

# Employment Law Update

Lawrence Morales II



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## FAIR LABOR STANDARDS ACT

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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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## PREGNANT WORKERS FAIRNESS ACT

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# Will You Take My Case?

ALERT: Contact Received From Your FindLaw Website

 TLR.FindLaw.FirmSite@thomsonreuters.com  
To: lawrence@themoralesfirm.com

Name:  
Kelly

Email Address:  
Kelly @gmail.com

Zip:  
782 [REDACTED]

Phone:  
(210) [REDACTED]

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?


TX

How Would You Like To Be Contacted?:  
phone, email

I Have Read The Disclaimer:  
Yes

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 TLR.FindLaw.FirmSite@thomsonreuters.com  
To: lawrence@themoralesfirm.com

Name: \_\_\_\_\_  
Elon

Email Address:  
Elon @gmail.com

Zip:  
782 [REDACTED]

Phone:  
(210) [REDACTED]

Brief description of your legal issue:  
I own a company with 100 employees. One of my female employees just asked for two weeks off for an in vitro procedure. The employee has no available vacation. We have a strict policy that if you miss three days, you are fired. Do I have to let her have the two weeks off?

How Would You Like To Be Contacted?:  
phone, email

I Have Read The Disclaimer:  
Yes

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Title search: Employment Law Update

Also available as part of the eCourse

[2024 LLCs, LPs and Partnerships eConference](#)

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"