To: All Faculty and Staff

From: Cherrie G. Nelson

Date: June 13, 2016

Subject: New FLSA Changes

On May 18, 2016, the Department of Labor issued new rules related to the overtime provisions of the Fair Labor Standards Act (FLSA). FLSA was enacted in 1938, and establishes the federal minimum wage, overtime pay standards, recordkeeping, and child labor laws affecting workers across America—including at WSU.

These new overtime provisions broaden the salary-levels at which non-teaching employees are eligible for overtime/compensatory time. What that means is on December 1, 2016, some of you who, in the past, have not been eligible for overtime/compensatory time will become eligible. In other words, some staff currently labeled as "exempt" (not subject to overtime/compensatory time rules) will change to "non-exempt." FLSA definitions and processes based on salary levels and job responsibilities will be used to determine appropriate classifications.

Employees who become eligible for overtime/compensatory pay will be required to track time spent working more closely.

At this point, we cannot be certain which WSU employees will be affected. Efforts to understand, plan for, and implement these changes may take several months. HR will provide more details as they are available. Thanks for your patience and understanding during this time of change.