

# Agency Watchlist: What HR Needs to Monitor in 2025



From audits to enforcement shifts, these are the federal agencies HR teams must keep an eye on in 2025, and what they're watching you for.

## Department of Labor (DOL)

### Focus Areas:

- Wage & hour enforcement (especially OT and misclassification)
- Return to FLSA's stricter contractor test
- Increased scrutiny on payroll practices, especially in service industries
- Decrease in OSHA funding = higher employer self-accountability

### Action Steps:

- ✓ Conduct wage/hour audits
- ✓ Reclassify any questionable contractors
- ✓ Document job duties & pay practices

**DOL - More Info**

## Immigration & Customs Enforcement (ICE)

### Focus Areas:

- Surge in workplace I-9 audits (especially remote/hybrid)
- Penalties for I-9 errors and outdated forms
- Special attention to companies sponsoring H-1B, OPT, CPT workers

### Action Steps:

- ✓ Review I-9s quarterly
- ✓ Train onboarding staff on Form I-9 changes
- ✓ Verify EAD and visa timelines

**I-9 - More Info**

## Equal Employment Opportunity Commission (EEOC)

### Focus Areas:

- Gender identity & religious accommodation cases
- Enforcement of the Pregnant Workers Fairness Act (PWFA)
- Crackdown on perceived retaliation, even without formal complaints

### Action Steps:

- ✓ Update anti-discrimination & pregnancy-related policies
- ✓ Train managers on retaliation risks
- ✓ Review interactive accommodation processes

**EEOC - More Info**

## National Labor Relations Board (NLRB)

### Focus Areas:

- Banning "captive audience" meetings
- Increased restrictions on non-compete and severance terms
- Union-friendly rulings even for non-union employers
- AI in hiring & discipline under scrutiny

### Action Steps:

- ✓ Audit severance language & non-competes
- ✓ Review AI tools used in hiring or performance reviews
- ✓ Communication with organizing is compliant

**NLRB - More Info**

**Don't try to track every agency update alone.** Our experts monitor changes and help clients proactively respond **before it becomes a problem.**

**Stay ahead in 2025**