



CUPA-HR Washington Update

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Agenda

1. Overtime Proposed Rule
2. Joint Employer Final Rule
3. H-1B Visa Modernization Proposed Rule



Overtime Proposed Rule Update

1. NPRM Comments submitted November 7
 - a) Four recommendations included in our final letter:
 - i. DOL Should Not Update the Salary Threshold Now
 - ii. DOL Should Lower the Proposed Salary Threshold and Account for Room and Board
 - iii. DOL Should Not Implement Automatic Updates
 - iv. DOL Should Extend the Effective Date of Any Final Rule

NLRB Update

1. Joint Employer Final Rule

- a) Expands joint employer status under National Labor Relations Act
 - i. Establishes joint employer status of two or more employers if they “share or co-determine those matters governing employees’ essential terms and conditions of employment”
- b) Effective date is February 26, 2024

H-1B Visa Modernization Proposed Rule

1. Aims to simplify the application process, increase efficiency, offer more advantages and flexibilities to petitioners and beneficiaries, and strengthen integrity measures
 - a) Comments due December 22

Have a Question?



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