

In The News

American Staffing Association Legal Line Features Brian Nugent and Melissa L. Cizmorris on 2026 Workforce Legal Outlook

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Akerman PEO and Staffing Law Sector Team Leader and Labor and Employment Partner [Brian Nugent](#) and Labor and Employment Partner [Melissa L. Cizmorris](#) were featured on the American Staffing Association's *Legal Line* video series, "2026 Preview," discussing the most significant legal and regulatory developments affecting staffing, recruiting, and workforce solutions firms as the industry looks ahead to 2026.

During the program, Brian and Melissa reviewed key developments from 2025 and outlined emerging compliance risks for staffing companies, including changes to independent contractor classification standards, the expanding use of artificial intelligence in employment decisions, and an increasingly complex state and local regulatory landscape.

Brian emphasized the importance of staying current amid ongoing regulatory change, noting that "compliance is a constantly shifting framework and it's key to remain up to date on changes in the law affecting the industry and its employees to successfully manage risk and to protect yourself financially."

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Melissa highlighted how recent legislative and regulatory developments translate into day-to-day operational risk for staffing firms, explaining that “these changes impact staffing firms by raising the stakes on misclassification and overtime and underscore the need for robust timekeeping, payroll, and onboarding systems to make sure you’re compliant with changes in the law.”

The American Staffing Association is the leading trade association for the staffing, recruiting, and workforce solutions industry, representing firms across the United States.

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