

FLSA Update 12/1/2016

In September, HR sent an email regarding a change to the U.S. Department of Labor (DOL) regulations governing exemptions under the Fair Labor Standards Act (FLSA). The FLSA is a federal law that determines eligibility for overtime pay based on certain tests of pay and job duties. These changes were expected to take effect December 1, 2016.

However, on Tuesday, November 22, 2016, a temporary injunction was put in place by a Federal Court in Texas which put a hold on the DOL regulations. The long term impact of this injunction remains uncertain.

As a result of this federal court decision, any changes that were to be effective on December 1st, based solely on the need to be in compliance with the DOL's new regulations, will be placed on hold. As further information is provided from the federal or the state government, we will respond accordingly to ensure that RIT remains in compliance with the FLSA and state laws.

RIT highly values the talent and contributions of all employees. A designation of exempt or nonexempt status does not indicate the importance of the position or its status within the university. In addition, RIT remains committed to providing competitive pay for our employees. Supervisors will continue to utilize the merit review process as the primary tool to support this commitment. If additional budget dollars become available in the second semester, HR will review the opportunity for a market adjustment program for those employees with significant gaps to market and appropriate performance levels.

[Frequently Asked Questions \(FAQs\)](#) are available on the HR website.