

DECEMBER 16, 2024 | EVENTS

# Legal & Regulatory Trends and Developments Employers Should Be Tracking in 2025 [Webinar Recording]

On Thursday, December 12, 2024, [Aaron R. Gelb](#), [Andrea O. Chavez](#) and [Scott Hecker](#) presented a webinar on the [Legal & Regulatory Trends and Developments Employers Should Be Tracking in 2025](#).



There have been a host of developments of which employers need to be aware as they plan for 2025 and beyond. On the employment practices side, the US Equal Employment Opportunity Commission (EEOC) released its Strategic Enforcement Plan for Fiscal Years 2024 –2028, establishing the EEOC’s subject matter priorities for the next few years. Additionally, the Pregnant Workers Fairness Act—which prohibits employers from discriminating against employees based on pregnancy, childbirth, or related medical conditions—went into effect in June 2023.

Furthermore, the U.S. Supreme Court redefined how employers should evaluate religious accommodation requests, setting a new standard for undue hardship. The U.S. Court of Appeals for the Fifth Circuit reversed decades of precedent that limited the scope of Title VII of the Civil Rights Act by determining that Title VII plaintiffs are no longer required to plead an “ultimate employment decision” to properly allege a disparate treatment claim, and rather can survive a motion to dismiss by pleading adverse actions with respect to “terms, conditions, or privileges of employment.”

President Trump’s second presidential term may cause seismic shifts throughout government, including at the Department of Labor. One area of focus will be DOL’s Wage and Hour Division, where regulatory and enforcement priorities are likely to change in several areas important to employers and employees, such as overtime pay, independent contractor classification, and child labor.

Employers must review their employment policies and procedures to ensure that they comply with the most recent developments in employment as well as wage and hour laws and regulations.

Participants in this webinar learned about:

- The EEOC’s Strategic Enforcement Plan for 2024 – 2028

- Requirements in the Pregnant Workers Fairness Act
- Developments in religious accommodation requirements
- The evolving test for Title VII claims in the 5th Circuit
- Anticipated changes to DOL Wage and Hour Division's regulatory and enforcement priorities
- Expectations concerning Wage and Hour's child labor initiative

We are pleased to share these links to a [copy of the slides](#) and a [recording of the webinar](#).

*This program has been approved by SHRM for 1 hour of HR professional development credit. This program has been approved for 1 HR (General) recertification credit hour toward aPHR®, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, and SPHRi™ recertification through the HR Certification Institute.*

This was the last webinar event this year in CMC's [2024 Labor and Employment Webinar Series](#). Stay tuned for more information about the 2025 Labor and Employment Webinar Series. If you would like to register for the entire series ahead of time, [click here to send us an email request](#), and we will register you.

If you missed any of our past webinars in our annual Labor and Employment Webinar Series, view our [Labor and Employment Webinar Library](#) to access all of our webinar recordings. Also, [click here to subscribe to our YouTube channel](#) and get an email notification when new recordings become available.