

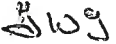


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## MEMORANDUM

**DATE: September 25, 2019**

**TO: All Employees**

**FROM: Dr. Gena Jones, Assistant Vice President, Human Resource Services** 

**SUBJECT: Fair Labor Standards Act (FLSA) Overtime Update**

The federal overtime work provisions are governed in the Fair Labor Standards Act (FLSA). Unless exempt (not paid by the hour), employees covered by the Act must receive overtime pay for hours worked over 40 in a workweek at a rate not less than time and one-half their regular rates of pay.

On September 24, 2019, the Department of Labor announced a final ruling to increase the salary threshold from \$23,660 to \$35,568 per year (\$684 per week) for minimum pay for exempt employees, effective January 1, 2020. Over the next couple of months, Human Resource Services will be preparing for the change, multiple communications will be sent out and meetings will be held with supervisors and impacted employees.