

Insights, News & Events

USDOL'S NEW RULES ON OVERTIME PAY RESOURCE CENTER

Publication
Jan 5, 2016

For the most up-to-date information about developments regarding the U.S. Department of Labor's (USDOL) revised provisions, please visit our [Wage and Hour Laws Blog](#). Our attorneys will update the blog frequently.

Also available through your Fisher Phillips attorney are a list of suggested action items, a summary of selected pay alternatives for non-exempt employees, and a set of FLSA-focused worksheets that can be used to gather information relevant to analyzing an employee's exemption status.

The materials on this page have been generated from Fisher Phillips attorneys and other reliable sources to inform and address the rising concerns of employers regarding the USDOL's new rules on overtime pay. We will be updating the resource center on a regular basis. Click on any of the links below to learn more.

Service Focus

Wage and Hour

UPCOMING EVENTS

December 8, 2016

[Wage and Hour Law: What to Expect in the Coming Year](#)

WEBINAR LIBRARY

October 27, 2016

[The Final Countdown: Complying With The New FLSA Regulations Before It's Too Late](#)

Webinar

October 24, 2016

[The New Federal "Overtime Rule," California Law and Dealerships: How Will the Changes Affect Your Compliance?](#)

Webinar

October 18, 2016

[The New "Overtime Rule" and Dealerships: Will Your Pay Practices Be Compliant?](#)

Webinar

June 21, 2016

[Are You Prepared for the New FLSA Exemption Rules?](#)

Hospitality Employer Webinar

June 10, 2016

[New FLSA Exemption Rules - Are You Ready For What Comes Next?](#)

May 25, 2016

[Are You Prepared for the New FLSA Exemption Rules?](#)

LEGAL ALERTS

November 29, 2016

[OT Aftermath: FAQs On How Employers Should Respond To Overtime Rule Decision](#)

November 22, 2016

[BLOCKED! Court Preliminarily Halts Overtime Rules With Last-Minute Ruling](#)

May 18, 2016

[New Exemption Rules Finally Arrive: Employers Should Prepare For The Impact](#)

ARTICLES

November 1, 2016

[Navigating the Legal Landscape of New Department of Labor Regulations](#)

This article examines four areas that demand employers' immediate attention, in light of the Department of Labor's new federal regulation changes.

October 17, 2016

[Adapting to the New Department of Labor's Final Rule](#)

This article reviews the basics for the most common exemptions from overtime under Federal law and also provides an executive summary of the key changes made by the Final Rule.

October 3, 2016

[Brewpub Wage and Hour Issues](#)

This article discusses what brewpubs can and should do to ensure they are in compliance with U.S. Department of Labor's new regulations slated to take effect on December 1, 2016.

August 1, 2016

[How to 'Backtrack' to Comply With New DOL Overtime Rules](#)

This article provides advice on how to "backtrack into" current employee salaries with the issuance of new U.S. Department of Labor overtime wage rules.

July 18, 2016

[Seven Tips for Complying with the New Federal Wage-Hour Regulations](#)

This article highlights the changes that were made in the U.S. Department of Labor's Wage and Hour Division final revised regulations relating to certain "white collar" salary exemptions under the federal Fair Labor Standards Act.

May 30, 2016

[New Overtime Rules to Affect 1.2 Million Texas Employees](#)

This article sheds light on the uphill battle San Antonio employers are facing as they strive to comply with the Department of Labor's new rule governing the so-called "white collar" exemptions to overtime pay.

May 30, 2016

[New Overtime Rules Likely to Hurt Workers it Aims to Help](#)

This article discusses the challenges employers will face when deciding how to handle rising labor cost while remaining competitive, in light of the Department of Labor's new regulations. It also examines how the new regulations may prove to be the proverbial "poisoned chalice" for employees.

QUOTES AND SOUNDBITES

November 17, 2016

[OT Rules Set But Could Shift with New President](#)

This article discusses how the new overtime-exemption rule will still go into effect at the beginning of next month, but many wonder what will happen to the rule under a Donald Trump presidency.

November 14, 2016

[Will the New President Trump the FLSA Overtime Rulings?](#)

This article addresses why business owners should maintain and renew a focus on Fair Labor Standards Act (FLSA) compliance — or risk a costly lawsuit in 2017 and beyond, despite Trump taking office.

October 31, 2016

[HR Must Determine Overtime Strategies, Communications ASAP](#)

This article discusses why human resources departments should be well on their way to implementing strategies for compliance and communicating those changes with affected employees, as the Dec. 1 effective date for the Department of Labor's overtime rule approaches.

