

DOL Proposed White-Collar Exemption Rule Sets Minimum Salary Over \$55K

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The U.S. Department of Labor (DOL) has issued its long-anticipated [proposed rule](#) to increase the minimum salary requirements for the “white collar” exemptions (executive, administrative, and professional) from minimum wage and overtime pay requirements under the Fair Labor Standards Act (FLSA).

Under the proposed rule, the salary level for the white-collar exemptions to apply will increase from the current \$684 per week (\$35,568 per year) to \$1,059 per week (\$55,068 per year). That would be a 55% increase from the current level that became effective in January 2020 during the Trump Administration. The annual compensation level for highly compensated employees also will increase, by 34%, from the current \$107,432 per year to \$143,988 per year.

However, the DOL has indicated the *actual* salary threshold will be based on earnings data as of the date the final rule takes effect — which means that the salary floor may be even higher than the projected \$55,068. That could lift the operative threshold to more than \$60,000 annually.

For more on the proposed rule and anticipated legal challenges, [click here](#).

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