## Employment Law Update

Lawrence Morales II



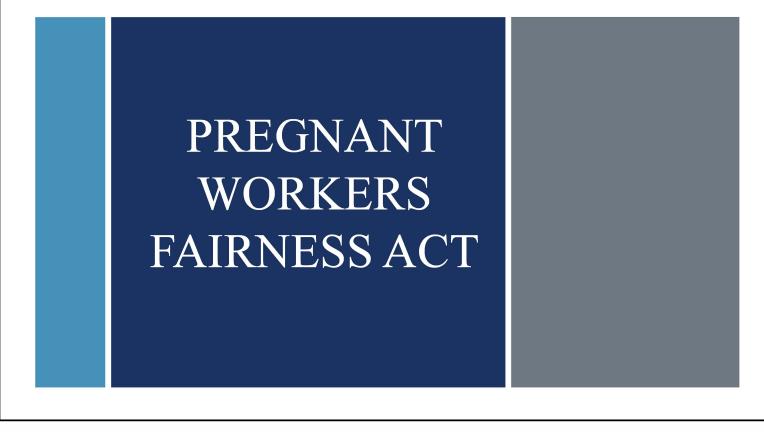


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## DOL'S FINAL RULE INCREASING FLSA MINIMUM SALARY

- On April 23, 2024, DOL announced final rule to increase FLSA's minimum salary threshold for overtime exemptions
- Employees in an Executive, Administrative, and Professional Capacity ("EAP Exemption")
  - On July 1, 2024, 2024 Rule will increase EAP Exemption salary threshold to \$844 per week (\$43,888 annually)
  - On January 1, 2025, the EAP Exemption threshold will increase to \$1,128 per week (\$58,656 annually)
- Highly Compensated Employees
  - On July 1, 2024, 2024 Rule will increase Highly Compensated Exemption annual salary from \$107,432 to \$132,964
  - On January 1, 2025, Highly Compensated Exemption threshold will increase to \$151,164 a year
- July 1, 2027, threshold for EAP and Highly Compensated Exemptions will automatically update every three years

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## Will You Take My Case?

ALERT: Contact Received From Your FindLaw Website
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Name: Kelly
Kelly Primail.com
Zip: 782
Phone: (210)
I have worked for my company for 6 months. I just had a baby and want to take 4 weeks off to nurse my son. I don't have any vacation or paid time off available. My company said if I am not back to work on Monday, I will be fired. Isn't this pregnancy discrimination?
How Would You Like To Be Contacted?: phone, email
I Have Read The Disclaimer:
Yes

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	ame <u>:</u> Elon
	Elon Dgmail.com
Zi 7:	p: 82
	hone: (10)
B	rief description of your legal issue:
iı	own a company with 100 employees. One of my female employees just asked for two weeks off for a vitro procedure. The employee has no available vacation. We have a strict policy that if you miss thr ays, you are fired. Do I have to let her have the two weeks off?
	ow Would You Like To Be Contacted?: hone, email
П	Have Read The Disclaimer:
Y	25

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## Title search: Employment Law Update

Also available as part of the eCourse Individual Members and Partners

First appeared as part of the conference materials for the 33<sup>rd</sup> Annual LLCs, LPs and Partnerships session "Individual Members and Partners Part 1: Overview and Recent Developments"