

September 2023

Department of Labor Proposes New Overtime Rule

The U.S. Department of Labor (DOL) has recently announced that it intends to raise the exempt salary threshold from \$684 per week to \$1,059, meaning employees would need to earn \$55,068 or more per year to be exempt from overtime pay. The proposal also includes automatic updates to the salary threshold every three years. This proposed rule will go through a comment period of at least 60 days before the DOL reviews the comments and issues a final rule on the matter. It is expected to be sometime in 2024 before a new rule actually goes into effect, and legal challenges are expected. However, employers should still take some time to review the pay of their exempt employees and consider how they will address those that are currently making less than the DOL's proposed amount if the rule ultimately goes into effect. [Click here](#) to read more from Fisher Phillips.

Illinois Expands Bereavement Rights

Effective January 1, 2024, the Child Extended Bereavement Act, which expands on the protections of the recently enacted Family Bereavement Leave Act, entitles employees who experience the loss of their child by suicide or homicide to take unpaid leave from work to grieve the loss of that child. All employers with at least 50 full-time employees in Illinois are covered by the Act. However, the length of the leave entitlement differs based on whether the employer is considered a "large" or "small" employer.

A "large" employer employs 250 or more full-time employees in Illinois. Eligible employees of large employers are entitled to use up to 12 weeks of unpaid leave following the loss of their child by suicide or homicide. A "small" employer employs at least 50 but fewer than 250 full-time employees in Illinois. Eligible employees of small employers are entitled to use up to 6 weeks of unpaid leave following the loss of their child.

The Act does not extend the maximum period of leave to which employees are entitled under the federal Family and Medical Leave Act or any other paid or unpaid leave provided under federal or state law. Additional details regarding the new law [can be found here](#), courtesy of Littler Mendelson.

Adams Keegan's August Webinar – Now on Demand

If you missed the live August webinar, a roundtable discussion on compensation strategy and market trends, the recording is [available here](#). We will also be sending out an alert regarding September's live webinar topic, along with a registration link, in the coming days.

Poster & Notice Updates

Colorado – [Paid Leave, Whistleblowing, & Protective Equipment](#)

Connecticut – [Pregnancy Discrimination](#) & [Administrative Regulations](#)

Louisiana – [Genetic Discrimination](#)

New Mexico – [Human Rights Act](#)

Vermont – [Sexual Harassment](#)

Virginia – [Job Safety & Health Protection](#)

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