

### **FLSA Update- Increased Overtime Threshold**

The Department of Labor is anticipated to implement a revised rule to extend overtime protection to any employee making less than \$47,476/per year, barring Department of Labor mandated job exceptions, like School Teachers. This means that any employee earning less than this salary will be a non-exempt employee, eligible for overtime.

The former salary threshold for overtime eligibility was \$23,660/per year, which is less than the national poverty level for a family of four.

The purpose of this DOL's decision regarding overtime eligibility is to:

- Encourage employers to hire more employees rather than pay overtime premiums
- Provide more income to middle class employees, resulting in economic growth
- Increase payroll tax contributions to Social Security and Medicare

### **Training for Managers**

If you are a new manager of non-exempt employees, please take a moment to complete the TRAM training for managers. Register for the course (**SH1702**) via PASS. You will be able to access the course the following day in TAP. To access TAP, log into AccessUH and click on TAP Employee Online Training.

### **Preparing for the FLSA Change - MANAGERS**

Managers are expected to meet with their affected employee(s) in person and individually to communicate the employment classification change.

Managers must comply with these federal changes, so it is imperative that managers monitor their employees' time and pay them for any overtime worked.

TRAM reports are available from their timekeepers to assist managers in monitoring overtime. If a manager observes that a non-exempt employee is working while not clocked-in, they have an obligation to correct the employee and pay for that time worked.