

DOL Issues Proposed Rule Increasing Minimum Salary for Salary Exempt Employees to \$35,308

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Be advised that the Department of Labor has released a proposed overtime rule for any salary exempt employees with a \$35,308 salary threshold. Under the current rule, employees with a salary below \$455 per week (\$23,660 annually) must be paid overtime if they work more than 40 hours per week. The proposed rule does not address the duties test for white-collar exemptions or the salary basis requirement.

This is only a proposed rule. We will keep you up to date on the final rule and if and when it goes into effect. You may recall the prior final rule effective date was enjoined a day before the effective date.

Please feel free to reach out to us with any questions you may have.