



## U.S. Department of Labor Final FLSA Rule

The U.S. Department of Labor (DOL) issued a final rule on employees who are eligible for overtime (compensatory time). Employees who make less than \$35,568 will be eligible for overtime pay. The new threshold rate will take effect January 1, 2020.

To be exempt from overtime under the federal Fair Labor Standards Act (FLSA), employees must be paid a salary of at least the threshold amount and meet certain duties tests. If they are paid less or do not meet the tests, they must be paid 1 1/2 times their regular hourly rate for hours worked in excess of 40 in a work week.

Within the next week, Human Resources will be contacting managers who have exempt employees that fall below the new threshold. The primary difference will be the collection of time worked along with recording of absences.

The Society for Human Resource Management (SHRM) is pleased that the DOL has finalized the overtime rule. "Employees and employers have been waiting for an overtime salary adjustment for over 10 years," said Nancy Hammer, SHRM's vice president of regulatory and judicial engagement. "Today's rule provides important clarity for the workplace on FLSA implementation," she said. The new rule will raise the salary threshold to \$684 a week (\$35,568 annualized) from \$455 a week (\$23,660 annualized).

The new rule doesn't call for automatic adjustments to the salary threshold, however, the DOL "intends to update these thresholds more regularly in the future," according to the final rule.

### Resources

- [HR Website](#)
- [Employee Handbook](#)
- [WyoCloud Home](#)

### Contact Information

Human Resources  
Department 3422  
1000 East University Avenue  
Laramie, WY 82071-3226

Room 139, Wyoming Hall  
Phone: (307) 766-2377  
Fax: (307) 766-5607