

HOT TOPICS IN EARLY 2024

Staying compliant with employment laws, and avoiding disputes and litigation, is a constant challenge to business owners and managers.

No matter is too small to discuss the issue with a lawyer. The phrase an “ounce of prevention is worth a pound of cure” applies directly to employment legal issues.

If you have questions about any employment matters, call **Bret Rappaport** or **John Eggert**, each who have worked with clients on employment law matters for decades.

847-597-2150



New Overtime Rules. Employees who are exempt from overtime pay (Executive, Administrative, Managerial, Outside Sales, Administrative, and Computer Employees) must now earn at least \$58,656/year. This is increased from the old floor of \$35,568/year. If you have Exempt Employees earning below the new floor, the new rule goes into effect July 1, 2024, and organizations have until January 1, 2025, to comply.

Noncompetes No More (mostly). The Federal Trade Commission (FTC) has announced a 570-page Final Rule that prohibits employers from entering into new noncompetes with workers on or after the effective date of the Rule. The Rule also prohibits employers from enforcing existing noncompetes with workers other than senior executives. This is a drastic change in the law. If your company has non-compete agreements in place, you need to call Bret to discuss how your organization should respond to the Rule. It takes effect later this year.

New Pregnancy Leave Rules. The EEOC has published final rules under the Pregnant Workers Fairness Act (PWFA). If you have an employee who is expecting these new rules require reasonable accommodations as well as other protections for that employee.

Supreme Court Strengthens Title VII. In *Muldrow v. St. Louis*, the Supreme Court ruled 9-0 that the primary federal law protecting workers from discrimination based on race, gender and other protected classes, does not require the employee show that they suffered monetary damage from the discrimination, but only show “material harm.” This ruling expands employer liability. Having a strong policy statement in your handbook, conducting employee and manager training, and working to create a respectful and inclusive culture are all important steps every organization must take to avoid claims of discrimination in the workplace. If you are interested in an on-site training seminar, give Bret or John a call.

Corporate Transparency Act. We can help. The Financial Crimes Enforcement Network (FinCEN) helps to protect the US against money laundering and other crimes. To do this, in 2024 most of our clients will be required to file a report with the agency. Keep a look out for a direct email from our FinCEN coordinating attorney, David Pestell. We can help make sure your company, its officers, and owners comply with this new law.