

# WORKPLACE LAW UPDATE: 10 ESSENTIAL ITEMS ON YOUR FEBRUARY TO-DO LIST

Insights  
Jan 31, 2025

It's hard to keep up with all the recent changes to labor and employment law, especially given the rapid pace at which the White House acted in the first days of President Trump's second term. In order to ensure you stay on top of the latest changes and have an action plan for compliance, here is a quick review of some critical developments we tracked in January and a checklist of the essential items you should consider addressing in February and beyond.



**Track changes from workplace watchdogs.** President Trump made several unprecedented moves in January demonstrating a clear shift in the way the federal government will approach labor law, EEO, and anti-bias laws over the course of the next several years. He [summarily dismissed](#) NLRB General Counsel Jennifer Abruzzo and Board

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Gwynne Wilcox. He also [fired two Democratic mem the EEOC](#) and [appointed EEOC Commissioner Andr](#) – a vocal critic of DEI programs and other Biden administration policies – as Acting Chair of the Com Additionally, Trump [issued an executive order](#) anno that the federal government will recognize only two while rolling back Biden-era EEO workplace guidan LGBTQ+ harassment.

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**Assess your diversity, equity, and inclusion progra**  
President Trump issued a far-reaching executive or January 21 targeting diversity, equity, and inclusion initiatives in not only the federal government but als private sector. While the order creates many unans questions and will likely face legal challenges, [we p together an Insight explaining what private employe to know](#) about these new federal anti-DEI initiatives you should do now.

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**Coordinate with counsel on affirmative action orde**  
days after President Trump [issued an executive ord dismantling the race and gender affirmative action obligations](#) that have applied to federal contractors 1960s, the Labor Department announced on Januar it was ceasing all pending investigations and enforc activity. This means employers subject to pending c conciliation agreements, investigations, and comple related to the now-rescinded Executive Order 11246 now received a reprieve, but federal contractors and subcontractors will still need to continue other com efforts. [Click here for more on this development.](#)

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**Create an action plan in response to sharp immigr policy changes.** In the hours after Donald Trump wa in as President, his administration started taking im action to reshape the country's immigration policies employers need to pay attention given the impact th changes will soon have on the workplace. [This Insig help you cut through the news to identify the specif changes that you need to know about.](#)

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**Keep up with the evolving AI landscape.** The White enacted a sweeping shift in AI policy in January res President Biden's executive order on artificial intellig and announcing a massive private-sector-led AI infrastructure investment. Then, President Trump fc

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up with an [executive order](#) on January 23 calling for regulators to craft a new AI policy within six months intended to ensure “global AI dominance.” Meanwhile, at the state level, [California and New York](#) are making sure businesses take accountability for AI-driven decisions. [New Jersey](#) issued guidance on January 9 putting employers on notice that AI-driven bias is illegal discrimination.

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**Monitor labor law development.** We’ve already seen dramatic changes at the NLRB that could introduce uncertainty in labor law enforcement. Now here’s another twist: Just days into the newest Congressional session, a Republican Senator shocked many employers by proposing a law that would significantly tilt the playing field to the benefit of unions and labor advocates. Is this the beginning of a true labor revolution that will upend the traditional quo, a plan destined to go nowhere, or something in between? [Here are the seven key sections of the proposal and our thoughts about what to expect in the coming months.](#) You can also [click here for our top 10 labor predictions for 2025.](#)

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**Get ready for increased OSHA penalties.** Employers are facing higher penalties for workplace safety violations in 2025 now that the U.S. Department of Labor has [published](#) its listing of annual increases. [Here are the changes you need to know about and steps you can take to ensure you provide a safe workplace for your employees.](#)

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**Consult your state law compliance checklist.** With news from the federal government, it’s important to remember that you still have workplace obligations at the state and local levels, too. Be sure to check for compliance with any new laws that impact your operations, such as:

- the February 1 [deadline in Massachusetts](#) to submit the first round of EEO and pay data to the state;
- the February 21 effective date for [certain wage and leave requirements](#) in Michigan; and
- the February 25 effective date for [Ohio’s “bathroom law](#) impacting certain schools.

You can also [click here for a comprehensive look at laws that took effect in New York in 2024 or are set to take effect in 2025](#), as well as new legislation that may be proposed.

horizon. To keep up with all the latest developments [for Fisher Phillips' Insight System](#) to receive updates to your inbox.

—— **Track the latest pay transparency trends.** Speaking laws, blue states are expected to up their game this resistance to the Republican trifecta in the White House, Senate, and House – and pay transparency will continue to be one of the hottest topics. [Here's what you need to know about pay transparency laws and five tips for compliance.](#)

—— **Review SCOTUS ruling on the standard of proof in exemption cases.** The Supreme Court handed business a win on January 15 when it weighed in on how much an employer needs to show a court to prove it correctly classified employees as exempt from minimum wage and overtime pay under the FLSA. [Click here for the key takeaways you should know about the ruling and what it means for your workplace.](#)

We will continue to monitor developments related to all aspects of workplace law. Make sure you are subscribed to [Fisher Phillips' Insight System](#) to get the most up-to-date information. If you have questions, contact your Fisher Phillips attorney.