

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

Insights  
Mar 28, 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 Trump administration has been moving on initiatives impacting the workplace and beyond. For the latest changes and a compliance action plan, here's a quick review of some critical developments we tracked in March and a checklist of the essential items you should consider addressing in April and beyond.



Track changes under the new administration. President Trump's second term passed the 50-day mark in March, and the new administration has moved at such a high pace that we thought a recap was needed. We'll get into the details below – but [here's your employer cheat sheet](#)

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### **Keep up with evolving guidance on DEI practices.**

Employers received some clarity on March 19 about types of workplace programs that may be risky under President Trump's recent executive orders relating to diversity, equity, and inclusion practices. [Here's what you need to know about the EEOC's latest guidance and how it may impact your workplace.](#)

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### **Review the flurry of immigration updates.**

A new Department of Homeland Security (DHS) rule – which was announced March 7 and is set to take effect on April 1 – significantly expands foreign national registration enforcement by requiring certain noncitizens to register with the government, provide biometric data, and carry a registration card. [Click here to learn more about what this means for employers.](#) You can also [click here](#) to learn how Trump 2.0 immigration policy will impact tech employers. [Click here](#) for additional workplace immigration updates.

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### **Adapt to big changes for federal contract compliance.**

Federal contractors have been grappling with seismic changes from the new administration – and you'll want to pay attention as new leadership takes shape at the Office of Federal Contract Compliance Programs (OFCCP). President Trump appointed a new director on March 24 whose objectives include combating illegal DEI by reviewing affirmative action plans. [Here's what federal contractors need to know about Catherine Eschbach's appointment and what you can expect next.](#)

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### **Check your noncompetes for compliance even as they shift.**

In a somewhat surprising development, President Trump's new Federal Trade Commissioner announced in March that the agency intends to continue scrutinizing noncompete agreements and other arrangements that the agency feels are unfair to workers. [We answered your top five questions about this development here.](#) But while the FTC remains interested in noncompetes, we expect the new leadership to address them through investigations and enforcement actions, not through rulemaking. Indeed, the news was quickly followed by [the President's dismissal of two Democrat FTC Commissioners](#) who supported the ban. The ban was halted during the Biden administration.

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## **Resource Hubs**

### [Trump Administration Resource Center for Employers](#)

### [U.S. Privacy Hub](#)

\_\_\_\_\_ **Create your multi-state privacy compliance plan.** V states rolling out new privacy laws in 2025 and many are already on the books, businesses have never faced a fragmented regulatory landscape. These laws will expand consumer rights, impose stricter data governance obligations, and create a complex compliance environment for businesses operating across state lines. [Here's a breakdown of each law's unique requirements and the guidance you can put into place right away.](#)

\_\_\_\_\_ **Plan for pay data reporting deadline in California.** C employers only have until May 14 to report last year's data to the state – which means April is a good time to prepare your plan of action to comply with this stringent requirement. What's new this year? What hasn't changed? [Here's a four-step plan to help you to comply.](#)

\_\_\_\_\_ **Stay tuned for updates on the H-1B cap season.** The registration window is now closed, and you will need to respond accordingly as you learn whether your candidates were selected. For selected candidates, employers must submit a detailed, individual nonimmigrant petition (USCIS will accept filings beginning on April 1 through the end of June). If your candidate was not selected, you need to stay tuned to see if a second lottery takes place. [employers' guide to navigating H-1B season here.](#)

\_\_\_\_\_ **Monitor legal challenges to Pregnant Workers Fairness Act rules.** The PWFA rules mandating that employers provide abortion-related accommodations are facing intense legal challenges now that a federal appeals court allowed a group of states to challenge the law. At the same time, newly appointed Acting EEOC Chair, Andrea Lucas, publicly opposed her agency's own abortion-related accommodation rules. Despite these developments, the PWFA and its rules remain in effect for now. [Click here to learn more about these developments and your compliance obligations.](#)

\_\_\_\_\_ **Catch up on AI news.** Artificial Intelligence (AI) is rapidly transforming all aspects of the work environment, making it essential to track new developments:

- [Litigation heats up over AI screening tools.](#)
- California's ["No Robo Bosses" bill](#) was introduced on March 7, and [the state's March 18 AI policy report](#)

for feedback until April 8.

- You may also want to review the findings in [a recent report from Colorado's AI Task Force](#).
- Meanwhile, many of the country's most influential companies recently called for a unified federal approach to provide clarity and consistency for businesses, particularly those using AI in hiring, HR, and workplace automation. The companies were responded to the House's request for feedback by March 15 on its behalf. [Here's a breakdown of the key proposals and their potential implications](#).

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.