

DOL Proposes to Raise Minimum Salary for White Collar Exemptions

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The Department of Labor announced today a proposed rule that would raise the minimum salary for the white collar exemptions under the Fair Labor Standards Act (FLSA) from its current level of \$455 per week (\$23,660 annually) to \$970 per week (\$50,440 annually). The proposed rule also calls for automatically updating the minimum salary to prevent it from becoming outdated. The proposed rule has not yet been published in the Federal Register. Should the proposed rule become final, employers would need to pay their executive, administrative and professional employees at least \$970 per week in order to classify them as exempt from overtime under the FLSA. The proposed rule does not make changes to the duty requirements of the white collar exemptions.

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