

# The Year Ahead 2025

January 16, 2025

Employers know that stability is central to workplace productivity and profitability, so how can you stay balanced while the legal ground is consistently shifting under your feet? *The Year Ahead 2025* assesses the factors motivating current and coming changes in employment + labor law so that you can move your initiatives and compliance strategies forward with more certainty.

[Also see our post-inaugural resource, \*President Trump 2.0: Impact on Employers\*.](#)

## Core Concerns



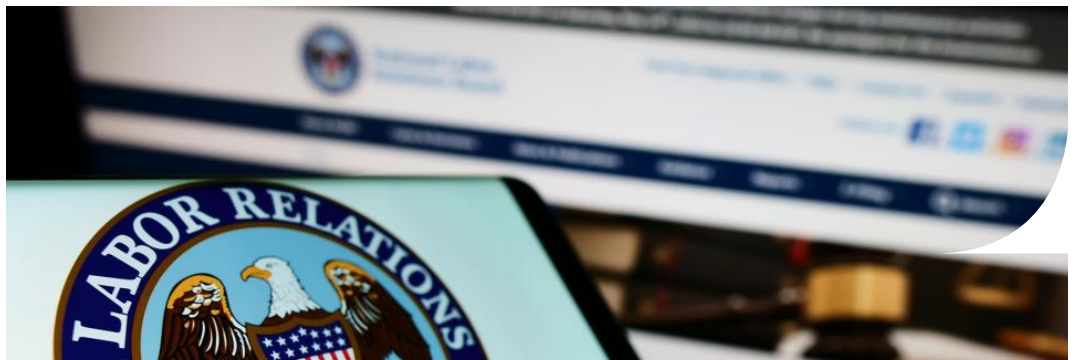
## **Agency Authority and the SCOTUS Paradigm Shift**

Agencies and employers are only beginning to feel the repercussions from several significant rulings last term. What approach to regulatory compliance should you take now?



## **Non-Compete Conundrums**

What should prudent employers looking to protect their confidential information and trade secrets do now that the writing appears to be on the wall for true non-competes?



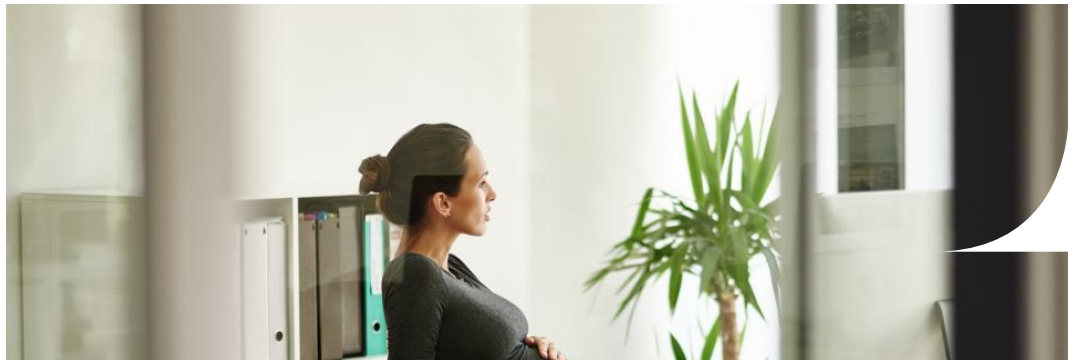
## **Labor Relations' Likely Returns**

How should employers plan for the near and mid-term given the likely return to more business-friendly standards and the continued growth in labor activism?



## **Wage and Hour Considerations**

Will it be back to the future in 2025 for core wage and hour law issues — EAP minimum salary exemptions, independent contracting, federal contracting, tips, and more?



