

## President Obama's Proposed Changes to the FLSA Regulations—More Overtime for More Employees—White Collar Exemption Limited

In March, President Obama issued a Memorandum directing the Secretary of Labor to review FLSA overtime regulations to “modernize and streamline” them. The Memorandum requests the DOL to examine “white collar” overtime exemptions. The Secretary will likely propose new regulations which raise the wage level triggering the applicability of the overtime exemption. Now employees who earn a minimum salary of \$455/week are exempt. That base will increase. More significantly, regulations that currently exempt certain employees with supervisory duties from overtime pay will likely be tightened. It seems probable that only employees with significant supervisory responsibilities will continue to be exempt from overtime pay.

Any regulatory changes will have to go through the normal process of comments and review. We do not expect anything new for at least a year to eighteen months.

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