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Weber 
Gallagher

Are You Ready for Big Overtime Changes?

Can you believe it is already November? Employers have less than a month to implement the changes they need to comply with changes to the Fair Labor Standards Act (FLSA) that will fundamentally change how millions of workers are paid. On December 1, 2016, the minimum salary for employees to be classified as exempt will more than double and anyone making less than \$47,476 will become eligible for overtime regardless of their duties. For a full breakdown of the changes, see our alert [here](#) or view the webinar [here](#).

Employers are recommended not only to review the wage and hour classification for their employees, but also to review the wage and hour and other employment policies to make sure they have the necessary policies in place to ensure compliance. In addition, communication with employees and managers about the changes is key (Remember that saying about an ounce of prevention and pound of cure?). We are currently working with several clients to update their policies/job descriptions and develop communication plans with employees.