

Attorneys React To DOL's Final Overtime Exemption Rule

Law360, New York (May 18, 2016, 8:51 PM ET) -- The U.S. Labor Department on Wednesday issued the final version of the overtime exemption rule raising the minimum salary threshold to qualify for the Fair Labor Standards Act's white collar exemption. Here, attorneys tell Law360 why the new rule is significant.

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“Employers need to carefully balance the impact of the DOL’s overtime exemption rule on the financial bottom-line of the company with employee expectations. Employers may be tempted to jockey to comply with the rule in a manner that seemingly benefits the company by reducing workers’ hours or salary so as not to trigger overtime pay or limiting company perks or benefits for the newly eligible workers to offset the impact of the rule. Employers should be mindful of dissatisfaction or turnover which may result from such actions versus the potential morale boost to company employees now eligible for overtime compensation.”