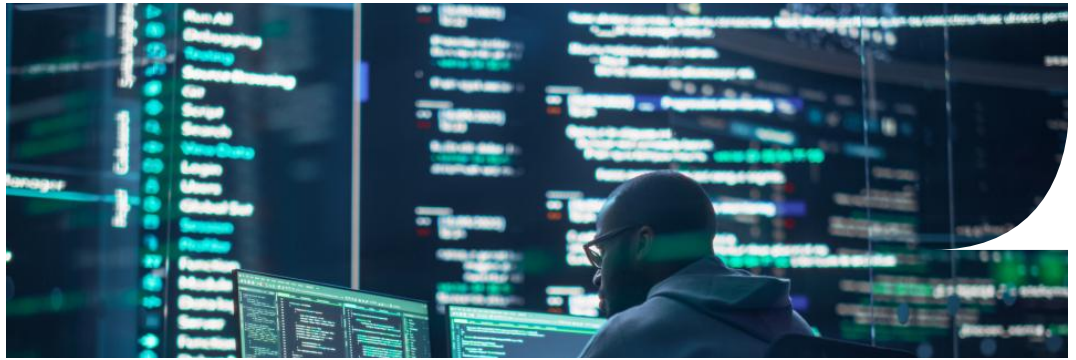
## **Accommodations in Action — PWFA and Beyond**

With workplace accommodations requests and related litigation risk both projected to continue rising, what can employers do to remain compliant — and successful?



## **Immigration Issues**

To what extent will past experience offer employers a reasonable roadmap regarding changes in immigration and worksite enforcement under a second Trump administration?



## **Tech Talk — AI Regulations + Data Privacy**

What should employers focus on when adopting AI tools in performance management and other areas while confronting increased state-level regulation and enforcement?



## **Safe Work Initiatives**

Why are expected changes for federal and state workplace safety and health regulations causing uncertainty despite the return of a pro-business administration?



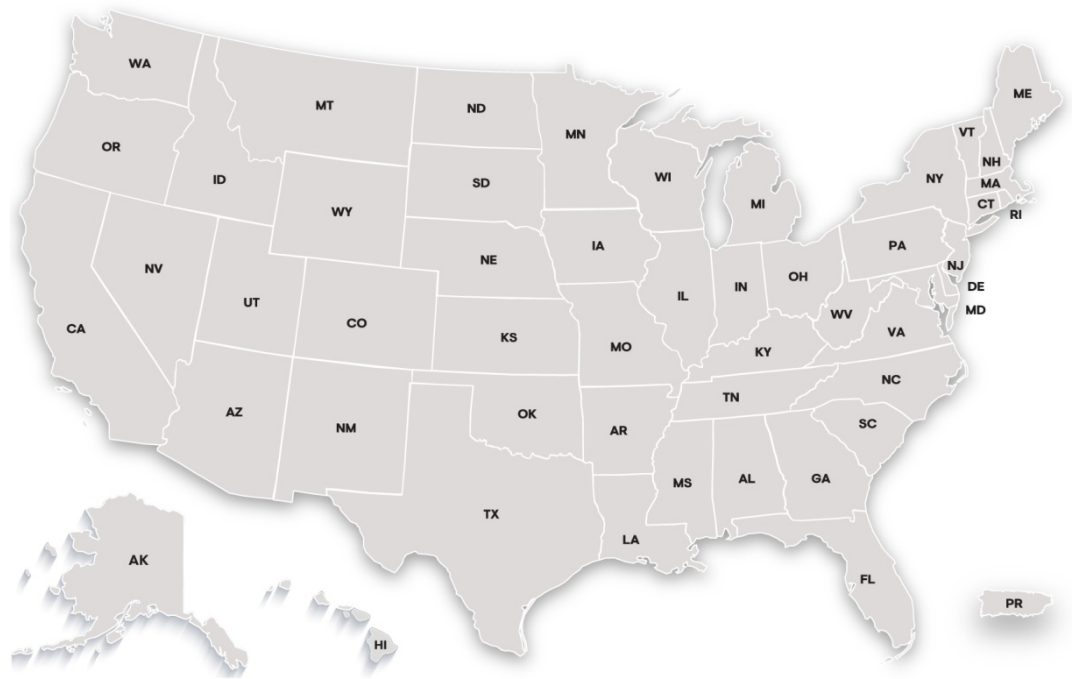
## **California PAGA Amendments + Other Legislative Highlights**

The Golden State has often been perceived as a difficult operating environment for employers. How will recent PAGA amendments and other workplace legislation alter that view?



From the growing patchwork of state and local laws addressing employment practices to the DEI push-pull, how much more burdensome will managing multistate rules get?

[Learn more](#)



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