

Employment Law This Week Episode 346 - DOL's Expanded Overtime Salary Limits, EEOC's Sexual Harassment Guidance, NY's Mandatory Paid Prenatal Leave [Video, Podcast]

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This week, we're detailing for employers the U.S. Department of Labor's (DOL's) expansion of overtime salary limits, the U.S. Equal Employment Opportunity Commission's (EEOC's) recently released sexual harassment guidance, and New York State's unprecedented mandatory paid prenatal leave.

DOL Expands Overtime Salary Limits

On April 23, 2024, the DOL announced [a final rule](#) that substantially increases the salary threshold for executive, administrative, and professional overtime exemptions, as well as the overtime exemption for highly compensated employees.

EEOC Releases Sexual Harassment Guidance

The EEOC's long-awaited [sexual harassment guidance](#) is the agency's first update since 1999. The guidance reflects advances in technology and significant changes to the law during the past 25 years.

New York Leads with Mandatory Paid Prenatal Leave

With the passage of its budget on April 20, New York became the first state to require paid leave for pregnant employees. All employers, regardless of size, must now provide employees 20 hours of paid prenatal leave per year for health care related to their pregnancy.

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