



Top Takeaways November 2025 Member Roundtable Meeting

The Institute is committed to keeping our members informed regarding cutting-edge developments. Below are the top highlights from Tuesday's November 18th Member Roundtable with Institute Leaders Nita Beecher, David Cohen, and David Fortney.

Please share these key takeaways with your internal leaders. The replay of the November 2025 Roundtable is located [here](#). Members will need to log in for full access.

Highlights

- **Past-Government Shutdown Review.** David Fortney discussed the impact of the federal government shutdown on workforce agencies, noting that while a few agencies received a full year funding in the continuing resolution, the workforce agencies did not and will run out of money by the end of January.
- **Federal Workforce Agencies Update.** Nita Beecher provided an update on the workforce agencies.
 - **EEOC.** With Andrea Lucas is now Chair and the Commission now having a quorum with Brittany Panuccio's confirmation, expect the Commission to revise harassment guidance and PWFA regulations; file significant new litigation on DEI, anti-American bias and religious accommodation and possibly eliminate EEO-1 reports as well as UGESP after this year.
 - **DOL.** Jonathan Berry as Solicitor of Labor and Andrew Rogers as Wage and Hour Administrator were confirmed among other leaders for DOL agencies including former EEOC Chair Janet Dhillon for PBGC. David Fortney believes the agency will move quickly to issue regulations but pointed out that this is not a traditional Republican DOL because of the relationship between Sean O'Brien, Teamster President, and President Trump.
 - David Cohen discussed that of the 650 letters of comment on proposed changes to Section 503 regulations, only 1% supported the changes.
- **SHRM Blueprint Conference Debrief.** At SHRM Conference where former OFCCP Director Catherine Eschbach spoke, David Cohen said she made clear that employers could collect and analyze demographic data but should not share with hiring management or DEI staff. Also she said to expect OFCCP to put Section 503 and VEVRAA enforcement will be front and center.
- **Federal Contractor Certification Update.** David Fortney noted that federal contractors are still waiting for regulations on federal contractor certification while contracting agencies are sending out their own version of EO 14173 certification. Meanwhile, SAM certification still requires federal contractors to certify they have EO 11246 plans. There is ongoing litigation around the certification requirements for federal contractors and grantees in which some plaintiffs have received preliminary injunctions while others have not.

Next Member Roundtable Meeting: December 16, 2025 at 3 PM EST. Please click [here](#) to register.

Webinars – Always complimentary to all members. Registration information is located [here](#).