

Bill #E555
FLSA Overtime Salary Threshold

BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

This bill amends the Fair Labor Standards Act (FLSA) to raise the overtime salary threshold, ensuring fair compensation and stronger enforcement.

A. The overtime exemption threshold increases to \$58,000 per year, adjusted annually based on inflation. B. Employees earning below this must be compensated at 1.5 times their regular wage for overtime. C. Small businesses (<50 employees) may apply for temporary exemptions under Department of Labor (DOL) guidelines.

A. The DOL's Wage and Hour Division (WHD) shall oversee compliance. B. WHD will conduct random audits and require annual employer payroll reports. C. Noncompliant employers face fines up to \$10,000 per violation and must provide back pay. D. Employees can file misclassification complaints, with WHD responding within 60 days.

This legislation will take effect on January 1st, 2026. All laws in conflict with this legislation are hereby declared null and void.

Respectfully submitted,
Representative Sonia Qiao
Langley High School