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## January 2025 ARTICLES

### COMPLIANCE

1. [The Year Ahead in Privacy Compliance](#)
2. [Doing Business in California Guide Updated for 2025](#)
3. [OSHA Announces New Higher Penalties for Violations in 2025](#)
4. [Updated ICE Fine Matrix for Form I-9 Violations](#)
5. [Checklist: Texas Employment Agreements for Out-of-State Employers](#)
6. [January Employment Law Update](#)
7. [2025 Employment Law Considerations](#)
8. [Preparing for Worksite Enforcement Investigations](#)

### STATE LEGISLATIONS

1. [New Illinois Employment Laws for 2025 and Beyond](#)
2. [CA Law Prohibits Adverse Action Against Employees Who Refuse to Go to Certain Meetings](#)
3. [NJ's Law Against Discrimination \(LAD\) Applies to Automated Decision-Making Tools](#)
4. [New York's Warehouse Worker Injury Reduction Program Creates New Employer Responsibilities](#)
5. [Massachusetts Pay Transparency Law: What Employers Need to Know Before February](#)

### BRANDING

1. [Fee Increases for Trademark Applications and Maintenance](#)
2. [Summary of the USPTO Artificial Intelligence Strategy](#)

### IN THE WORKPLACE

1. [Navigating 2025 Pay Transparency Laws: What Employers Need to Know Across States](#)

2. [State and Local Sexual Harassment Prevention Training Requirements](#)
3. [President Trump's Executive Order on Recognizing Two Sexes: Implications for Private Employers](#)
4. [Trump Executive Order Takes on DEI in the Workplace: Practical Considerations for Private Employers](#)
5. [Improving Your Code of Conduct](#)

#### **CYBERSECURITY, DATA PRIVACY, AND AI**

1. [AI and Cybersecurity Legislation Overview](#)
2. [New Year, New Privacy Laws](#)
3. [Overcoming Challenges of AI in Law Firms](#)
4. [Department of Labor's AI Best Practices: Key Takeaways for Employers](#)
5. [Recent Developments in Health Care Cybersecurity and Oversight](#)
6. [2023 AI Executive Order Revoked](#)
7. [Leveraging Privacy Compliance for Your Looming AI Risks](#)
8. [AI Tools on Trial: Emerging Litigation Trends Impacting AI-Powered Technologies](#)
9. [The Ethics of AI in Recruiting: Bias, Privacy, and the Future of Hiring](#)

#### **EMPLOYMENT AND BACKGROUND CHECKS**

1. [New York City's Fair Chance Housing Law Restricts Criminal Background Checks](#)
2. [5 Reasons to Search the Civil Courts](#)
3. [How Long Are Substances Detectable by a Drug Test?](#)

#### **MARIJUANA**

1. [How Will the Cannabis World Look If Marijuana Is Rescheduled?](#)
2. [New Cannabis Testing Requirements in Massachusetts: What We Know Right Now](#)
3. [Navigating the Complexities of Cannabis and Road Safety](#)
4. [The Current Landscape of Texas Cannabis Policy and Laws: A 2025 Overview](#)