

How the Trump Administration 2.0 Hurt Workers

Since President Trump returned to the White House, workers have watched their workplaces grow more dangerous, their wages and retirement security come under attack, and their civil and labor rights erode. Below are some of the Trump Administration's worst attacks on workers and examples of how the Democrats on the Committee on Education and Workforce have fought to hold this Administration accountable.

The Trump Administration has gone after workers' wages, earnings, and retirement security.

- The Trump Administration has undermined workers' pay by proposing to [redefine who is an employee](#), stripping some workers of [essential protections](#)—such as minimum wage, overtime pay, unemployment compensation, workers' compensation, access to employee healthcare and benefits, pensions, and OSHA protections—and leaving law-abiding businesses at a competitive disadvantage.
- The Trump Administration chose not to move forward with finalizing a proposed rule that would have ended the practice of paying disabled workers subminimum wages under an exception to the Fair Labor Standards Act.
- The Trump Administration proposed a rule establishing a legal safe harbor for 401(k) plans to offer risky and volatile ["alternative assets"](#) (such as cryptocurrency and private equity) to workers. These investments have more expensive fees and are more complex, opaque, and volatile than traditional 401(k) investments—exposing seniors to greater financial risk.
- The Trump Administration promoted a [deregulation agenda](#) that rolls back important protections related to minimum wage and overtime protections in federal contracts for home care workers.
- The Secretary of Labor has [refused to comply with the legal requirements regarding](#) the ERISA Advisory Council)

The Trump Administration has made the workplace less safe for workers.

- The Trump Administration has undermined the Black Lung Disability Trust Fund to allow [unscrupulous coal operations](#) to shift the cost of addressing this disease to taxpayers.
- The Trump Administration [made drastic cuts](#) to the [National Institute for Occupational Safety and Health](#) (NIOSH), the nation's preeminent scientific authority on [occupational illness and injury](#). Impacts included [shutting down free black lung screenings](#) for miners and [leaving critically ill 9/11 first responders without care](#).
- The Trump Administration [closed offices and reduced the staff](#) of the Mine Safety and Health Administration (MSHA), which is tasked with protecting the nation's mine workers from unsafe and deadly mine conditions.

- The Trump Administration crafted a [deregulation agenda](#) that rolls back even such basic safety protections as required lighting on construction sites.
- The Trump Administration's attacks on diversity, equity, inclusion, and accessibility policies were used as a justification to [remove from public view multiple](#) Occupational Safety and Health Administration (OSHA) documents that address protecting workers from toxic chemical exposures and violence in health care facilities, as well as materials identifying ergonomic hazards and helping employers comply with OSHA rules and standards.
- The Trump Administration's actions [exploited H-2A agricultural workers](#).
- Breaking its [promise](#) not to put children in harm's way, the Trump Administration is actively developing a [proposal to roll back child protections](#) as part of its [destructive deregulatory agenda](#).

The Trump Administration has made it harder for workers to exercise their right to organize a union and secure better conditions.

- The Trump Administration [forced expert staff out](#) of the National Labor Relations Board (NLRB) and let Elon Musk's [Department of Government Efficiency \(DOGE\)](#) into the agency for access to sensitive and legally protected information, including possibly on cases that involved Elon Musk.
- In an unprecedented move, President Trump [fired NLRB Chair Wilcox](#), leaving workers and their livelihoods in limbo for nearly a year and undermining the independence of the NLRB.
- In the largest act of union-busting in American history, President Trump stripped [over one million federal workers](#) of their union rights, including collective bargaining agreements.
- The Trump Administration politicized the federal civil service by [reclassifying tens of thousands of federal workers](#), ending their right to due process and making it easier to replace them with MAGA loyalists.
- The Trump NLRB [introduced inefficiency and confusion](#) to workers' cases while there is a significant backlog.
- Within months of taking office, the Trump-appointed General Counsel has doled out [multiple sweetheart deals](#) to her former corporate client and Trump's allies.

The Trump Administration has undermined workers' civil rights protections.

The Trump Administration has weaponized the nation's key anti-employment discrimination agency, the U.S. Equal Employment Opportunity Commission (EEOC), to upend Title VII law.

- In an unprecedented move, the Trump Administration [fired](#) two EEOC Commissioners.
- Staffing levels at the EEOC are at the [lowest point](#) in at least 45 years, while discrimination complaints have steadily risen, leaving the agency with inadequate staff levels to meet its obligations under federal civil rights laws. In 1980 the agency had 3,390 employees, but at the start of Fiscal Year 2026, the agency had a staff of just 1,809, down from 2,170 at the start of FY 2025.
- The Trump Administration stopped using disparate impact analysis, halted work on [cases](#) alleging discrimination on the basis of gender identity, focused on [alleged discrimination against white males](#) and not discrimination against other groups, and rescinded the Commission's [harassment guidance](#) that helped employers ensure they provide a workplace free of unwelcomed, repeated, and threatening behavior.

- Despite regulations requiring the agency to handle federal employee complaints promptly, the EEOC issued [an agencywide order](#) to stay all federal-sector class cases pending before administrative law judges.
- The Trump Administration has proposed a rule that would end the collection of workplace demographic data, [EEO-1 data](#), that provides transparency into the nation's workplaces.

The Trump Administration eviscerated the nation's main agency responsible for ensuring that federal contractors are complying with federal civil rights employment laws, the Office of Federal Contract Compliance Programs (OFCCP).

- President Trump [rescinded Executive Order 11246](#), removing OFCCP's proactive enforcement tools to prevent and remedy taxpayer-funded discrimination against workers working on federal contracts.
- The Trump Administration dismissed all investigations related to federal contract worker allegations of discrimination and ceased planned audits of federal contractors to ensure that their policies did not discriminate against workers.
- The Trump Administration has [hindered](#) equal opportunity employment for people with disabilities in federal contracts.

The Trump Administration violated workers' privacy.

- The Trump Administration allowed DOGE to [infiltrate sensitive data](#) at the Department of Labor.

The Trump Administration has undermined workforce development.

- The Trump Administration [canceled](#) grants to increase women's participation in apprenticeships and non-traditional occupations.
- The Trump Administration undermined [civil rights protections for apprentices](#).
- The Trump Administration has sown chaos and confusion in youth training programs by attempting to [illegally](#) shutdown Job Corps centers across the country.
- The Trump Administration proposed [privatizing the Employment Service](#), undermining critical services for workers and raising costs for taxpayers.
- The Trump Administration [watered down](#) quality standards for apprenticeship programs.