



June 6, 2016

U.S. Dept. of Labor unveils new overtime regulation; rule effective Dec. 1, 2016

On May 18, the U.S. Department of Labor (DOL) [unveiled its new overtime regulation](#), effective Thursday, December 1, 2016. This federal ruling will impact businesses of all sizes and sectors, including non-profit organizations. Further insight from the DOL to assist your organization is available [here](#).

DOL ruling highlights:

Salary threshold for employees will increase to a minimum of \$47,476 annually (\$913/week). This is an increase from the current threshold of \$23,660 annually (\$455/week).

Salary threshold will update every three years and is tied to the 40th percentile of full-time salaried workers within the South, a U.S. Census Region.

There will be no changes to the duties test - The DOL indicated it was considering adding a quantification component similar to California's that would have required employers to show an employee was performing exempt duties a certain percentage of time to qualify under the specific exemption.

Prior to this ruling, your Henderson Chamber of Commerce (HCC) supported the Protecting Workplace Advancement and Opportunity Act (S. 2707/H.R. 4773), a proposition that asked that Secretary of Labor to conduct a more detailed economic analysis to the DOL's, then proposed, overtime ruling to determine the impact on an array of employers with a primary emphasis on requesting the DOL to consider more gradual, transitional approaches to assist businesses versus its proposed rule. A letter campaign stating the HCC's position was submitted to Nevada's congressional delegates on our business community's behalf. Despite these efforts, along with many other business organizations throughout the U.S., the DOL proceeded as outlined. Moving forward, we encourage HCC members to keep informed and learn how this ruling may impact your organization. Join us:

Networking Breakfast (June 14) - Join the HCC for its June breakfast when Mary Beth Hartleb of Prism Global Management Group provides a presentation to address the DOL's recent Overtime Ruling and how it may impact your business. To register, [click here](#)

Webinar (Anytime, 60 minutes) - The U.S. Chamber of Commerce provides a *free* overview of the ruling for businesses. No registration required to view. [Watch it now](#)

Workshop (Oct. 20) - Join the HCC for this informative workshop. Presented by Mary Beth Hartleb of Prism Global Management Group, this workshop will review, in detail, the DOL's Overtime Ruling. (Details/registration to come.)