



ARCHDIOCESE OF
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NEWSLETTER

The mission of the Department of Human Resources is to offer the highest quality of service by developing (with its partners) a work environment that is built on trust and respect for each individual — an environment of invitation, welcome, motivation and well-being for all employees. We strive to promote and support the dignity and rights of each person who works in the Archdiocese of Cincinnati so that each employee can carry out his or her ministry and utilize his or her talents in accordance with God's will.

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New Overtime Rule Raises Salary Level in Two Phases

The U.S. Department of Labor (DOL) announced on April 23 that it will publish a final rule raising the Fair Labor Standards Act's minimum annual salary threshold for overtime pay eligibility in a two-step process. Starting July 1, the threshold will increase from \$35,568 to \$43,888 per year. It will then increase to \$58,656 on January 1, 2025.

The threshold will automatically update every three years using current wage data – which would next occur on July 1, 2027 – but DOL said in the proposed rule that updates may be temporarily delayed if the department chooses to engage in rulemaking to change its methodology or update mechanism.

Observers now turn to the federal courts, where challenges to the rule are anticipated.

The legal fight also may carry over to Congress, where a Republican representative from Missouri has introduced a bill that would block the new final rule. The bill has not yet received a committee vote.