October 21, 2016

[Texas Judge Consolidates Challenges to Overtime Rule](#)

This article discusses how a federal judge in Texas has agreed to consolidate two lawsuits aimed at stopping the overtime rule from taking effect on Dec. 1.

October 20, 2016

[How to Comply with New Overtime Rules](#)

This article offers behavioral healthcare organizations advice on how to ensure they are in compliance with the new overtime rules, which could lead to unexpectedly higher overtime costs or even potential fines if they do not comply.

October 19, 2016

[Business Groups Want Quick Decision on Overtime Rule](#)

This article discusses why the U.S. Chamber of Commerce and more than 50 other business groups have asked a judge to make a speedy decision in their case to block the federal overtime rule.

October 18, 2016

[Attorney Offers Locals Advice on New Overtime Pay Rules](#)

This article offers local employers advice on how to ensure they are in compliance with the new overtime pay rules set to take effect Dec. 1.

September 28, 2016

[House to Vote Today on Overtime Rule Delay; Obama Threatens Veto](#)

This article discusses how the U.S. House of Representatives is expected to vote today on a bill that would delay the new Fair Labor Standards Act (FLSA) overtime rules' effective date by six months.

September 26, 2016

[Clock Ticking for Employers on Overtime Rule](#)

This article addresses why employers should continue preparing for the federal government's new overtime rules Dec. 1 arrival, despite the legal challenges mounting against them.

September 23, 2016

[New Federal Rules Will Make More Workers Eligible For Overtime Pay](#)

In this interview, Melody examines the new overtime rules that are set to go into effect on December 1, 2016. She also discusses how 21 states have joined in a

lawsuit against the U.S. Department of Labor to have the higher standards declared invalid.

September 21, 2016

[Georgia Joins Lawsuit to Stop New Overtime Rules](#)

This article discusses how Georgia is one of 21 states suing the U.S. Department of Labor to try to block a new overtime rule that would make about four million more Americans eligible for overtime pay.

September 21, 2016

[Businesses Shouldn't Count on Lawsuits Challenging Overtime Pay Rule](#)

This article discusses why companies planning their 2017 budgets shouldn't rely on two new lawsuits challenging an Obama administration rule extending overtime pay to more than 4 million workers.

September 21, 2016

[Experts: Plan to Comply With New Overtime Rules in December](#)

This article addresses why restaurant operators should plan to comply with anticipated changes to overtime regulations scheduled to go into effect in December, despite a legal challenge that could put the new rules on hold.

September 21, 2016

[Employers Hope for Injunction Blocking Dec. 1 Start of New Labor Department OT Rule](#)

This article addresses why employers should proceed as if sweeping changes to the U.S. Department of Labor's overtime exemption regulations will take effect Dec. 1, despite a lawsuit filed Tuesday seeking to derail the new rule.

September 10, 2016

[Experts: Businesses Should Prepare A Plan For New Overtime Rules](#)

This article discusses why companies affected by the new U.S. Department of Labor overtime wage regulations, set to go into effect December 1st, should begin preparing for the changes immediately.

August 23, 2016

[What the New Overtime Regulations Mean for Remodelers](#)

This article examines how the U.S. Department of Labor's (DOL) new overtime regulations will impact remodeling industry and what employers should do to ensure they are in compliance.

August 7, 2016

[New Overtime Regulations Mean Stark Changes in Workplace](#)

This article discusses how new regulations issued by the Department of Labor will make overtime pay mandatory for many salaried employees and has left some employers scrambling for clarification.

August 4, 2016

[Are You Ready for the New Overtime Rule?](#)

This article provides details behind the new overtime rule's higher salary threshold, how it will impact cannabis businesses and what employers need to do to prepare for it.

June 20, 2016

[DOL Overtime Changes Expected to Boost the Wages of Millions](#)

This article reports on the U.S. Department of Labor's new final rule, which will automatically extend overtime pay protections to over four million workers within the first year of implementation.

June 13, 2016

[A Tampa Employment Law Attorney Explains Changes Coming to Overtime Regulations](#)

This article provides an inside look at the Department of Labor's new regulations on overtime and examines what these changes mean for employers and employees.

June 10, 2016

[New Overtime Rules Affect Most Small Businesses](#)

This article discusses how although the DOL's new overtime rule will affect nearly all businesses within the state of Washington, some industries may feel the

pinch more than others.

