



**FREEMAN FREEMAN &
SMILEY, LLP**

**EMPLOYMENT LAW
BULLETIN**

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[Labor & Employment](#)

[Bradley D. Ross](#)

310.255.6180

bradley.ross@ffslaw.com

[Teresa R. Tracy](#)

310.255.6176

teresa.tracy@ffslaw.com

ffslaw.com

Happy Thanksgiving from Texas: New FLSA Exempt Salary Requirement Enjoined

Employers had more than the holidays to cause stress. They were coping with the Department of Labor's new, significantly higher, salary requirements for exempt status that were slated to go into effect on December 1, 2016. Faced with the expense of maintaining exempt status, many were considering reclassifying previously exempt employees to hourly status with the related overtime requirements.

Late in the afternoon on November 22, 2016, the United States District Court for the Eastern District of Texas granted a motion to preliminary enjoin the new exemption regulations. Thus, it is not certain when – or if – the regulations will go into effect.

So sit back, relax, and enjoy the holidays!

Written by [Teresa Tracy](#), Partner.

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