

insights

DOL proposed rules limit overtime exemptions

This morning, the United States Department of Labor issued its long-awaited proposed rules to broaden entitlement to overtime pay and restrict the “white collar” exemptions by increasing the minimum salary thresholds for overtime exemption. If made final, the proposed regulations will increase the minimum salary required for most exemptions from \$455 per week to \$921 per week. Eligibility for the “highly compensated” exemption would increase from \$100,000 to \$122,148. The proposed regulations also include an annual adjustment of the minimum salary required for exemption on 60 days’ notice.

While these regulations are proposed and have not yet been finalized, the notice and comment period can be an important time to prepare for reclassification of affected workers from exempt to non-exempt.

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