

## **New FLSA overtime regulations: FAQs for Ohio University employees**

### **What are exempt and non-exempt employees?**

Exempt employees are not required to be compensated for overtime work as part of the Fair Labor Standards Act. Non-exempt employees must be paid for hours worked beyond the standard 40-hour work week. In short, exempt employees do not earn overtime pay; non-exempt employees do earn overtime pay.

### **How do I determine if I'm an exempt or non-exempt Ohio University employee?**

At Ohio University, exempt employees are paid semi-monthly and do not report time worked in Workforce, our time keeping system. Non-exempt employees are paid on a biweekly basis and enter hours worked into the Workforce time keeping system

### **How will the updated overtime regulations affect me?**

If you are classified as a non-exempt University employee and earn less than \$47,476 per year (\$913 per week), the FLSA overtime regulations apply to you. The University has several options for complying with the updated overtime regulations, including modifying salary levels and converting the status of some positions. University Human Resources will work with Planning Units to finalize decisions about how to comply with the updated regulations.

### **When will the changes take effect?**

Any changes to employee salary or status will take place during the pay period that includes December 1, 2016.

### **When will I be notified if my pay or status will change as the result of the regulations?**

University Human Resources will work with Planning Units to determine which employees will be affected by the new overtime regulations and finalize decisions regarding changes. Employees will be notified of any changes to their status prior to December 1, 2016.

### **What are the University's options for complying with the updated overtime regulations?**

The University has several options for complying with the updated overtime regulations, including modifying salary levels and converting the status of some positions. University Human Resources will work with Planning Units to finalize decisions about how to comply with the updated regulations.

### **Where can I find more information about the FLSA overtime regulations?**

Resources are available on [the U.S. Department of Labor website](#). In addition, a [fact sheet about the updated overtime regulations](#) is available from the White House.

If you have any questions or concerns regarding the new regulation and its impact on your Planning Unit, please don't hesitate to contact UHR Compensation at [compensation@ohio.edu](mailto:compensation@ohio.edu).