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LEGISLATIVE ACTION ALERT

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THE PURGE OF WORKER'S RIGHTS



US Department of Labor to cease and desist all investigative and enforcement activity under rescinded Executive Order 11246

News Release
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WASHINGTON – Acting Secretary of Labor Vince Micone today transmitted Secretary’s Order 03-2025 to all department employees, directing them to cease and desist all investigative and enforcement activity under the rescinded Executive Order 11246 and the regulations promulgated under it.

The order applies to all department employees, including the Office of Federal Contract Compliance Programs, the Office of Administrative Law Judges and the Administrative Review Board.

The department no longer has any authority under the rescinded Executive Order 11246 or its regulations.

About the Rescinded Executive Order 11246

The U.S. Department of Labor (DOL) is committed to providing its customers, America's employers, workers, job seekers and retirees with clear and easy-to-access information on how to comply with federal employment laws. The Office of Federal Contract Compliance Programs (OFCCP) is one of many agencies under the DOL umbrella but is the only agency charged with enforcing Executive Order 11246.

In a June 1965 commencement address at Howard University in Washington, D.C., President Lyndon B. Johnson shared his strong belief in civil rights and nondiscriminatory practices when he said: *"Thus it is not enough just to open the gates of opportunity. All our citizens must have the ability to walk through those gates. This is the next and the more profound stage of the battle for civil rights. We seek not just freedom but opportunity. We seek not just legal equity but human ability, not just equality as a right and a theory but equality as a fact and equality as a result."*

Executive Order 11246, signed by President Lyndon Johnson on September 24, 1965, established requirements for non-discriminatory practices in hiring and employment on the part of U.S. government contractors. It prohibits federal contractors and federally assisted construction contractors and subcontractors, who do business with the federal government from discriminating in employment decisions on the basis of race, color, religion, sex, or national origin. It also requires contractors to take affirmative action to ensure that applicants are employed and that employees are treated during employment, without regard to their race, color, religion, sex or national origin.

Today, Executive Order 11246, as amended, has further strengthened over the years. It remains a major safeguard, protecting the rights of workers employed by federal contractors – which includes approximately one-fifth of the U.S. labor force – to remain free from discrimination on the basis of their race, color, religion, sex, sexual orientation, gender identity, or national origin, and open the doors of opportunity through its affirmative action provisions.