

**Labor & Employment Alert  
November 2016**

**Federal Judges Issues Preliminary Injunction Blocking the Implementation of  
New FLSA Overtime Regulations**

Late yesterday, a federal judge issued a preliminary injunction, temporarily blocking the Department of Labor's (DOL) new Fair Labor Standards Act (FLSA) overtime regulations from going into effect on December 1, 2016. What this means for employers in the short term is that the new overtime regulations – which, among other things, more than doubled the salary threshold for exempt employees to \$913 per week – are on hold for now, pending final resolution from the court.

While yesterday's ruling is a significant setback to the DOL's attempts to increase the salary threshold, employers are cautioned that the new rule has only been temporarily blocked at this point. With only five (5) business days to go before the planned effective date of December 1, 2016, it seems unlikely that future legal proceedings could result in the rule becoming effective as scheduled.

Stay tuned for additional updates. If you have questions about any changes you have implemented, or plan to implement, to come into compliance with these new regulations, please contact the attorney responsible for your account.

*This Client Alert was prepared by Kier Wachterhauser and Sarah Catignani. If you have any questions about this issue, please contact Kier Wachterhauser and Sarah Catignani or the attorney responsible for your account, or call (617) 479-5000.*

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