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Obama-Era Overtime Rule Struck Down

Since our August newsletter, last year's proposed changes to the federal overtime regulations – which were supposed to go into effect on December 1, 2016, but were put on hold – have been struck down.

The U.S. District Court for the Eastern District of Texas found that the Department of Labor went too far when it attempted to double the minimum salary threshold required for executive, administrative, and professional employees to be exempt from overtime. The Department has signaled that it will not seek to have this ruling overturned, meaning that the proposed changes are effectively dead.

As we described in July, the Trump Administration is expected to take its own stab at updating the overtime regulations, but – until that happens – the status quo will continue.

Protecting Your Business from Employment Discrimination Claims

Is your business protecting itself appropriately from a potential employment discrimination lawsuit? If you do not maintain employment practices liability (EPL) insurance, the answer is likely “no.”

If federal or state employment discrimination statutes apply to your business, then EPL insurance is a smart investment, providing coverage to employers in the event that an employment-related claim – typically, an allegation of unlawful discrimination – is asserted against them. For a reasonable monthly cost, EPL can provide much-needed protection, both in defraying your own attorney's fees and in reducing the cost of a potential adverse verdict.

At the same time that they consider EPL, employers should also review their existing anti-harassment and anti-discrimination policies to ensure that they are sufficient. **Contact us today so that we can help you with this review.**

Let Flat Fees Work for Your Business

Whether you are budgeting for your business or for your family, odds are that you are not a fan of uncertainty. Surprises on your birthday might be good, but surprises in the form of bills are not.

Our firm's goal is to take the "surprise" factor out of the business relationship that clients have with their attorneys. **Whether it is exploring our monthly billing plan or discussing the appropriate flat fee for your next legal need**, we welcome the opportunity to show you the benefit of our predictable, transparent approach to legal billing.

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