



# Harter Secret & Emery LLP

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### **AMY L. HEMENWAY LEADS LABOR ISSUES DISCUSSION FOR BUFFALO NIAGARA PARTNERSHIP**

*Event held as part of Capital Conversations series*

**Buffalo, N.Y., July 19, 2016** – Amy L. Hemenway, a partner at Harter Secret & Emery LLP, a full-service business law firm with offices throughout New York, served as a lead panelist for a discussion on labor issues presented this morning by the Buffalo Niagara Partnership, the region’s largest business organization.

Hemenway led the portion of the discussion focused on the new federal overtime regulations released earlier this year by the United States Department of Labor (DOL). The revised regulations, released by DOL on May 18, 2016, increase the salary threshold under which many salaried workers may qualify for overtime pay. Effective December 1, 2016, the new threshold will be \$47,476 annually (\$913 per week), up from the previous threshold of \$23,660 annually (\$455 per week). The threshold is scheduled to increase every three years, beginning January 1, 2020. While the new regulations may extend overtime pay to an increased number of workers nationwide, the final rule did not change the duties portion of the test necessary to determine if a salaried worker shall receive or be considered exempt from overtime pay.

A partner in Harter Secret & Emery’s Labor & Employment practice group, Hemenway counsels clients on all aspects of labor and employment compliance. She has extensive experience in federal and state court litigation, as well as in administrative proceedings, involving labor and employment matters. Hemenway has worked with national and regional employers on a wide range of issues, including contracts, wage and hour issues, individual and class action discrimination claims, collective bargaining, grievance/arbitration proceedings, and NLRB and PERB proceedings. She is recognized by *The Best Lawyers in America*® in the field of Litigation – Labor and Employment, and has been selected for inclusion in *Super Lawyers*® from 2013-2015. Hemenway is a past recipient of the 40 Under Forty Award from Buffalo Business First, in recognition of her professional achievement and community involvement.

Today’s event was presented as part of the Partnership’s Capital Conversations series, which focuses on policy and regulatory issues of importance to business in Western New York. In addition to the new overtime regulations, Hemenway and the other panelists discussed New York State’s new paid family leave requirements, and additional Human Resources-related issues of note.

Harter Secrest & Emery's [Labor & Employment](#) attorneys counsel employers of all sizes in a wide range of industries on all aspects of compliance with federal and state labor and employment laws.

**Harter Secrest & Emery LLP**

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