

*Third Thursday*  
**The New Overtime Regulations**

May 19, 2016

The webinar will begin shortly. Please stand by.

# Today's Presenters



Tom Gies



Andrew  
Bagley



Mark Romeo

- **DOL's new overtime regulations**
  - What is changing
  - What is not changing
  - What employers should do now
  - Anticipated challenges to the regulations
  - What to expect after implementation

- New salary level threshold - \$47,476
  - Future adjustments
  - Counting bonuses/incentive compensation
- HCE salary level threshold - \$134,004
  - Future adjustments
  - Counting bonuses/incentive compensation

- Job duties tests
- Salary basis test
- State law rules and regulations

- Identify impacted employees
- Reclassify or raise salaries?
- Address the implications for employees whose salaries will be increased
- Train employees who will be reclassified
  - Time reporting
  - Identifying “work time”
  - Company OT policies
- Train the supervisors
  - Tracking time
  - Company OT policies

- Congressional action
- Expected legal challenges

- Impact on employee morale
- Greater public awareness of wage-hour issues
- More enforcement actions by DOL
- Renewed attention to wage-hour compliance



# Contacts

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