



October 10, 2025

## Senate Confirms Key Labor Appointments

On October 7, 2025, the U.S. Senate confirmed two significant appointments that will shape federal labor and employment enforcement in the coming years.

### Department of Labor

At the Department of Labor, the Senate confirmed Jonathan Berry to head the Wage and Hour Division, giving the agency its first confirmed administrator in over a year. The Wage and Hour Division enforces key federal labor laws, including the Fair Labor Standards Act, governing minimum wage, overtime pay, and child labor protections. Berry, a former DOL official and private-section attorney, is expected to prioritize regulatory revisions affecting overtime eligibility and independent contractor classifications.

### Equal Employment Opportunity Commission

The Senate also confirmed Brittany Panuccio as Commissioner of the Equal Employment Opportunity Commission, restoring the EEOC's quorum for the first time since early this year. The confirmation allows the agency to move forward on pending regulatory proposals, litigation decisions, and guidance initiatives that had been delayed due to the absence of a full Commission. The agency is expected to continue examining whether certain fellowships, internships, and training programs comply with Title VII.

### Looking Forward

With both agencies now under confirmed leadership, the federal labor enforcement landscape is likely to become more active and predictable in its direction. The Department of Labor's Wage and Hour Division is positioned to expand audits and guidance in core wage-and-hour areas, while the EEOC will resume full enforcement and rulemaking authority. Taken together, these confirmations mark a significant inflection point in the administration's broader effort to recalibrate labor and employment policy toward a stricter, text-based interpretation of federal law.

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