## Littler

## Federal Employment Law Developments 2017-2018

25<sup>th</sup> Annual Labor & Employment Law Conference Linda Ottinger Headley Littler Mendelson

#### Agenda

- Changes under Trump Administration
- Agency Actions
- Employment Legislation
- Supreme Court
  - Present and Future
  - Decisions
- Future Issues in Federal Courts (and SCOTUS?))
- Fifth Circuit Decisions



# What has happened under Trump Administration?



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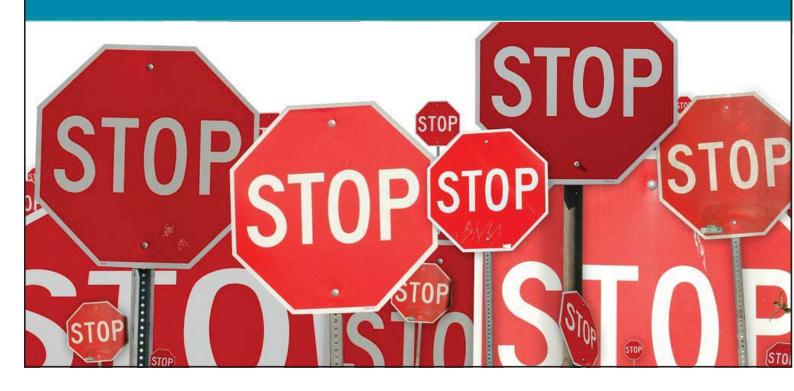
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#### President Trump – What has happened?

- New Executive Orders rescinding Obama EO's
- DOL roll back of regulations/rules antibusiness: Persuader Rule
- Wage and Hour division of DOL adopting pro-business rules and overturning antibusiness regs/rules
- NLRB reinstating 4000 years of overturned precedent by Obama Board
- More judicial appointments
- Individual mandate of ACA eliminated



#### The Common Theme



### Trump's "Two for One" Regulation Executive Order

- January 30, 2017
- President Trump signs new EO aimed at reducing federal regulations
- Agencies are told:
  - For every new regulation issued you must eliminate 2





Administration Claim in December 2017:

#### We have:

- -- repealed 22 regulations for every new rule issued and
- --cut regulatory costs by \$8.1 billion





Also available as part of the eCourse 2018 Labor and Employment Law eConference

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