

New Overtime Rules in Effect December 1st, 2016

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The United States Department of Labor (DOL) recently announced new rules to determine whether an employee is entitled to overtime. The new rules take effect on December 1, 2016.

Here is the bottom line: **Unless you are paying an employee at least \$47,476 per year, he or she will be entitled to overtime** (with some limited exceptions). If you pay them less, it does not matter what they do or how you pay them, they get overtime. You can apply what employees receive in non-discretionary bonuses, commissions, and incentive pay toward 10% of the \$47,476 threshold.