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In June 2015, the U.S. Department of Labor proposed changing the Fair Labor Standards Act (FLSA). Ten months later, in May of 2016, official changes were announced with a compliance deadline of Dec. 1, 2016.

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The minimum salary threshold required for an employee to be exempt from overtime was raised from \$23,660 annually to \$47,476.

3

Decisions for an employee to be exempt or non-exempt were based on U.S. Department of Labor salary and duties tests and University System of Georgia and Institute policies and guidelines.

4

This change in no way reflects adversely on the value of employees' work or the importance of their contributions to the University System of Georgia.

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Non-exempt employees are required to track time worked.

6

Converted employees' pay (compensation) and benefits will remain the same.

7

Converted employees will not lose accrued vacation time or sick time, and the accrual rate will not change.

8

Employees converting from exempt to non-exempt will need to plan for a transition period between the last exempt paycheck and the first non-exempt paycheck.

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The University System of Georgia Human Resources will support employees with information and training resources.

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Communication between managers and affected employees is vital.