

U.S. Department of Labor

Overtime Proposed Rule

Last week, the U.S. Department of Labor (“DOL”) released proposed changes to the Fair Labor Standard Act’s (“FLSA”) overtime regulations. The proposal would raise the minimum annual salary required to qualify for the “white collar” exemptions to roughly \$50,440 per year for 2016. The required minimum annual salary would be indexed to Bureau of Labor Statistics data, and would be updated annually. This is a proposed rule change, and the public has an opportunity to comment on the Proposed Rule which is published in the Federal Register. Once the comment period is completed, the DOL will publish its Final Rule. The Final Rule is not expected to be effective until at least mid-2016, according to the DOL.

DOL Informational Link:

Frequently Asked Questions: Overtime NPRM – <http://www.dol.gov/whd/overtime/NPRM2015/faq.htm#s2>

For more information and guidance regarding FLSA requirements, please contact a member of our Labor and Employment Law Practice Group.

Please contact a member of our Labor & Employment Law Practice Group at (419) 249-7100.

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