

The Fair Labor Standards Act (FLSA) has long upheld the principle that a fair day's work merits a fair day's pay, particularly through overtime protections for those working beyond 40 hours per week. The Department of Labor's recent overtime regulation aims to fortify and broaden these protections, particularly for lower-paid salaried employees, a move rooted in the Act's historical mission to safeguard workers from exploitation and uplift communities by bolstering the middle class. Over time, however, stagnation in adjusting the minimum salary threshold for exemptions has diminished its efficacy, necessitating the recent overhaul.

The Department of Labor's meticulously crafted new overtime rule, informed by extensive public input, will commence on July 1, 2024, substantially increasing the standard salary level for overtime eligibility. Salaried workers earning less than \$844 per week will be covered initially, with the threshold rising to \$1,128 per week by January 1, 2025. Furthermore, adjustments every three years thereafter will ensure that these thresholds remain reflective of prevailing wage trends, affording employers greater predictability in compliance while offering crucial financial relief to millions of workers. The final rule not only rectifies past lapses in maintaining the real value of salary thresholds but also extends overtime protections to a wider spectrum of salaried employees. By aligning with contemporary economic realities and heeding the voices of workers across the nation, this regulation underscores a commitment to fair compensation practices, fortifying the foundational ethos that every worker's time holds value and deserves equitable remuneration.