

Punching In: AI, Overtime Update Top Employers' Focus for 2024

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Jeremy Glenn was quoted in *Bloomberg Law* discussing a possible overtime update as the US Department of Labor finalizes several regulations before a potential change in leadership. This spring, the DOL is expected to finish a rulemaking that would make overtime pay eligible for at least 3 million salaried workers. However, there is the chance that the final rulemaking will be challenged in court, delayed, or completely struck down. Since this same situation occurred in 2016 when a federal judge briefly blocked the Obama administration from implementing its overtime rule just before it was scheduled to go into effect, Jeremy suggested that employers wait before creating broad changes based on the overtime rule. "I think the lesson from last time is, don't rush to make changes that are difficult to reverse. And that will, as a result, cause employers to wait a little bit longer," said Jeremy. "My advice is, keep an eye on the date. But unless there are reasons for you to make changes now for retention or recruiting talent, keep your powder dry so to speak, stay cautious, and watch and wait."

To read the full article, [click here](#).

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