What the DOL New Overtime Rules Mean to Your Organization

Description: There is a lot of concern (and confusion) among employers about the new overtime regulations and what it means to their organizations. Without a doubt, the workplace is going to look a lot different in 2017. Employers will have to make decisions about whether to increase salary levels of exempt individuals or consider individuals previously considered to be exempt now non-exempt and thus entitled to overtime pay. As employers work through these thorny issues, litigation is certain to arise as to the meaning of the regulations and your employees’ attorneys are just waiting on you to make a misstep.

Objectives of the Presentation:

- Case examples of why President Obama demanded new regulations
- New minimum salary requirements for white collar exemptions
- New minimum salary requirements for highly compensated employees
- Use of non-discretionary bonuses to establish minimum salary requirements
- Why the Department of Labor did not change the duties test
- How the Department of Labor will determine automatic increases in the future
- Anticipated legal challenges

Why Should you Attend:

It has been over ten years since the Department of Labor has addressed salary and duty requirements for those who employers consider to be exempt under the Fair Labor Standards Act. President Obama ordered the Department of Labor to look at existing regulations and "simplify" them due to significant litigation under the Fair Labor Standards Act. It took the Department of Labor over two years to do so but the final overtime regulations are now finalized. The new regulations will impact employers' bottom line. This webinar will walk you through the new regulations so that you can plan and budget for 2017 and beyond.

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