

Office of State Uniform Payroll  
State of Louisiana  
Division of Administration

JEFF LANDRY  
GOVERNOR



TAYLOR F. BARRAS  
COMMISSIONER OF ADMINISTRATION

December 12, 2024

OFFICE OF STATE UNIFORM PAYROLL MEMORANDUM #2025-29

TO: LaGov HCM Paid Agency Human Resources  
and Employee Administration Staff

FROM: Andrea P. Hubbard  
Director

SUBJECT: Update to OSUP Memorandum #2025-17 - 2025 FLSA Changes

On Nov. 15, 2024, the U.S. District Court for the Eastern District of Texas issued a summary judgment (Texas v. Department of Labor, Eastern District of Texas, Case No. [24-00499](#)) vacating the Department of Labor's rule concerning the scheduled salary threshold increase for determining an employee's status as exempt or non-exempt. As a result, the court has rendered the [Final Rule](#) unenforceable.

Therefore, agencies should not implement the salary threshold change scheduled for Jan. 1, 2025, as previously outlined in OSUP Memorandum #[2025-17](#). Agencies should use the pre-July 1, 2024 salary thresholds to determine the FLSA status of employees.

Agencies should not take corrective actions regarding the changes made to employee classifications effective July 1, 2024, as those changes are currently under review by the administration. Guidance will be provided when available.

The U.S. Department of Labor filed an appeal with the Fifth Circuit Court of Appeals on Nov. 26, 2024. Should the ruling be reversed by the Court or the incoming administration withdraw the pending appeal, we will notify agencies accordingly.

Direct questions to a member of the OSUP Garnishment Administration Unit at [\\_DOA-OSUP-GARN@la.gov](mailto:_DOA-OSUP-GARN@la.gov) or (225) 342.5332. For FLSA-specific overtime information, refer to the U.S. Department of Labor's [website](#).

APH/KEH/kme