

Dear Small Business Stakeholders:

The Department of Labor's overtime rule is back!

In its regulatory agenda, DOL announced it would release a proposed rule on the white collar overtime exemption in January 2019.

Please see the notice: [**https://tinyurl.com/ycur9omf**](https://tinyurl.com/ycur9omf)

DOL's Public Listening Sessions on this upcoming rule in September. See this link.

[**https://tinyurl.com/yadzmzwq**](https://tinyurl.com/yadzmzwq)

Under the FLSA, most workers are entitled to minimum wage and overtime pay for hours worked over 40 hours. However, there is a "white collar" exemption in the FLSA for certain executive, administrative and professional employees; qualifying for this exemption requires that these employees earn no less than a standard salary threshold and other criteria.

In May 2016, DOL finalized a rule that changed the standard salary threshold for the white collar exemption, from \$23,660 to \$47,476. In November 2016, the rule was enjoined by a federal court before it became effective. On July 26, 2017, DOL published a Request for Information (RFI) on this regulation. This RFI included questions on the appropriate salary level for this exemption, and the proper methodology to calculate this salary threshold.

The dates, locations, and times for the public listening sessions are listed below:

- * September 7, 2018, Atlanta, Georgia, 10 a.m.-12 p.m.
- * September 11, 2018, Seattle, Washington, 10 a.m.-12 p.m.
- * September 13, 2018, Kansas City, Missouri, 10 a.m.-12 p.m.
- * September 14, 2018, Denver, Colorado, 10 a.m.-12 p.m.
- * September 24, 2018, Providence, Rhode Island, 10 a.m.-12 p.m.

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