

No Slowing Down: Employers' Recap of the Trump Administration's First 50 Days

Insights

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While new presidents are typically judged based on their actions in their first 100 days, the current Trump administration has moved at such a rapid speed that we think another recap is needed at the halfway point. Here's your employer cheat sheet on Trump's first 50 days.



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Immigration

Immigration

- **Trump signed 10 immigration orders on day one (Jan. 20).** These executive orders, among other things, declared a national emergency at the U.S.-Mexico border, reinstated the “remain in Mexico” policy, terminated the asylum related mobile app, and designated Mexican criminal cartels as terrorist organizations. Read more [here](#). Trump also tried to end automatic birthright citizenship for children of undocumented immigrants, **but this order has been [blocked nationwide](#)** by federal judges in Washington and Maryland while legal challenges play out in court.
- **DOJ announced an aggressive immigration stance (Feb. 5).** According to a memo from Attorney General Pam Bondi, the Department of Justice will use “all available criminal statutes to combat the flood of illegal immigration . . . and to support the DHS’s immigration and removal initiatives.” Read more [here](#).
- **DHS shortened the duration of Haiti’s TPS (Feb. 20).** Department of Homeland Security (DHS) Secretary Kristi Noem scaled back a previous decision made by Biden-era DHS officials that had extended Temporary Protected Status (TPS) for Haitian nationals who are in the United States. As a result, the TPS designation period for Haitian nationals will end on August 3 (rather than February 3, 2026). Read more [here](#).
- **DHS unveiled plans for expanded alien registration (March 7).** A new DHS rule, which is set to take effect on April 11, significantly expands foreign national registration enforcement by requiring certain noncitizens to register with the government, provide biometric data, and carry proof of registration. This new enforcement push is expected to impact 3.2 million foreign nationals. Read more [here](#).
- **Anything else?** The Trump administration has been carrying out [its plans](#) for mass deportations and widescale enforcement activities, including workplace raids. Read more [here](#). Changes to nation’s immigration policy have a particularly [big impact on the high-tech sector](#), which has long been reliant on foreign professional skilled workers. And you can catch up on the latest developments – such as the introduction of \$5 million “gold card” visas – in our [March 10 immigration update](#).

FP’s Employer Resources. If you have any questions about these developments or how they may affect your business, please contact any member of our [Immigration Practice Group](#). Our [Employers’ Rapid Response Team](#) (877-483-7781 or DHSRaid@fisherphillips.com) is on call to provide immediate legal counsel when a raid occurs, assist with documentation and compliance review, and provide post-raid support and strategy assistance.

DEI and Equal Opportunity Compliance

- **Trump issued a far-reaching order against “gender ideology” (Jan. 20).** The executive order requires the federal government to recognize only two biological sexes (male and female, as determined at conception) and removes the concept of “gender identity” from federal anti-discrimination laws – a stance that seemingly runs counter to the Supreme Court’s [Bostock ruling on Title VII’s definition of “sex.”](#) The order also calls for reversal of any policies

[Bostock ruling](#) on Title VII's definition of sex. The order also calls for reversals of any policies that allowed gender-identity-based access to single-sex spaces (like bathrooms), and rescinds many Biden-era actions, including [2024 EEOC workplace harassment guidance](#) that expanded protections for pregnant and LGBTQ+ workers. Read more about Trump's gender ideology order [here](#).

