



{Labor Advisory}

Federal Judge Strikes Down Obama Overtime Rule

A federal judge in Texas has struck down a rule from the Department of Labor that would have extended overtime pay to more than 4 million workers, effectively erasing one of former President Obama's biggest regulatory initiatives.

In the ruling, the judge wrote that the agency improperly looked at salaries instead of job descriptions when determining whether a worker should be eligible for overtime pay.

The judge, Obama-appointee Amos Mazzant, initially put the rule on hold last November. It was set to go into place on Dec. 1.

The rule would have required employers to pay overtime to most salaried workers who earn less than \$47,476 annually, a sharp increase from the current annual salary limit of \$23,660.

In August 2016, then-Republican presidential candidate Donald Trump vowed he would target Obama's overtime rules as president. "Rolling back the overtime regulation is just one example of the many regulations that need to be addressed to do that," Trump told reporters at the time. "We would love to see a delay or a carve-out of sorts for our small business owners."

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