



# Labor Department Expands Fluctuating Workweek Overtime Rule

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**Caroline Brown** recently spoke with *HR Dive* and *SHRM* on the DOL's final rule that updates the FLSA regulations guiding how employers calculate overtime pay for workers with fluctuating workweeks. The rule gives employers greater flexibility to use the fluctuating workweek method of calculating overtime. Caroline explains: "Employers that want to use this method should bear in mind that it is not an exemption from the FLSA's requirements. Rather, it is a way for employers to better budget for labor costs and still offer a nonexempt employee the consistency of a salary in combination with other pay, particularly incentive pay."

To read the full articles, visit [HR Dive](#) and [SHRM](#).

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