



## **NORTHSHORE SOCIETY FOR HUMAN RESOURCE MANAGEMENT**

### **What's Happening in HR – For Immediate Release**

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#### **Texas Judge Issues Injunction Preventing New FLSA Overtime Regulations from Taking Effect on December 1, 2016**

On November 22, 2016, a U.S. District Judge in Texas issued a nationwide injunction temporarily preventing the new overtime regulations from taking effect on December 1, 2016 as planned. The Judge in *State of Nevada, et al v. U.S. Department of Labor* agreed with plaintiffs and held that a plain reading of the FLSA demonstrates that Congress intended the white-collar exemptions to apply to employees performing the required duties regardless of their salary level. The next step is for the Court to determine if the injunction should be made permanent.