

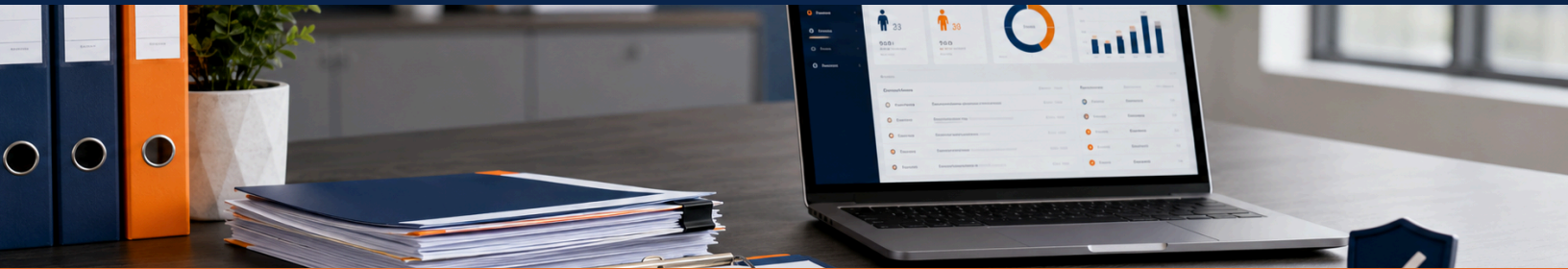
HR NEWSLETTER

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FRANKLIN HARRIS CONSULTING
Helping you define success!



MID-YEAR HR RESET: COMPLIANCE, CLARITY, AND WORKFORCE PLANNING

California and Federal HR Compliance

Mid-year is a perfect time for employers to pause and review compliance. Several law updates, including California wage updates, take effect on July 1. This includes local minimum wage increases and scheduled health care worker minimum wage changes.

Employers should also use June to confirm heat illness prevention plans, workplace notices, pay data reporting records, exempt salary classifications, and payroll setup.

On the federal side, employers should watch the DOL's joint employer rulemaking, review overtime classification practices, and make sure I-9 and E-Verify procedures are current. Even where laws have not changed overnight, enforcement expectations continue to shift. A mid-year HR check can help employers catch small issues before they become expensive problems.



Green Card Process Update - USCIS

On May 22, 2026, USCIS announced that adjustment of status, the process that allows some applicants to apply for a green card from inside the United States, will generally be limited to "extraordinary circumstances." USCIS stated that many applicants may instead need to complete the immigrant visa process through the Department of State at a U.S. consulate abroad.

For employers, this may affect employees who are in the green card process or relying on temporary work authorization. Possible business impacts include travel interruptions, delayed start dates, staffing gaps, and questions around continued work eligibility. Employer takeaway:

HR should review I-9 and reverification practices, identify roles that may be impacted by immigration delays, and avoid giving immigration advice. Employees should be directed to qualified immigration counsel for case-specific guidance.

FHC does not provide immigration legal advice. Employers and employees should consult qualified immigration counsel for case-specific guidance.

Connecting with the Small Business Community



Franklin Harris Consulting was proud to participate in the recent **WeWork Small Business Expo**, where we had the opportunity to connect with local business owners, entrepreneurs, students, and professionals who are building and growing their organizations. Events like this are a reminder that many employers are looking for practical HR support, clearer systems, and trusted guidance as their teams continue to evolve.

We are also excited to be part of the upcoming **Small Business Expo in San Francisco on June 25, 2026**. FHC looks forward to meeting more business owners, sharing resources, and continuing conversations around HR compliance, people operations, workplace culture, and sustainable business growth. Attendees can also find our flyer in the Small Business Expo app to learn more about FHC and the services we provide. If you plan to attend, we would love to connect with you there.



Summer HR Audit Special for Small Businesses and Nonprofits

Mid-year is the right time to catch small HR issues before they become larger compliance problems. This summer, Franklin Harris Consulting is offering an HR Audit Special for small businesses and nonprofits with 50 employees or fewer.

This review can help employers identify gaps in areas such as employee handbooks, personnel files, I-9 documentation, onboarding practices, wage and hour compliance, leave practices, workplace policies, and manager documentation. The goal is to give leadership a clearer picture of what needs attention and what can be improved before the second half of the year gets busier.

Organizations with 50 or fewer employees may qualify for a discounted audit rate. To learn more, reply to this newsletter or contact FHC to inquire about the summer HR audit special.