

## Federal Judge Blocks New Department of Labor Overtime Rule

November 23, 2016

On November 22, 2016, a federal judge in Texas issued a nationwide preliminary injunction prohibiting the Department of Labor from enforcing its new overtime rule doubling the salary threshold to qualify for the Fair Labor Standards Act's "white collar" exemptions to \$47,476 per year, and providing a mechanism for future automatic increases. Thus, the new rule will *not* go into effect on December 1, as previously scheduled.

The preliminary injunction was issued in a lawsuit brought by 21 states and a coalition of business groups, *State of Nevada, et al. v. U.S. Dept. of Labor*. The preliminary injunction will remain in force, unless modified or overturned, as the case proceeds. We will continue to monitor the case and advise of any significant developments.

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### Key Contacts

Ann Bevitt London	abevitt@cooley.com +44 (0) 20 7556 4264
Wendy Brenner Palo Alto	brennerwj@cooley.com +1 650 843 5371
Leslie Cancel San Francisco	lcancel@cooley.com +1 415 693 2175

Helenanne Connolly Reston	hconnolly@cooley.com +1 703 456 8685
Joshua Mates San Francisco	jmates@cooley.com +1 415 693 2084
Michael Sheetz Boston	msheetz@cooley.com +1 617 937 2330

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