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U.S. Department of Labor Restores Regulations on Fair Labor Standards Act Exemptions

On May 14, 2026, the U.S. Department of Labor announced the publication of a technical amendment to restore the applicable regulations governing the exemption of executive, administrative, and professional employees under the Fair Labor Standards Act. This amendment removes regulatory language from a 2024 rule that was judicially vacated and republishes the operative regulations, which were established in a rule the department issued in 2019.

The restored regulations require that employees in FLSA exempt positions be paid a salary of at least \$684 per week. The regulations also set a total annual compensation threshold of \$107,432 for certain highly compensated employees. The [technical amendment](#) took effect immediately upon publication in the Federal Register, which took place May 15, 2026.

With the latest regulations restoring the salary thresholds for FLSA exemptions to the 2019 levels, no immediate action is necessary to maintain compliance. Agencies should nevertheless continue reviewing exemption classifications to ensure they remain appropriate based on job duties, compensation type, and compensation level.

If you have questions about the information in this advisory, please contact the HRA helpdesk at 404-656-2705 or 1-877-318-2772 or a member of the HRA Policy team.

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