

FLSA – OVERTIME RULE CHANGES



Human Resource Services

EMPLOYEE CLASSIFICATIONS **NOT** IMPACTED BY THE CHANGE



- ❖ **Teaching Faculty** (Adjuncts, Full Time, Tenured, Instructional)
- ❖ **Graduate Assistants** (Graduate Teaching Assistant)
- ❖ **Resident Assistants**
- ❖ **Research Assistants**
- ❖ **Postdoctoral Fellows** (Primary Teaching Duties Only)
- ❖ **Faculty Coach** (recruiters only are effected)
- ❖ **Nonexempt employees** (Hourly Employees)

BUSINESS AS USUAL

EMPLOYEE CLASSIFICATIONS IMPACTED BY THE CHANGE



- ❖ Current Exempt employees who are paid under \$47,476 annually and fall within one or more of the below classifications.
- ❖ **Non-teaching faculty**
 - ❖ Researchers
 - ❖ Librarians
 - ❖ Administrators
- ❖ **Staff**
 - ❖ PG 16 & Above (pending duties test)
- ❖ **Non-Classified Employees**