

What to Expect from the New Administration

Delaware Valley Labor and Employment Law Conference

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WHAT TO EXPECT FROM THE NEW ADMINISTRATION

With respect to President Trump and Unions, Union members voted for President Trump in large numbers. Labor Organizations continue to support Democrats.

- Is there any chance of a political realignment of labor union membership and, if so, how will we know?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

The Trump Administration has nominated very few candidates for positions that require Senate confirmation.

- How has this affected the employment-related agencies, such as DOL, EEOC, OSHA and NLRB?
- When can we expect more appointments?
- Is the pace of appointments strategic?
- Are non-Senate confirmed, political appointees running these agencies?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

On Immigration, the Trump Administration has cracked down on illegal immigrants.

- What are his plans for legal immigration at the administrative level and when can we expect to see legislative action?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

- In the area of Labor and Employment, will President Trump do anything earth-shattering?
- Will he eliminate any employment-related agencies?
- Since President Trump has pledged to de-regulate, what employment rules are on the chopping block?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

- On Healthcare, will President Trump and the Republicans introduce new legislation this year?
- Regardless, what administrative changes can we expect to see to employer based medical plans?
- Can we expect any fundamental changes before the 2018 elections?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

- Under what circumstances could the political rift between Democrats and Republicans be mended?
- International crisis; national tragedy; new leadership?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

- Are there any scenarios in 2018 whereby the majority changes in the House or Senate?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

Employers are now dealing with employees using marijuana legally. Both PA and NJ have enacted medical marijuana laws.

- Will the Trump Administration end the legal use of medical and/or recreational marijuana?

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Employers have been treating more and more employees as members of a protected class.

- Will President Trump eliminate some of the EEOC guidance that has led to these changes in the workplace?

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Regarding paid leave for new parents, Ivanka Trump has pushed for this benefit.

- What are the chances a Paid Parental Leave bill will be passed in 2017 and are there any draft bills floating around Congress?

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President Trump has proposed a budget that would increase defense spending at the expense of other discretionary items.

- Did any budget cuts to employment related agencies jump out at you as especially severe?
- What are the chances that Congress adopts these cuts?

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- What additional policy areas will President Trump seek to change by executive order?

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- On Immigration, could President Trump increase regulatory enforcement in any areas?
- What about I-9 audits?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

President Obama increased minimum salary level necessary to qualify for the white collar exemptions from \$23,660 per year to \$47,476 per year and the minimum salary to qualify for the highly compensated employee exemption from \$100,000 per year to \$134,000 per year. There is currently a nationwide injunction staying these changes.

- Any thoughts on what the Administration will do?

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- Can a Tax Bill pass before 2019 and, if so, how would the Internal Revenue Code be changed?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

- Will the Freedom Caucus be able to work with current House Republican leadership?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

- Should we expect the Democrats to be unified against every item on President Trump's agenda?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

- Will Alexander Acosta bring any major changes to the Department of Labor?

WHAT TO EXPECT FROM THE NEW ADMINISTRATION

- If you could take a stab at predicting the future, what significant changes in current law, assuming Gorsuch is confirmed, could we see from the Supreme Court?

QUESTIONS?



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THANK YOU

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