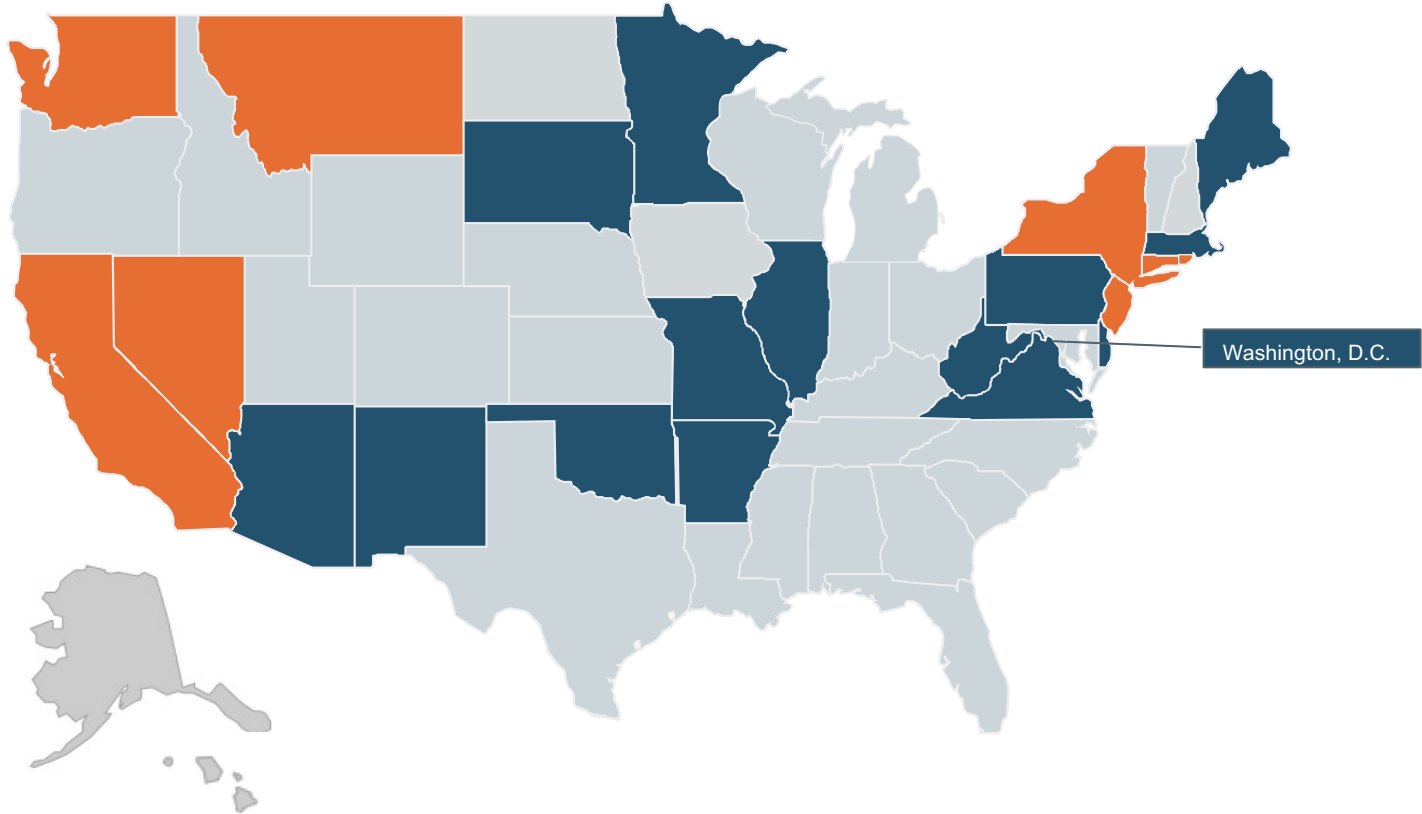


■ Enacted legislation
■ No legislation

Department of Labor Proposed Salary Thresholds

- Increase the salary threshold for overtime exemptions to \$1,059 per week (or \$55,068 annually) from \$684 per week
- Increase “highly compensated” employees from \$107,432 to \$143,988

Cannabis-Related Employment Protections



- Medical cannabis anti-discrimination protections
- Medical and recreational cannabis anti-discrimination protections
- No legislation

Puerto Rico

EEOC Strategic Enforcement Plans 2024-2028

- Greater enforcement for vulnerable and underserved workers,
 - E.g., workers with disabilities, criminal records, and identifying as LGTBQI
- Enhanced interest in on-the-job training
- Greater attention to employers' use of AI and other emerging technology
- Pregnancy, long-COVID and technology-related employment discrimination