

Workplace Law Update: 10 Essential Items on Your April To-Do List

Insights

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It's hard to keep up with all the recent changes to labor and employment law, especially given the rapid pace at which the Trump administration has been moving on initiatives impacting the workplace and beyond. For the latest changes and a compliance action plan, here's a quick review of some critical developments we tracked in March and a checklist of the essential items you should consider addressing in April and beyond.



Track changes under the new administration. President Trump's second term passed the 50-day mark in March – and the new administration has moved at such a high speed that we thought a recap was needed. We'll get into some of the details below – but [here's your employer cheat sheet on Trump's first 50 days](#).

_____ **Keep up with evolving guidance on DEI practices.** Employers received some clarity on March 19 about the types of workplace programs that may be risky under President Trump's recent executive orders relating to illegal diversity, equity, and inclusion practices. [Here's what you need to know about the EEOC's latest guidance and how it may impact your workplace.](#)

_____ **Review the flurry of immigration updates.** A new Department of Homeland Security (DHS) rule – which was announced March 7 and is set to take effect on April 11 – significantly expands foreign national registration enforcement by requiring certain noncitizens to register with the government, provide biometric data, and carry proof of registration. [Click here to learn more about what this means for employers.](#) You can also [click here](#) to learn how the Trump 2.0 immigration policy will impact tech employers [and here](#) for additional workplace immigration updates.

_____ **Adapt to big changes for federal contract compliance.** Federal contractors have been grappling with [seismic shifts](#) from the new administration – and you'll want to pay close attention as new leadership takes shape at the Office of Federal Contract Compliance Programs (OFCCP). President Trump appointed a new director on March 24 whose objectives include combating illegal DEI by reviewing prior affirmative action plans. [Here's what federal contractors need to know about Catherine Eschbach's appointment and what you can expect next.](#)

_____ **Check your noncompetes for compliance even as FTC shifts.** In a somewhat surprising development, President Trump's new Federal Trade Commissioner announced in March that the agency intends to continue scrutinizing noncompete agreements and other arrangements the agency feels are unfair to workers. [We answered your top five questions about this development here.](#) But while the FTC remains interested in noncompetes, we expect the new leadership to address them through investigations and enforcement actions, not through rulemaking. Indeed, this news was quickly followed by [the President's dismissal of two Democrat FTC Commissioners](#) who supported the now-halted noncompete ban during the Biden administration.

_____ **Create your multi-state privacy compliance plan.** With eight states rolling out new privacy laws in 2025 and many more already on the books, businesses have never faced a more fragmented regulatory landscape. These laws will expand consumer rights, impose stricter data governance obligations, and create a complex compliance environment for businesses operating across state lines. [Here's a breakdown of each law's unique requirements and practical guidance you can put into place right away.](#)

_____ **Plan for pay data reporting deadline in California.** Covered employers only have until May 14 to report last year's pay data to the state – which means April is a good time to

prepare your plan of action to comply with this stringent law. What's new this year? What hasn't changed? [Here's a simple four-step plan to help you to comply.](#)

Stay tuned for updates on the H-1B cap season. The H-1B registration window is now closed, and you will need to respond accordingly as you learn whether your candidates were selected. For selected candidates, employers must submit a detailed, individual nonimmigrant petition filing (USCIS will accept filings beginning on April 1 through the end of June). If your candidate was not selected, you'll want to stay tuned to see if a second lottery takes place. [Read our employers' guide to navigating H-1B season here.](#)

Monitor legal challenges to Pregnant Workers Fairness Act rules. The PWFA rules mandating that employers provide abortion-related accommodations are facing intensifying legal challenges now that a federal appeals court allowed a group of states to challenge the law. At the same time, the newly appointed Acting EEOC Chair, Andrea Lucas, has publicly opposed her agency's own abortion-related accommodation rules. Despite these developments, the PWFA and its rules remain in effect for now. [Click here to learn more about these developments and your compliance obligations.](#)

Catch up on AI news. Artificial Intelligence (AI) is rapidly transforming all aspects of the work environment, making it essential to track new developments:

- [Litigation heats up over AI screening tools.](#)
- California's "[No Robo Bosses](#)" bill was introduced on March 7, and [the state's March 18 AI policy report](#) is open for feedback until April 8.
- You may also want to review the findings in [a recent report from Colorado's AI Task Force.](#)
- Meanwhile, many of the country's most influential tech companies recently called for a unified [federal approach](#) to provide clarity and consistency for businesses, particularly those using AI in hiring, HR, and workplace automation. The companies were responded to the White House's request for feedback by March 15 on its AI plan. [Here's a breakdown of the key proposals and their potential implications.](#)

We will continue to monitor developments related to all aspects of workplace law. Make sure you are subscribed to [Fisher Phillips' Insight System](#) to get the most up-to-date information. If you have questions, contact your Fisher Phillips attorney.

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