**FEDERAL POLICY**

**Regulatory:** In 2023, SHRM is focused on ensuring the following labor and employment regulations are clear, consistent and balanced:

* Federal Trade Commission (FTC) proposed rule to ban noncompete clauses
* Department of Labor (DOL) proposed rule on overtime/white-collar exemptions
* DOL final rule on independent contractor status
* Department of Homeland Security (DHS) proposed rule on remote document examination for Form I-9 employment eligibility verification
* DHS proposed rule to raise fees on certain employment-based immigration services
* Department of State interim final rule on electronic signatures and transmission of DS-2019 form for J-1 Exchange Visitor (intern and trainee program)
* National Labor Relations Board (NLRB) independent contractor standard
* NLRB final rule on joint-employer standard

**Judicial Advocacy:** In 2023, SHRM is monitoring two regulations for potential legal action, as well as cases before the U.S. Supreme Court that could impact the workplace:

* FTC proposed rule to ban noncompete clauses
* DOL proposed rule on overtime/white-collar exemptions
* Affirmative action in higher education admissions *(Students for Fair Admissions, Inc. v. University of North Carolina* and *Students for Fair Admissions Inc. v. President & Fellows of Harvard College)*
* The legality of the Biden Administration’s Student Loan Relief Plan *(Biden v. Nebraska* and *Department of Education v. Brown)*
* Religious accommodations in the workplace (*Groff v. DeJoy*)
* Overtime for highly compensated daily rate employees (*Helix Energy Solutions Group v. Hewitt*)