

Federal Court Preliminarily Enjoins New FLSA Overtime Regulations

A federal judge in Texas has granted a nationwide preliminary injunction halting the U.S. Department of Labor's [new Fair Labor Standards Act regulations](#) on the "white collar" overtime exemptions (i.e., the executive, administrative, or professional exemptions).

In granting the injunction, the court ruled that the [state plaintiffs](#) were likely to succeed in showing that the DOL exceeded its authority in establishing a salary threshold for the "white collar" exemptions and setting the threshold at a level that would effectively create a "salary-only test." The court also ruled that the public interest would be best served by a preliminary injunction, which would preserve the status quo until the court could make a final ruling on the regulations' validity and the DOL's authority to make the regulations.

The key takeaway for employers is that the new overtime regulations will not go into effect on the scheduled date of December 1. Although this decision is far from the last word on this issue, it represents a major victory for employers in an area of major concern. As always, we will be sure to keep you updated with any developments on this front.

This *Labor & Employment Law Alert* was written by the **Labor & Employment Law Department** of **Norris McLaughlin & Marcus, P.A.** If you have any questions about the information contained in this alert or any other questions related to labor & employment law, please feel free to contact Pat Collins at ptcollins@nmmlaw.com.

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