Yesterday, June 30th, the U.S. Department of Labor proposed regulations designed to make overtime pay available to an additional 5 million workers who are currently classified as exempt “white collar” employees. The proposal calls for an increase in the current minimum salary threshold for white collar status from $455 per week ($23,660 annually) to $970 per week ($50,440 annually), with automatic threshold increases thereafter. In calling for public comment on the proposal, the DOL also asked for comment on whether the duties test for white collar status were working as intended. This suggests a modification of the duties test could be inserted before the regulation is finalized and implemented. Publication of the proposal in the Federal Register is expected any day and will trigger a 60-day comment period.

For additional information on the proposed regulations, including how they may affect managers, dispatchers, customer service representatives and other employees, contact Jim Hanson (jhanson@scopelitis.com), David Robinson (drobinson@scopelitis.com), or Jack Finklea (jfinklea@scopelitis.com) in the Firm’s Indianapolis office at (317) 637-1777 or Don Vogel (dvogel@scopelitis.com) or Sari Pettinger (spettinger@scopelitis.com) in the Firm’s Chicago office at (312) 255-7200.