- **Trump issued a sweeping anti-DEI order (Jan. 21).** The same order that dismantled key affirmative action standards for federal contractors also barred OFCCP from allowing or encouraging DEI programs and directed federal agencies to combat "illegal" corporate DEI programs in the private sector. Read more about the order [here](#) (federal contractors) and [here](#) (private sector) – and read below for its current (court-halted) status.
- **Trump fired two Democrat members of the EEOC (Jan. 27).** The unprecedented move enabled Trump to quickly install a majority of Republican commissioners rather than having to wait until their normal terms expire over the next two years. Read more [here](#).
- **Group of plaintiffs sued Trump and his administration (Feb. 3).** Chief diversity officers, professors, a restaurant group, and the city of Baltimore filed a complaint in a Maryland federal court, claiming that Trump's Jan. 21 anti-DEI order is unconstitutional. Read more [here](#).
- **States started to push back (Feb. 13).** Sixteen Democratic state attorneys general issued joint guidance reaffirming their position that workplace DEI remains legal and important to the modern workplace. Read more [here](#).
- **Federal judge temporarily blocked Trump's order (Feb. 21).** The district court agreed with the plaintiffs who filed the Feb. 3 complaint that certain parts of the order are unconstitutional, and that they were ultimately likely to succeed on the merits of their claims. *The court [halted enforcement of the order](#) while the lawsuit plays out in court.*

FP's Employer Resources. If you have questions on these developments, contact any member of our [DEI and Equal Employment Opportunity Compliance Team](#) and check out our [DEI FAQs for Employers](#).

Affirmative Action and Federal Contract Compliance

- **Trump dismantled key affirmative action standards (Jan. 21).** Trump revoked a 1965 executive order that required federal contractors to engage in race and gender affirmative action – and directed the Office of Federal Contract Compliance Programs (OFCCP) to immediately cease enforcing it. Read more [here](#).
- **Labor Department follows suit (Jan. 24).** Acting Secretary of Labor Vince Micone ordered all OFCCP employees to cease and desist any and all investigative and enforcement activity under the revoked 1965 executive order. Read more [here](#).

FP's Employer Resources. If you have questions regarding federal contract compliance, contact

FP's Employer Resources. If you have questions regarding federal contract compliance, contact any attorney in our [Affirmative Action and Federal Contractor Compliance Practice Group](#).

Labor Relations

- **Trump summarily dismissed two key NLRB figures (Jan. 27).** While the dismissal of National Labor Relations Board (NLRB) General Counsel Jennifer Abruzzo was widely anticipated, the unprecedented firing of Board Member Gwynne Wilcox raises significant procedural and policy questions for the federal labor agency in the short term and beyond. Read more [here](#).
- **Trump appointed William Cowen as NLRB Acting General Counsel (Feb. 3).**
- **Wilcox launched a legal challenge to her termination (Feb. 5).**
- **Cowen signaled a new policy direction (Feb. 14).** The NLRB's Acting GC rescinded more than a dozen policies endorsed by previous leadership, including positions on the legality of non-competition agreements and stay-or-pay provisions, whether college athletes should be considered employees, and more. Read more [here](#).
- **Anything else?** These recent shakeups have created compliance confusion for some employers. Here's what employers need to know about [the current state of the NLRB](#) – but stay tuned, because a federal judge reinstated Wilcox on March 6. While the Board can resume certain activities with a three-member quorum back in play, the Trump administration immediately appealed this decision, and this matter seems destined for a date at the Supreme Court for a final resolution.

FP's Employer Resources. If you have any questions about these developments, contact any member of our [Labor Relations Group](#).

Department of Labor + Workplace Safety

- **Trump nominated new OSHA and MSHA leaders (Feb. 12).** Trump recently nominated [David Keeling](#), a workplace safety veteran with experience at UPS and Amazon, to lead Occupational Safety and Health Administration, and [Wayne Palmer](#), a former executive for an industrial minerals trade association, to take the helm at the Mine Safety and Health Administration.
- **The Senate confirmed Lori Chavez-DeRemer to lead the DOL (March 10).** Trump surprised the business community in November just weeks after the election when he announced Chavez-DeRemer as his nominee to lead the U.S. Department of Labor. Her selection was met by skepticism by some in the employer community because she positions herself as a supporter of unions and labor rights. Read more [here](#).

