

NLRB updates – HRA Legal Forum

On February 14, 2025, National Labor Relations Board (NLRB) Acting General Counsel William B. Cowen rescinded a series of memoranda issued by his predecessor, Jennifer Abruzzo, including regarding remedies, rights of college athletes, restrictive covenants, union recognition, and others. The move effectively reshapes federal labor law and signals a new policy direction for the NLRB under the Trump administration.

Quick Hits

- NLRB Acting General Counsel William B. Cowen rescinded numerous memoranda from his predecessor, Jennifer Abruzzo.
- The rescinded memos included key guidance on various labor issues, such as the employee status of college athletes, remedies, and the legality of noncompete agreements and other restrictive covenants.

The new acting general counsel rescinded at least eighteen prior general counsel memos and named more that are “rescinded pending further review,” including federal equal opportunity laws.