June 8, 2016

[Businesses Face Decisions to Meet New Wage Rules](#)

This article discusses the challenges employers will face to ensure they are in compliance with the newly revised regulations from U.S. Department of Labor concerning wage exemptions that go into effect on Dec. 1.

June 2, 2016

[Overtime, Minimum-Wage Rule Changes to Affect Employers](#)

This article highlights a few expected and surprise changes that employers should be aware of in light of the U.S. Department of Labor's new regulations affecting overtime and minimum-wage requirements.

June 1, 2016

[Employer Lobbying on Overtime Rule Led to Changes](#)

This article discusses how strong employer lobbying efforts yielded substantial changes to the proposed overtime rule.

May 27, 2016

[New Overtime Rule to Reshape Hospitality Environment](#)

This article addresses how labor may become more expensive for the hotel industry thanks to the publication of the Department of Labor's final rule updating overtime regulations, announced on May 18.

May 26, 2016

[Two More Potential Headaches Lurking in the New OT](#)

This article discusses how the DOL's new overtime rule will likely cause lots of currently exempt employees to begin begrudgingly punching a time clock, which could lead to two unintended consequences that could turn into big headaches for Finance.

May 26, 2016

[Governments: Pay Attention to Final Labor Dept. Overtime Regs](#)

This article offers up advice on what local and state

officials can do to ensure their departments comply with the final DOL rule.

May 25, 2016

[New Overtime Rule Could Affect 4.2 Million Workers](#)

This article highlights the U.S. Department of Labor's new rule that could extend overtime pay eligibility to 4.2 million additional salaried white-collar workers nationwide, including many workers in the Katy area.

May 24, 2016

[Florida Businesses Should Prepare For New Overtime Rule](#)

This article addresses why Florida businesses should begin preparing for the new federal rules that will extend overtime benefits.

May 24, 2016

[What California Businesses Need to Know About Obama's Dramatic Overtime Changes](#)

This article discusses how California businesses will have an easier time adjusting to the new overtime rules thanks to current state law that sets the minimum salary for exempt workers at \$41,600.

May 19, 2016

[Why the New Overtime Rule May Not Boost Your Pay](#)

This article discusses how in practice, the new overtime rule could mean raises for some, fewer hours for others and, for many, no change in pay at all.

May 19, 2016

[Hotel Execs Say New Overtime Rule Could Hurt Employees](#)

This article addresses hotel executives concerns that the USDOL's new overtime rule will have the opposite of the federal government's intended effect.

May 18, 2016

[Colorado Employers Grappling with Impact of New Federal Rule on Overtime Pay](#)

This article discusses why it may be too early for Colorado employees to celebrate a new rule meant to help middle-income salaried employees who work

overtime.

May 18, 2016

[Overtime Pay Rules Will Affect Millions of Healthcare Workers](#)

This article discusses how millions of full-time healthcare workers will be eligible for overtime pay under a new federal rule that nearly doubled the threshold at which companies can deny it.

May 18, 2016

[Dept. of Labor Signs New Rule on Overtime Pay](#)

This article highlights a new rule signed off by the USDOL that will put more than a billion extra dollars into the paychecks of 4.2 million people; a cost that could be a burden for businesses.

May 18, 2016

[New OT Rules To Hit Retail, Hospitality Cos. Hardest](#)

This article reports on the unveiling of the USDOL's long-anticipated changes to the overtime exemption rule and its potential impact on the retail and hospitality industries.

May 18, 2016

[With New Overtime Rules, Employers Face Tough Choices](#)

This article highlights the USDOL's new overtime rules and the challenges employers will face when trying to handle the imminent change.

ADDITIONAL RESOURCES

- **[U.S. Department of Labor's Release Concerning Final Overtime Rule](#)**
- **[U.S. Department of Labor's Final Overtime Rule](#)**
- **[U.S. Department of Labor's Guidance for Higher Education Institutions on Paying Overtime under the Fair Labor Standards Act](#)**

- [U.S. Department of Labor’s Small Entity Compliance Guide to the Fair Labor Standards Act’s “White Collar” Exemptions](#)
- [U.S. Department of Labor’s Guidance for Non-Profit Organizations on Paying Overtime under the Fair Labor Standards Act](#)
- [U.S. Department of Labor’s Fact Sheet for State and Local Governments](#)
- [U.S. Department of Labor’s Time Limited Non-Enforcement Policy for a Subset of Medicaid-Funded Providers](#)