

What Will Trump's Return to the White House Mean for HR?

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Daniel Johns was quoted in a SHRM article discussing how a second Trump administration could bring significant shifts in workplace policies. A return to Trump-era approaches is expected, with stronger immigration enforcement, stricter visa scrutiny, and more workplace raids, particularly affecting industries like construction and agriculture. The administration may also revisit Biden's overtime rule, potentially reversing it and eliminating taxes on overtime pay.

Trump is also expected to reshape the National Labor Relations Board (NLRB) with a less union-friendly approach. Daniel noted, "We continue to be in a moment where we will see increased organizing. HR professionals need to be cognizant of the law, constantly review policies from an NLRB perspective, and keep current on employee engagement if they want to avoid organizing." Additionally, state-level trends may drive changes in paid leave, minimum wage, and AI regulation. Employers are advised to stay informed about both federal and state-level legislative shifts.

To read more, [click here](#).

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