

# DOL's New Overtime Exemption Rules

June 01, 2016

**Kathy Conklin** and **Mag Bickford** (New Orleans) recently spoke on June 1, 2016, to the ABA EEO Sub-Committee for Greater New Orleans. McGlinchey was proud to host more than 40 members of the local labor and employment bar to deliver best practices in response to the Department of Labor's recent changes to White Collar overtime exemptions.

In summary, the DOL has raised the minimum salary level to qualify for an exemption from mandatory overtime pay from \$23,660 to \$47,476. Once the minimum level of salary is reached, an employer has to analyze the duties of the position to determine if the employees are exempt from overtime payment. Other rules were also enacted.

The rules will become effective December 1, 2016. All employers should immediately engage in an operational analysis to determine if they are in compliance.

## Related people

Kathy Conklin

Magdalen Blessey Bickford