

# Trump Administration: First 100 Days Report for Employers

A Practical Guidance® Article by  
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## Welcome to FP's First 100 Days Report for Employers.

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The first 100 days of any new administration set the tone for what's to come—and in 2025, that tone has been unmistakable: bold, fast-moving, and deeply consequential for employers.

From sweeping personnel shifts to executive orders reshaping workplace policy, President Trump's return to the White House has already led to dramatic changes in labor and employment law. Agencies are moving quickly, priorities are shifting sharply, and new flashpoints are emerging almost daily. For business leaders, the need for clear-eyed insight and proactive strategy has never been greater.

That's why we've created this special 100-Day Report—a snapshot of where things stand, where they're headed, and what your organization should be doing to keep pace. With chapters covering everything from artificial intelligence and noncompetes to DEI, labor relations, immigration, and workplace safety, this series breaks down the most impactful developments—and what they mean for you.

As the principals of [FP Advocacy](#), we're not just tracking policy. We're collaborating with lawmakers and regulators on a daily basis—advising clients, engaging elected officials, and helping shape the conversation in Washington and across the country. This report brings that perspective to you.

Our goal is simple: help you understand what's happening, anticipate what's next, and take smart, strategic action. Because in a climate like this, it's not just about compliance—it's about staying competitive.

Let's dive in.

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### **Benjamin M. Ebbink, Partner, Fisher & Phillips LLP**

Benjamin M. Ebbink is a partner in the Sacramento and Washington D.C. offices, Co-Chair of the Government Relations Practice Group and Chair of the Staffing Industry Group.

With over two decades of experience in the intersection between labor and employment law and public policy, he focuses on legislation and regulations enacted at the federal, state and local levels. Benjamin assists employers with navigating evolving legislative and regulatory landscapes in a variety of areas.

Benjamin is a trusted advisor to the PEO and staffing industries, having worked on nuanced legal and regulatory issues affecting these industries for over two decades. In addition, he handles strategic initiatives aimed to provide top-shelf service to the unique needs of the firm's staffing clients. Benjamin is a frequent speaker on panels and conferences focused on issues that matter to both the PEO and staffing industries.

He is also a member of the firm's Artificial Intelligence Team, where he monitors the rapidly-developing regulation of artificial intelligence at the federal, state and local level.

For nearly 15 years, Benjamin served as Chief Consultant to the California Assembly Committee on Labor and Employment where he was the primary policy advisor on labor and employment matters for the California State Assembly. He played a key role in virtually every major labor and employment issue to come before the Legislature during his tenure, and personally drafted hundreds of legislative proposals. During his service in the Legislature, Benjamin earned a reputation for his integrity, his ability to work with diverse stakeholders on all sides, and his skill as a problem-solver.

His legislative experience and deep connections in the stakeholder community allow him to provide services to clients that have legislative or regulatory issues that benefit from his unparalleled experience and strategic guidance. Benjamin is also a registered legislative advocate and represents clients on labor and employment matters before Congress and legislatures in California and in other states.

Benjamin began his legal career as an associate with a regional law firm focusing on traditional labor law, bankruptcy law and ERISA. He received his J.D. in 2000 and his B.A. in 1997 from the University of California, Davis. He lives in Roseville, California with his wife and eight children.

### **Rick Grimaldi, Partner, Fisher & Phillips LLP**

As an experienced and accomplished labor lawyer, Rick Grimaldi also draws on a diverse background in government relations, and the media to help businesses become both more successful organizations and better employers.

As a member of the firm's Labor Relations Practice Group and co-chair of the firm's Government Relations and Crisis Communications and Strategy practice groups, he partners with clients to achieve labor and employment related goals by combining sound, practical, strategic advice with an understanding that business decisions are never made in a vacuum. He has been involved in a number of high-profile matters of significance to his clients.

Rick is also a sought-after speaker who travels the country helping companies and organizations understand the ever-changing work environment, various employment issues, and how to blend diverse employee populations for maximum effectiveness. He has long been on the front lines of advocating before state and local legislative bodies to develop beneficial laws and policies and on working with clients to navigate potentially damaging situations while maintaining positive reputations. This, combined with his years practicing labor law, makes him uniquely qualified to assist companies as they face an ever changing and challenging legal and policy landscape.

Having spent his career defending the interests of businesses around the world in labor relations matters, Rick is ideally suited to help clients maintain good positive relationships with their employees. He is particularly skilled at helping to foresee and avert troublesome situations, negotiating collective bargaining agreements, and representing employers' interests during union campaigns. He has achieved positive results defending businesses in major discrimination litigation, union campaigns, collective bargaining and arbitrations. Just as importantly, his ability to devise creative solutions around key provisions such as leave programs and performance management has sparked successful outcomes that have improved productivity and saved clients significant sums of money.

Rick also employs his experience serving the citizens of Pennsylvania as Deputy General Counsel to Governor Tom Ridge and Chief Counsel of the Pennsylvania Department of Labor and Industry and his lengthy tenure in the media to advocate for clients in front of government agencies, legislative and regulatory bodies, as the co-chair of the Fisher Phillips Government Relations Group, as well as working with them to prepare for and navigate crisis situations that may arise from government investigations, workplace injuries, litigation, or labor strife.

He has been named to *Best Lawyers in America* and is internationally recognized as an outstanding trainer and presenter by both clients and trade associations. He works closely with senior executives and management teams to provide hands-on and practical leadership and workplace training.

Rick has written and published extensively. He is the author of *FLEX: A Leader's Guide to Staying Nimble and Mastering Transformative Change in the Workplace* (Wiley, 2021), an influential guidebook for corporate executives, and the forthcoming, *Age Appropriate: How to Leverage a Multi-Generational Workforce and Win the Market*.

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