

WHAT EMPLOYERS NEED TO KNOW ABOUT THE FAIR LABOR STANDARDS ACT NEW OVERTIME EXEMPTION RULE

After a long wait, the Department of Labor (DOL) released revisions to the white collar overtime exemption rules in the Fair Labor Standards Act (FLSA). Non-exempt, or "overtime eligible," workers in the United States are entitled to time-and-a-half pay for their hours worked after 40 hours in a week. The webinar will focus on the new standards for the "white collar" or "EAP" exemption that covers executive, administrative, professional, outside sales, and computer employees.

This webinar will:

- Review the FLSA overtime rules generally, and the employers (or enterprises) that they apply to
- Provide a brief overview of job-specific exemptions, such as switchboard operators
- Discuss the long-standing white collar or EAP exemption salary threshold, and how it will change in December 2016
- Provide insight on how the salary threshold is calculated, both in terms of the timing of paychecks, as well as the inclusion of commission or bonuses
- Discuss factors outside of the salary threshold that must also be considered when determining if an employee is exempt or not
- Discuss the duties tests that are looked at in addition to salary thresholds
- Provide best practices on reviewing current employee roles
- Discuss the potential conflict between the Affordable Care Act's rate of pay safe harbor for affordability (for applicable large employers) for employees who are moved from salary to hourly as the result of the new rules

This 60-minute beginner to intermediate level webinar will help employers understand the rules regarding aggregated groups and how they can impact benefit plans.

PRESENTER

Jennifer Sandberg, Partner, Atlanta GA – Fisher & Phillips, LLP

Employers, In-House Counsel, and Human Resource professionals view Jennifer as a trusted advisor providing solid business advice. Her advice is custom-tailored for employers with tens of thousands of employees or those with a mere handful of employees.

Jennifer delivers engaging and highly effective training for senior executives and managers on a diverse array of labor and employment topics. She conducts legal compliance audits of human resource functions, procedures and policies, and provides a triaged approach to audit findings.

She frequently speaks to numerous business associations and human resource groups on topics related to all areas of employment law, such as hiring and firing workers, disability accommodations, employee leaves, workplace investigations and wage-hour issues.

Jennifer was selected for inclusion in *The Legal 500 – Workplace*

Starts: Tuesday, July 12, 2016 - 2:00 p.m.

Time Zone: Eastern Daylight Time

Cost Factor: Originally \$149; Free access code can be obtained by contacting Kathy Colbert, Cowden Associates, Inc., Marketing and Communications Coordinator via email: kathyc@cowdenassociates.com, or by telephone: 412-208-0482