



the regs they are a-changin': are you ready?

MSK Client Alert

October 11, 2016

FLSA: Employees Must Earn More To Qualify For Overtime Exemption

The U.S. Department of Labor's long-expected amended regulations to the Fair Labor Standard Act ("FLSA") will become effective on December 1, 2016. Under these new regulations, employees across the nation must earn at least \$913 per week (or \$47,476 annually) in order to qualify for any of the "white collar" (executive, administrative or professional) overtime exemptions. This minimum salary will be adjusted annually to an amount equal to the 40th percentile of weekly earnings for full-time salaried workers. Although lawsuits have been filed seeking to block the regulations, at this time, employers should be prepared for implementation on December 1.

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