New Overtime Rule Could Affect 4.2 Million Workers

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The article, "New Overtime Rule Could Affect 4.2 Million Workers," featured in *Community Impact Newspaper,* highlighted the U.S. Department of Labor's new rule that could extend overtime pay eligibility to 4.2 million additional salaried white-collar workers nationwide, including many workers in the Katy area.

Kevin Troutman weighed in on the new rule.

"People are wondering, 'What does this mean to me and what do I need to do?'," said Kevin. "Companies have to decide, 'Am I going to increase this person's salary to go above the new threshold or am I going to reclassify this person and just pay them on an hourly basis?'"

"It does scare a number of businesses, and it should," Kevin said. "This is one of the hottest areas of litigation in employment law. We continue to see increases in the numbers of lawsuits filed in these kinds of disputes."

"I think anything that makes the change a little less drastic is probably better because drastic changes are just hard to digest in the workplace and in the marketplace," Kevin said.

To read the full article, please visit *Community Impact Newspaper*.

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