



bodman
ATTORNEYS & COUNSELORS

Workplace Law Client Alert

Bodman PLC | Workplace Law Practice | www.bodmanlaw.com

November 22, 2016

BREAKING NEWS: Texas Court Grants Nationwide Injunction Blocking FLSA Overtime Changes

NOVEMBER 22, 2016 - Late today a Texas Federal District Court granted a nationwide injunction blocking the new DOL rule designed to increase the minimum weekly salary requirement for exempt employees to \$913. The rule would have gone into effect on December 1, 2016, and impacted an estimated 4.2 million employees.

As a result, employers need NOT make changes to comply with the new rule.

The Court concluded that the “State Plaintiffs” (21 states including Michigan and various employer

groups) established a prima facie case that the “Department’s salary level under the Final Rule and the automatic updating mechanism are without statutory authority.” State of Nevada, ET AL. v. U.S. Department of Labor, ET. AL., Case No. 4:16 –cv-00731, *19 (U.S. District Court, E.D. Texas, November 22, 2016).

Bodman can provide guidance on this new development. Contact a member of Bodman's Workplace Law Practice Group if you need assistance.

Maureen Rouse-Ayoub
Leader, Workplace Law
Tel: 313-392-1058
mrouse-ayoub@bodmanlaw.com

Donald H. Scharg
Tel: 248-743-6024
dscharg@bodmanlaw.com

Rhonda H. Armstrong
Tel: 248-743-6048
rmstrong@bodmanlaw.com

John C. Cashen
Tel: 248-743-6077
jcashen@bodmanlaw.com

Steven J. Fishman
Tel: 248-743-6070
sfishman@bodmanlaw.com

Aaron D. Graves
Tel: 313-392-1075
agraves@bodmanlaw.com

James T. Heimbuch
Tel: 313-393-7537
jheimbuch@bodmanlaw.com

Christopher P. Mazzoli
Tel: 248-743-6066
cmazzoli@bodmanlaw.com

Patrick L. O'Brien
Tel: 313-393-7577
pobrien@bodmanlaw.com

Karen L. Piper
Tel: 248-743-6025
kpiper@bodmanlaw.com

Charles M. Russman
Tel: 248-743-6039
crussman@bodmanlaw.com

David B. Walters
Tel: 248-743-6052
dwalters@bodmanlaw.com