

# Labor & Economic Justice

- ⚠️ **Trump-appointed judges vote for corporations and against working people.**
- ⚠️ **These judges are undermining wage protections, weakening unions, and restricting access to justice for employees facing discrimination and exploitation.**
- ⚠️ **These actions not only hurt workers and consumers but our economy.**

## The Cases

### 1 *Texas v. United States Department of Labor/Plano Chamber of Commerce v. DOL*

In a [case](#) out of the Eastern District of Texas in November 2024, Trump appointee Judge Sean D. Jordan struck down a Biden Department of Labor rule that would have made more workers eligible for overtime. An appeal was filed December 4, 2024.

**What Happened?** Biden passed a rule expanding the overtime-eligible salary range for workers to include those making less than \$58,656 per year and mandated that this upper threshold be adjusted every three years to keep up with rising costs.

**Impact:** [At least 4 million workers](#) will **not** see take home pay increase, despite economic stress. Only workers making less than \$35,500 per year will be eligible for overtime.

### 2 *Glacier Northwest, Inc. v. International Brotherhood of Teamsters*

In this 2023 Supreme Court decision, decided 8-1, Trump-appointed Justice Amy Coney Barrett wrote the majority opinion while Justice Ketanji Brown Jackson dissented.

**What Happened?** As a result of a strike by cement truck drivers in Washington state, some cement was spoiled. The Supreme Court undermined federal protections for striking workers, making it easier for companies to sue unions over economic losses during strikes.

**Impact:** This decision erodes workers' rights to withhold their labor. It weakens collective bargaining power, deters organizing, and makes it harder for workers to advocate for fair wages and working conditions.

### 3 *Epic Systems Corp. v. Lewis*

In 2018, Justice Gorsuch cast the critical fifth vote in this 5-4 Supreme Court case giving employers the power to force employees to arbitrate claims individually rather than collectively.

**What Happened?** Employees signed agreements employers stating they would resolve work disputes through arbitration then sought to litigate claims under the Fair Labor Standards Act and state laws. The Supreme Court ruled in favor of employers under the Federal Arbitration Act.

**Impact:** Employees cannot collectively sue over workplace issues, making it too expensive to pursue claims and limiting access to justice. Arbitration, unlike litigation, is private and prevents legal precedents that could protect others. This weakens workplace protections and shields employers from accountability.

## The Bigger Picture

### The Courts Are Rigged Against Us

With the help of right-wing organizations like the Federalist Society focused completely on the judiciary, Trump has picked judges because of and not despite their record of rolling back workers' rights and shifting power to corporations. As lifetime appointees, these judges will shape our laws for decades, perpetuating economic inequality and placing our national economic security at risk.

## Why This Matters to You

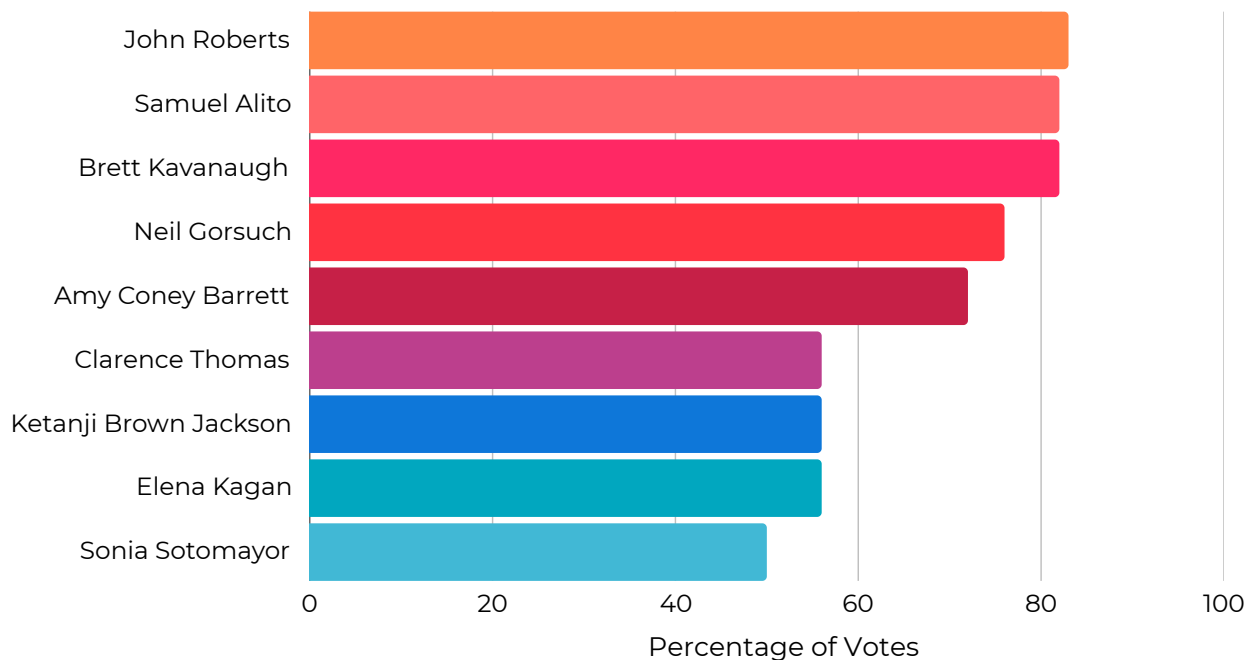
### How Trump Judges Are Harming Workers

- Ideologue judges with lifetime appointments are stacking the deck for corporations.
- If you're a worker, these rulings make it harder to unionize, fight discrimination, or secure fair wages.
- **There's a chilling effect:** Workers are less likely to organize when facing an unstable legal landscape surrounding unionization and uncertain guidelines for action.

## The Constitutional Accountability Center has found that the Court sides with corporations about **70 percent of the time.**

In October 2023, every justice on the Supreme Court backed corporate America **at least half** the time.

**Votes in Favor of Chamber of Commerce's Position  
2022-2023**



### What You Can Do



- Spread the word: Share this fact sheet to educate your communities.
- Hold lawmakers accountable: Demand senators reject any nominees who will protect the wealthy and powerful over the rights of all of us.
- Support organizations like AFJ that are fighting back.