FP's Employer Resources. If you have questions on these developments, contact your Fisher Phillips attorney or any member of our **Workplace Safety Practice Group** and check out our OSHA

[FAQs for Employers.](#)

Employee Defection and Trade Secrets

- **FTC committed to targeting noncompetes (Feb. 26).** In a somewhat surprising development, the Federal Trade Commission announced that it intends to continue scrutinizing noncompete agreements and more. Federal Trade Commissioner [Andrew Ferguson](#) unveiled plans for a Joint Labor Task Force that will identify and prosecute labor-market practices the agency deems to be “deceptive, unfair, and anticompetitive” and harmful to workers. Read more [here](#).

FP’s Employer Resources. If you have questions, contact any member of our [Employee Defection and Trade Secrets Practice Group](#). You can also check out [Blue Pencil Box](#) for updates on restrictive covenant law.

Artificial Intelligence

- **Trump appointed a new AI Czar (Dec. 5).** [David Sacks](#), a Big Tech veteran, Silicon Valley insider, and vocal advocate for deregulation, now shapes federal policy on emerging technology. As the nation’s first “AI & Crypto Czar,” Sacks will likely oversee a seismic transformation in how AI will be regulated and integrated across industries.
- **Trump rescinded Biden’s AI Order (Jan. 20).** One of Trump’s first executive actions was revoking Executive Order 14110 ([Biden’s comprehensive AI policy](#), which aimed at ensuring safe and ethical AI deployment). Read more [here](#).
- **Trump announced huge AI infrastructure investment (Jan. 21).** The day after Inauguration Day, Trump announced a \$500 billion private-sector-led AI infrastructure investment. Read more [here](#).
- **Trump issued a new AI order (Jan. 23).** Trump’s AI [executive order](#) calls for a group of regulators to craft a new AI policy within six months intended to ensure “global AI dominance.”

FP’s Employer Resources. If you have questions, contact any attorney in our [AI, Data, and Analytics Practice Group](#). Plus, you can check out our [Comprehensive Review of AI Workplace Law and Litigation as We Enter 2025](#). You can also register to attend [AI Advantage: An FP Conference for Business Leaders](#) in Washington, D.C. on July 23-25 to dive deeper.

Education

- **Trump’s first-week actions impacted K-12 schools (Jan. 20-24).** The flurry of executive orders signed by President Trump during his first few days of his second administration not only touch on immigration issues and potential raids or enforcement activities on K-12 school campuses but

also demand a revisitation of DEI policies, bathroom and locker room access rules, and gender ideology studies. Read more [here](#).

- **Feds rescind Title IX guidance impacting college athletic programs (Feb. 12).** The U.S. Department of Education's Office of Civil Rights (OCR) announced that Name, Image, and Likeness (NIL) payments will not be subject to Title IX gender equity requirements. Read more [here](#).
- **Education Department kicked off a new era of Title VI Enforcement (Feb. 14).** The department's OCR also promised to begin cracking down, starting February 28, on "overt and covert racial discrimination" in educational institutions receiving federal funding. The agency's Feb. 14 "Dear Colleague" letter created compliance confusion for many schools across the country, especially regarding their diversity-related activities. Read more [here](#).

FP's Employer Resources. If you have questions, contact any attorney on our [Education Team](#) (or, as applicable, any member of our [Immigration Team](#) or our [DEI and Equal Employment Opportunity Compliance Team](#)). You can also check out our [Immigration Enforcement FAQs for K-12 Schools in New Trump Era](#).

Conclusion

The Trump administration has showed no signs of slowing down, and we expect that to continue throughout the next 50 days and beyond. We will continue to monitor developments related to all aspects of workplace law, so make sure you are subscribed to [Fisher Phillips' Insight System](#) to get the most up-to-date information and visit our [New Administration Resource Center for Employers](#) to review all our thought leadership and practical resources. If you have questions, contact your Fisher Phillips attorney, the authors of this Insight, or any member of the [Government Relations Practice Group](#).

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