

TO: UGA faculty and staff
FROM: Juan A. Jarrett, Associate Vice President for Human Resources
RE: Information about U.S. Department of Labor Changes in Overtime Regulations

You may have heard in the national media that the U.S. Department of Labor (DOL) announced today a significant change in the Fair Labor Standards Act (FLSA) that is anticipated to impact millions of employees across the nation, including many at UGA. The University has been working to prepare for this DOL announcement, and in the coming weeks UGA Human Resources will provide more information to individual staff members who may be affected by the change.

What changed today?

In short, the DOL has announced changes to the regulations governing which employees are entitled to the FLSA's overtime pay protections. Under these new DOL regulations, many employees who make less than \$47,476 annually would become non-exempt employees eligible for overtime pay if they work more than 40 hours a week. This change will not impact anyone who is currently paid on a bi-weekly basis.

Under the FLSA, many regulations govern conditions regarding which employees are eligible to receive overtime pay for work beyond the standard 40-hour workweek. Therefore, the status of exempt or non-exempt affects eligibility to receive overtime pay. Exempt employees are not eligible for overtime and paid on a monthly basis, and non-exempt employees are eligible for overtime and paid on a bi-weekly basis.

In anticipation of these new regulations, UGA Human Resources (HR) staff and UGA departmental partners have been preparing for the implementation of this expected change and reviewing which employees would be affected by the new rules. Any related changes to biweekly pay for affected employees would be implemented following the effective date of these new rules.

More information to come

The changes announced by DOL take effect on December 1, 2016. However, we have several months ahead of us and are closely following this process, which may continue to change. We are reviewing these new regulations and will keep you informed of any developments in the coming months.

With this announcement by the DOL, we realize many staff members will have immediate concerns and questions. Additional information regarding the University's implementation of the new FLSA rule change will be distributed during the next few weeks, including the details of any changes from the monthly payroll to the bi-weekly payroll and training on reporting time through the campus Kronos time and attendance system.