



CUPA-HR Washington Update

Thursday, May 22, 2025 | 12:00 p.m. ET

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Agenda

1. EEOC Updates
2. Independent Contractor Guidance
3. Paid Leave Legislation
4. Budget Reconciliation



EEOC Updates

1. Commissioner Charge Against Harvard
 - a) Investigating whether Harvard may have violated Title VII by engaging in practice of disparate treatment against white, Asian, male, or straight employees or applicants
2. Columbia employees asked to respond to survey for Title VII investigation

Independent Contractor Guidance

1. DOL's Wage and Hour Division released guidance on enforcement position of agency regarding worker classification under the FLSA
 - a) No longer applying Biden administration's rule on IC status
 - b) Enforcing 2008 fact sheet and 2019 opinion letter instead

Paid Leave Legislation

1. Paid Leave for More Americans Act
 - a) Creates a framework for interstate agreements that streamline benefit delivery and reduce administrative burden of state paid family and medical leave programs
 - b) Establishes a three-year pilot program at Dol to provide grants to states to establish paid family leave programs

Budget Reconciliation

1. House passed their budget reconciliation bill on May 22
 - a) Includes tax provisions to limit Pell eligibility, expand endowment tax, make Sec 127 expansion benefits permanent, create workforce Pell grants, etc.
2. Senate will begin process soon
 - a) Changes will be made in Senate version that will need to be reconciled with the House

Have a Question?



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