



CONSTRUCTION BLOG

EMPLOYER ALERT—Federal Judge Halts DOL Wage and Hour Regulation

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On November 22, 2016, a Texas federal judge entered a *nationwide* injunction blocking the U.S. Department of Labor from implementing a controversial rule that would have expanded overtime protections, saying the rule improperly created a de facto salary test for determining which workers fall under the Fair Labor Standards Act's so-called "white collar" exemption. Per the terms of the injunction the new "salary" threshold rules raising the minimum salary to \$913 per week will *not* go into effect on December 1st as scheduled. So for now, the existing salary threshold of \$455 per week remains in effect.

Sandberg Phoenix's Construction and Labor and Employment Team will continue to follow this evolving situation and provide updates as they develop. Please feel free to contact tschowalter@sandbergphoenix.com or any other member of the Construction or Labor & Employment Team to further discuss.