

FAIR LABOR STANDARDS ACT

EMPLOYERS & EMPLOYEES

The U.S. Department of Labor (DOL) has released updated rules regarding which employees can be exempt from overtime under the Fair Labor Standards Act (FLSA).



what

NEW RULES

New Salary Threshold
\$47,476 annually
\$913 weekly



when

The salary threshold will be updated every 3 years – **next update will be January 1, 2020**

TOP 3 COMPLIANCE STRATEGIES

- 1 Reclassify employees to non-exempt and pay time-and-a-half for overtime work
- 2 Increase salaries to the minimum threshold to maintain exemption status
- 3 Reclassify employees to non-exempt and limit workers' hours to 40 per week

by the numbers

58% OF EMPLOYERS ARE PREPARING TO RECLASSIFY SOME EXEMPT POSITIONS TO NONEXEMPT TO COMPLY WITH THE FLSA EXEMPTION CHANGES.

51% OF EMPLOYERS INDICATE BETWEEN 1-10% OF THEIR WORKFORCE WILL BE AFFECTED BY THE FLSA EXEMPTION CHANGES.

37% OF EMPLOYERS INDICATE THEY ARE READY TO BEGIN COMMUNICATING FLSA CHANGES TO THEIR WORKFORCE.



Management Association

The **HR Source** for employers®

We're here to help!

Call our HR Hotline at (800)448-4584 or email us at info@hrsource.org.