

# Compliance Year in Review & 2025

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# Agenda

- FLSA – the newest twist
- NLRB
- PWFA
- LGBTQ
- Your questions!

# Fair Labor Standards Act (FLSA):

Salary increases for exempt workers went into effect on July 1, 2024 – November 15, 2024, Texas court nullifies regulation and mandatory salary increase.



President-elect Trump silent on regulation

Where were we?

- FLSA Salary Basis Increased:
  - \$844/week July 1, 2024
  - \$1,128/week January 1, 2025
  - Increase every 3 years
  - Still must meet duties test

Where are we now?



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- Texas Decision Appealed.
    - But what will President-elect Trump do?
  - Back to \$684/week (state/local may vary).
    - Do you reverse any raises?
    - Do you reverse any reclassifications?
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## NLRB

- Worker Freedom of Speech Acts prohibit “captive audience” meetings.
  - Illinois, Connecticut, Hawaii, New York, and Oregon
  - Limiting employers’ ability to conduct mandatory meetings on religious or political matters, including on unionization.
  - Employers cannot discipline or incentivize employees to attend such meetings or listen to related communications.
- Or even just incentivizing attendance.
- Before President-elect Trump, NLRB weighed in and made this a national prohibition.
- Will this survive after the inauguration?

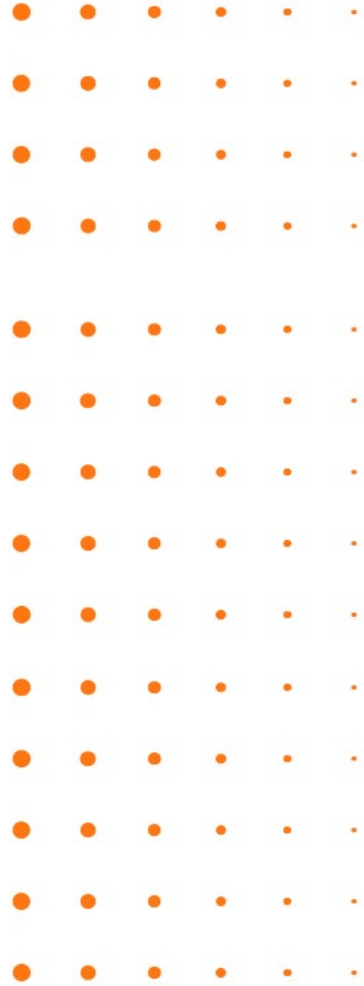
# Pregnant Workers Fairness Act (PWFA):

- Went into effect in July 2023 but Final regulations issued in April 2024
- Applies to employers with 15 or more employees
- Limited documentation requests
- Certain accommodations were automatic
- Made 40 week leave of absence almost always reasonable.
- September 2024 saw the first two Federal PWFA lawsuits filed by the EEOC



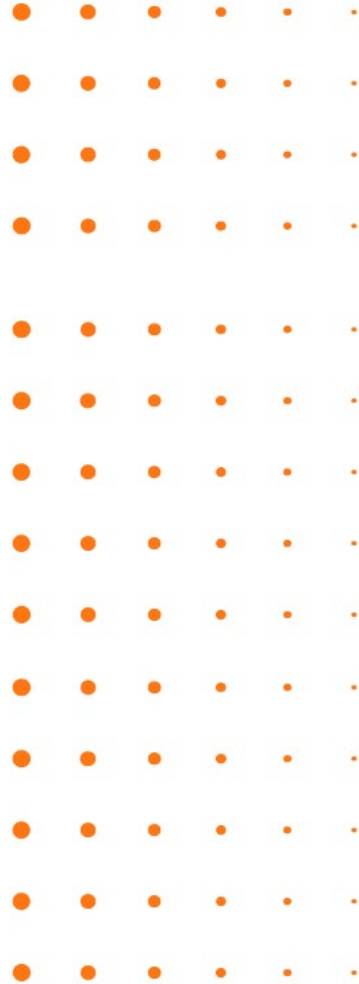
# PWFA

- Likely rollback of regulations
- Likely targeted at the breadth of the act covering abortions, menopause and infertility
- Employer rights to information and length of absences.



# LGBTQ:

- EEOC issued GUIDANCE that made actions such as the repeated and intentional use of a name or pronoun inconsistent with the individual's known gender identity (misgendering), or denying an individual access to a bathroom consistent with their gender identity, evidence of sex discrimination
- President-elect Trump's pick for EEOC Chair has publicly stated opposition to this guidance.





**YOUR QUESTIONS!!!**



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**Thank You**