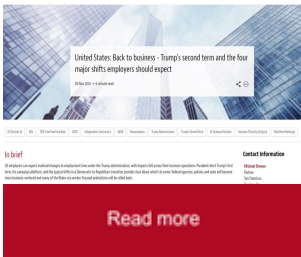




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United States: Back to business - Trump's second term and the four major shifts employers should expect

US employers can expect material changes to employment laws under the Trump administration, with impacts felt across their business operations. President-elect Trump's first term, his campaign platform, and the typical shifts in a Democratic to Republican transition provide clues about what's to come: federal agencies, policies and rules will become more business-centered and many of the Biden-era worker-focused protections will be rolled back.

For more information, please contact **Michael Brewer, William (Bill) Dugan, Susan Eandi, Robin Samuel, Anne Batter** and **Joseph (JT) Charron J**



The Legal Playbook for AI in HR: Five Practical Steps to Help Mitigate Your Risk

By and large, HR departments are proving to be ground zero for enterprise adoption of artificial intelligence technologies. AI can be used to collect and analyze applicant data, productivity, performance, engagement, and risk to company resources. However, with the recent explosion of attention on AI and the avalanche of new AI technologies, the use of AI is garnering more attention and scrutiny from regulators, and in some cases, employees. At the same time, organizations are anxious to adopt more AI internally to capitalize on productivity and efficiency gains, and often in-house attorneys are under pressure from internal clients to quickly review and sign off on new tools, and new functionalities within existing tools.

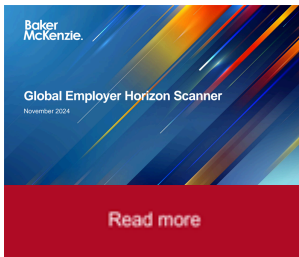
For more information, please contact **Susan F. Eandi, Rachel Ehlers & Helena Engfeldt**



Trump Back in Office: What Employers Should Expect Regarding Immigration

Donald Trump's return to the White House in January will have a profound impact on immigration law and enforcement. While the Trump/Vance ticket made immigration a central focus of its campaign, the platform took aim at asylum law and unlawful immigration rather than legal immigration and employer-based immigration. Trump's first term provides strong clues about potential policy and enforcement changes, though uncertainty remains for employers.

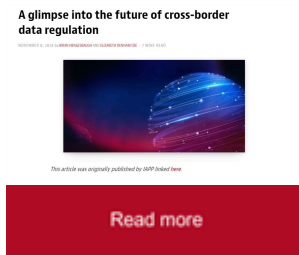
For more information, please contact **Betsy Morgan, Jennifer (Ginger) Partee, Melissa Allchin** and **Matthew Gorman**



Stay ahead with Baker McKenzie's Global Employer Horizon Scanner

We're excited to introduce our new Global Employer Horizon Scanner. At Baker McKenzie, we know that staying ahead of emerging legal developments is crucial for your business, especially when operating across multiple jurisdictions. The guide offers monthly updates on key employment law developments scanning 40+ jurisdictions, providing proactive insights by identifying new and emerging issues before they impact your business. Topics covered include recruitment, working time, ID&E and pay equity, restructuring and redundancy unions, remote working, terminations and more. It includes brief recommendations, entry into force dates, urgency levels, and connects you with key contacts by jurisdiction for deeper insights.

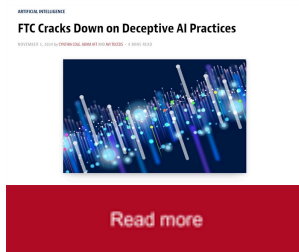
Request access here or connect with your Baker McKenzie contact



A glimpse into the future of cross-border data regulation

Historically, cross-border data regulations focused on restrictions of cross-border transfers of personal data to achieve public policy goals on individual privacy rights. Today, cross-border data regulations cover a wider range of data such, as personal data, nonpersonal data and other company information for a diversified range of public policy purposes - national security, artificial intelligence, antidiscrimination/fairness, competition and the like. Moreover, frameworks like the World Trade Organization and other multilateral treaty frameworks which once limited unfair regulations on global businesses, have now diminished in effectiveness. Companies now face diverse data transfer restrictions, data localization requirements, data quality standards, compelled data disclosure obligations, and other country-specific legal obligations.

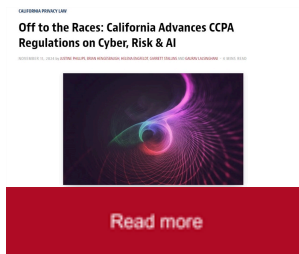
For more information, please contact **Brian Hengesbaugh** and **Elizabeth Denham CBE**



FTC Cracks Down on Deceptive AI Practices

The Federal Trade Commission recently announced **Operation AI Comply**, an enforcement sweep targeting a diverse swathe of organizations that offer deceptive artificial intelligence products or use AI products in ways that harm consumers. The campaign demonstrates that the FTC is following through on **past promises** to crack down on deceptive AI and offers insight into the types of conduct that may attract the agency's scrutiny. Click **here** to read our key takeaways from the FTC's recent enforcement sweep.

For more information, please contact **Cynthia Cole, Adam Aft** and **Avi Toltzis**



Off to the Races: California Advances CCPA Regulations on Cyber, Risk & AI

On November 8, 2024, the California Privacy Protection Agency board voted 4-1 to start the formal rulemaking process for draft regulations on Automated Decision making Technology (ADMT), Risk Assessments, Cybersecurity Audits, and Insurance Companies. The formal rulemaking process begins with a 45-day public comment period. The period will likely be extended to account for the holiday season. Before the vote, the board members briefly debated the current draft regulations, which may provide a clue to forthcoming amendments. Click **here** to read about key areas of discussion and also key takeaways from the draft regulations.

For more information, please contact **Justine Phillips, Brian Hengesbaugh**, and **Helena Engfeldt**



[Read more](#)

Latin America Tech Regulatory Developments: What Has Changed in the Region in 2023 and 2024?

Latin America is experiencing a dynamic shift in its regulatory environment, particularly in the technology sector. Countries across the region are actively updating and introducing new laws to address the rapid advancements in technology and the growing importance of data protection, cybersecurity, and digital finance. Click [here](#) to read our outline of the key legislative and regulatory changes shaping the tech landscape in the region.

For more information, please contact [Flavia Amaral](#), [Guillermo Cervio](#), [Diego Ferrada](#), [Carolina Pardo](#), [Martin Roth](#), [Maria Eugenia Salazar-Furiati](#), [Teresa Tovar](#), [Carlos Vela-Trevino](#), [Marcela Trigo](#) and [Daniel Villanueva-Plasencia](#)

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**Trench Rossi Watanabe and Baker McKenzie have executed a strategic cooperation agreement for consulting on foreign law*

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