- "Walkaround" Rule
  - Revisions implemented May 2024
  - At the discretion of the CSHO – "reasonably necessary" and "good cause"
  - Advocacy groups, attorneys, union reps, community organizer, etc.
  - Employer still has control of access to property
  - Held up in courts arguing it is un-constitutional

- "White Collar" OT Exemption Changes
  - Exemption moving up from $35,568 to $43,888 in July 2024
  - Increases again to $58,656 in Jan of 2025
  - Affects Executives, Administrative and Professional workers
  - "Duties Test" still applies
  - Rule vacated by courts – current rate is $35,568/year

- OSHA online Injury Tracking Application of OSHA 300A info
  - OSHA 300A info due in ITA by March 2
  - New administration likely to rescind Electronic Accident

6. **H-2A Issues:**
   - 384,900 positions in 2024 (up 21% since 2021)

   - Rulemaking - H2A wage rate calculations effective March 2023.
     - Adverse Effects Wage Rate (AEWR) - 6 codes from Farm Labor Survey
       - Currently $15.79/hr (1.5% increase from last year)
     - DOL proposing to include Occupational Employment Wage Survey
       - Anticipated $17-$26/hr
     - If work falls into combination of FLS and OEWS, must pay higher wage
     - Job descriptions very important. Multiple contracts.

   - Rulemaking – Improved Protections for Workers in Temporary Ag Jobs
     - Implemented June 2024
     - Employer accountable for violations from H2A agent
     - Access by labor organizations to employee housing
     - Enforcement of seat belt rules in vehicles
     - 5 day Abandonment definition
     - Immediate implementation of updated AEWR
     - Reduced due process for employers
     - 17 states currently fighting this rule