

The Power of Simplicity**Federal Legislative Updates****Department of Homeland Security:**

The Department of Homeland Security (DHS) posted a [final rule](#) in the Federal Register amending regulations governing H-1B cap-subject petitions, including those that may be eligible for the advanced degree exemption. The rule will go into effect on April 1, though the electronic registration requirement will be suspended for the fiscal year (FY) 2020 cap season.

Equal Employment Opportunity Commission:

The EEOC has established the [Office of Enterprise Data and Analytics \(OEDA\)](#) to “provide [their] customers timely, accurate, and bias-free data and information to prevent and remedy unlawful employment discrimination, and improve organizational performance.” The launch of the OEDA should prompt employers to reconsider waiting to leverage data and analytics in managing their workplace.

Due to the partial lapse in appropriations, the opening of the [EEO-1](#) has been postponed until early March 2019. The deadline to submit EEO-1 data will be extended through May 31, 2019.

National Labor Relations Board:

The National Labor Relations Board [issued a decision](#) identifying what qualifies as “protected concerted activity” under the National Labor Relations Act. The Board reversed Obama-era cases expanding the scope of when an employee’s complaints could be considered to be protected concerted activity, under the Act.