

Light My Fire

Actual and Potential Changes Following the November U.S. Elections

1. There have been and likely will be more changes coming with respect to immigration, as President Trump and his administration attempt to strengthen our borders, reduce the number of immigrants coming into the country, better scrutinize those wanting to enter the U.S., and deport many illegal aliens who were admitted to the country during the Biden Administration.
2. With the removal of two Democratic commissioners from the Equal Employment Opportunity Commission, and with President Trump's attack on DEI initiatives in both the public and private sector, as well as his declaration that there are only two genders, employers can expect radical changes in the focus of EEOC investigations and the enforcement of the equal opportunity, discrimination, and harassment laws in employment.
3. There has been a major shake-up by President Trump in the leadership of the National Labor Relations Board, and changes are expected that will be more pro-employer, while weakening the ability of unions to organize workforces.
4. Look for changes to the minimum salary requirement for an exempt employee under the Fair Labor Standards Act, as well as federally-mandated paid leave requirements.
5. Finally, expect legal challenges to all of the foregoing, and also expect much of what may be accomplished during the second Trump administration to be undone should Democrats gain control of the White House or Congress in 2028.

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