Fair Labor Standards Act Overtime Changes

On May 18, 2016 the Department of Labor announced its final changes to the Fair Labor Standards Act (FLSA). The new changes increase the minimum salary required before an employee can be classified as exempt from overtime pay under "White Collar Exemptions" for executive, administrative, and professional employees. These changes will go into effect on December 1, 2016 and will raise the salary level from its previous amount of $455 per week (the equivalent of $23,660 a year) to $913 per week (the equivalent of $47,476 per year).

Although the final regulations have been released, FAU Human Resources is proactively analyzing the University's workforce to identify positions that will be affected by the new rule and developing solutions, which will be communicated to all employees affected. Further information concerning these changes will be forthcoming from the Human Resources department.