



2024 New Labor Laws – Effective July 1, 2024

These are very important changes that happen in July 2024 and again in January 2025.

- This affects full-time salaried employees who are not Clergy.
- Examples include Secretaries, Administrators, Financial, Maintenance.
- Currently exempt minimum salary is \$35,568.
- On July 1, 2024, exempt minimum salary increases to \$43,888 (**You must classify them as hourly employees and maintain work hour records if the salary is below this level**)
- Again, on January 1, 2025, that pay must increase to \$58,656 (**Again, you must classify them as hourly employees and maintain work hour records if the salary is below this level**)

This information is from Tricia Baker at GCFA HR and below is the link to the Department of Labor webinar for local churches.

<https://www.gcfa.org/resource/urgent-department-of-labor-updates-for-your-ministry>

Please review to see if your Church employees are affected by these changes. If you have any questions, please email Treasurer/Chief Benefits Officer Jeffrey Pehl at Pehl@ntcumc.org.