

June 2008

Contacts

If you have questions or would like more information, please contact any of the attorneys listed at the end of this Alert. Hunton & Williams' [labor and employment law practice](#) covers the entire spectrum of labor and employment litigation, arbitration, administrative practice before the NLRB, EEOC, and the DOL, federal contract compliance, wage-hour standards, workplace safety and health standards, workers' compensation, contractual rights and remedies, Sarbanes-Oxley and whistleblower claims, workplace investigations and client counseling under federal and state labor and employment laws. Hunton & Williams LLP provides legal services to corporations, financial institutions, governments and individuals, as well as to a broad array of other entities. Since our establishment more than a century ago, Hunton & Williams has grown to more than 1,000 attorneys serving clients in 100 countries from 18 offices around the world. While our practice has a strong industry focus on energy, financial services and life sciences, the depth and breadth of our experience extends to more than 100 separate practice areas, including bankruptcy and creditors' rights, commercial litigation, corporate transactions and securities law, intellectual property, international and government relations, regulatory law, products liability, and privacy and information management.

Federal Minimum Wage Increases July 24

On July 24, 2008, the federal minimum wage will increase from \$5.85 to \$6.55 per hour. This is the second of three increases generated by a May 2007 spending bill amending the Fair Labor Standards Act. The third and final increase will be effective on July 24, 2009, and will raise the federal minimum wage to \$7.25 per hour.

Not only must employers ensure they are paying all employees at or above the new rate, but they must also replace minimum wage posters to reflect the new minimum wage. Posters can be found on the Department of Labor's website. (<http://www.dol.gov/esa/regs/compliance/posters/flsa.htm>)

While many states apply the federal minimum wage, some states have minimum

wage requirements that exceed the federal amount. Employers should seek guidance on state-specific laws and regulations.

Employers can also expect to see a significant amount of new proposed legislation and regulatory amendments in the coming years. Coming soon are the Employee Free Choice Act (amending the National Labor Relations Act to facilitate more union organizing) and a bill that would amend the Americans with Disabilities Act to broaden the definition of "disability." Also pending are amendments to the regulations implementing the Family and Medical Leave Act.

Look for more alerts from the Hunton & Williams Labor & Employment Team to stay abreast of these important changes.

Hunton & Williams Labor and Employment Team Contacts

L. Traywick Duffie

Bank of America Plaza
Suite 4100
600 Peachtree Street, NE
Atlanta, GA 30308
tduffie@hunton.com
(404) 888-4004

Gregory B. Robertson

Riverfront Plaza, East Tower
951 East Byrd Street
Richmond, VA 23219
grobertson@hunton.com
(804) 788-8526

Hill B. Wellford Jr.

Riverfront Plaza, East Tower
951 East Byrd Street
Richmond, VA 23219
hwellford@hunton.com
(804) 788-8518

Atlanta

(404) 888-4000

W. Christopher Arbery

carbery@hunton.com

Kenneth L. Dobkin

kdobkin@hunton.com

Peter G. Golden

pgolden@hunton.com

Kurt A. Powell

kpowell@hunton.com

Robert T. Quackenboss

rquackenboss@hunton.com

Brussels

+32 (0)2 643 58 00

Hervé Cogels

hcogels@hunton.com

Charlotte

(704) 378-4700

A. Todd Brown

tbrown@hunton.com

Wood W. Lay

wlay@hunton.com

Dallas

(214) 979-3000

G. Allen Butler

abutler@hunton.com

W. Stephen Cockerham

scockerham@hunton.com

William L. Keller

bkeller@hunton.com

David C. Lonergan

dlonergan@hunton.com

Alan J. Marcuis

amarcuiss@hunton.com

Julie I. Ungerman

jungerman@hunton.com

London

+44 (0)20 7220 5700

Ruth M. Harvey

rharvey@hunton.com

McLean

(703) 714-7400

Jeffrey B. Hardie

jhardie@hunton.com

Michael F. Marino III

mmarino@hunton.com

Thomas P. Murphy

tpmurphy@hunton.com

Miami

(305) 810-2500

Terence G. Connor

tconnor@hunton.com

Juan C. Enjamio

jenjamio@hunton.com

New York

(212) 309-1000

Michael F. Marino III

mmarino@hunton.com

Norfolk

(757) 640-5300

Sharon S. Goodwyn

sgoodwyn@hunton.com

James P. Naughton

jnaughton@hunton.com

Raleigh

(919) 899-3000

Thomas J. Manley

tmanley@hunton.com

Richmond

(804) 788-8200

Patricia K. Epps

pepps@hunton.com

Marguerite R. (Rita) Ruby

rruby@hunton.com

C. Randolph Sullivan

rsullivan@hunton.com

Washington, DC

(202) 955-1500

Ian P. Band

iband@hunton.com

Frederic Freilicher

ffreilicher@hunton.com

Susan F. Wiltsie

swiltsie@hunton.com

© 2008 Hunton & Williams LLP. Attorney advertising materials. These materials have been prepared for informational purposes only and are not legal advice. This information is not intended to create an attorney-client or similar relationship. Please do not send us confidential information. Past successes cannot be an assurance of future success. Whether you need legal services and which lawyer you select are important decisions that should not be based solely upon these materials.