

Below please find the link to the Tuesday, July 12, 2016 UBA Employer Webinar Series:

“What Employers Need to Know About the Fair Labor Standards Act New Overtime Exemption Rule”

<http://webinars.ubabenefits.com/WebinarRecordingGateway/tabid/2890/Default.aspx?rid=1262712c-d196-4f70-bf87-94dd933ce604>

DESCRIPTION

After a long wait, the Department of Labor (DOL) released revisions to the white collar overtime exemption rules in the Fair Labor Standards Act (FLSA). Non-exempt, or "overtime eligible," workers in the United States are entitled to time-and-a-half pay for their hours worked after 40 hours in a week. The webinar will focus on the new standards for the "white collar" or "EAP" exemption that covers executive, administrative, professional, outside sales, and computer employees.

This webinar will:

- Review the FLSA overtime rules generally, and the employers (or enterprises) that they apply to
- Provide a brief overview of job-specific exemptions, such as switchboard operators
- Discuss the long-standing white collar or EAP exemption salary threshold, and how it will change in December 2016
- Provide insight on how the salary threshold is calculated, both in terms of the timing of paychecks, as well as the inclusion of commission or bonuses
- Discuss factors outside of the salary threshold that must also be considered when determining if an employee is exempt or not
- Discuss the duties tests that are looked at in addition to salary thresholds
- Provide best practices on reviewing current employee roles
- Discuss the potential conflict between the Affordable Care Act's rate of pay safe harbor for affordability (for applicable large employers) for employees who are moved from salary to hourly as the result of the new rules

This 60-minute basic webinar will help employers get up to date on the new FLSA rules that go into effect in December 2016.

PRESENTER

[Jennifer Sandberg](#) is a partner in the Atlanta office of Fisher Phillips. Employers, In-House Counsel, and Human Resource professionals view her as a trusted advisor providing solid business advice. She works to understand her clients' business and desired business outcomes in order to provide creative and cost-effective advice and counsel. Her advice is custom-tailored for employers with tens of thousands of employees or those with a mere handful of employees.

Jennifer delivers engaging and highly effective training for senior executives and managers on a diverse array of labor and employment topics. She conducts legal compliance audits of human resource functions, procedures and policies, and provides a triaged approach to audit findings. She prepares employee handbooks and policies for multi-state employers that are succinct and easy for employees to understand.

She frequently speaks to numerous business associations and human resource groups on topics related to all areas of employment law, such as hiring and firing workers, disability accommodations, employee leaves, workplace investigations and wage-hour issues.

Jennifer was selected for inclusion in *The Legal 500* -- Workplace & Employment Counseling in 2016.

Please feel free to watch/listen to this whenever it is convenient for you and your staff. It will be available for you to view for the next 11 months. Your name and email are required for registration. There is no cost however this webinar has been approved for 1.50 credit hours toward recertification through the HR Certification Institute. Once you have viewed the webinar, the last page will provide details on receiving the credit hour.