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## News Briefs

# Court Invalidates DOL Salary Thresholds

Texas Labor and Employment Law Newsbrief

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Earlier this year, we briefed you on new minimum salary thresholds for exempt employees under the FLSA. For exempt employees, the threshold jumped from \$35,568 to \$43,888 and was scheduled to jump again to \$58,656 on January 1, 2025. Similarly, the minimum salary threshold for highly-compensated employees (which has a relaxed duties test) increased from \$107,432 to \$132,964 and would jump again to \$151,164 on January 1.

Thankfully, these increases were invalidated last week. The salary threshold for exempt employees is now once again \$35,568. For HCE's, it's again \$107,432. In light of the recent Presidential election, we do not see the threshold amounts rising in such a significant way in the near future.

We routinely counsel employers regarding overtime issues so let us know if you have any questions or need assistance.

Thanks, Jack, Elizabeth and Jim

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