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On September 20, 2016 South Carolina joined a lawsuit by 21 states attempting to stop the Department of Labor's implementation of its recent changes to the overtime rule. Notably, the case has moved forward and there have been motions back and forth. A hearing on the issue is set for November 16<sup>th</sup>. The parties believe the Judge takes seriously the need to have an answer before December 1<sup>st</sup>, when the changes take effect. We should expect an Order between the 16<sup>th</sup> and December 1<sup>st</sup> in this matter

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