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THE UNIVERSITY SYSTEM OF GEORGIA**

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MEMO TO: All USG employees

FROM: Marion Fedrick, USG Vice Chancellor for Human Resources

RE: Fair Labor Standards Act (FLSA) changes

DATE: May 18, 2016

Today, the U.S. Department of Labor (DOL) announced changes to the Fair Labor Standards Act (FLSA) regulations governing which employees are eligible to receive overtime pay as non-exempt employees.

Specifically, as a result of these new DOL regulations, many employees who make less than \$47,476.00 annually would become non-exempt employees and be eligible for overtime pay if they work more than 40 hours a week.

The University System Office and the Human Resource leaders for your institutions are reviewing these new regulations and will be reaching out directly to employees who would be affected.

Currently, these changes are scheduled to take effect in December. However, we have several months ahead of us and are closely following this process, which may continue to change.

With this announcement by the DOL, we recognize many employees may have immediate questions. We appreciate your patience, and we will keep you informed of any developments in the coming months.