

Resources

Will Your California Business Be Able to Survive the New Department of Labor Overtime Rules?

June 9, 2016

Millions of highly paid employees making up to \$47,476 a year must now also be paid overtime. And in California, unlike most of the rest of the country, they must receive OT after 8 hours in a day, be provided with meal and rest breaks and guaranteed sick leave. We also have a higher minimum wage and the toughest gender pay equity law in the nation.

This is due to new U.S. Department of Labor regulations published on May 18, 2016. They will impact an estimated 146,000 workers in California and more than 4.2 million employees nationwide. The new FLSA regulations are more stringent than California requirements, even after California's newly-signed minimum wage increase begins to take effect in 2017.

We can help you—not only comply but thrive.

Please join us as Dykema and Small Business Majority host a complimentary event to examine the DOL's new rules—what has changed and what employers need to do to comply with these modified regulations and avoid substantial penalties.

We will discuss the following significant changes:

- The new minimum salary for exempt employees
- When and how the minimum will be adjusted
- Who will be a “highly compensated employee” under the new test
- How bonuses and commissions can make or break a compliant plan
- How the new federal regulations will interact with California's new minimum wage law

Given the importance of other recent California developments, we will also provide updates on:

- California's Fair Pay Act—How will the “toughest gender pay equity law in the nation” impact your business?
 - Paid Sick Leave—Mid-year Checkup on the Healthy Workplaces, Healthy Families Act
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Thursday, June 9, 2016

333 South Grand Avenue, 35th Floor
Los Angeles, CA 90071
7:30 a.m. Breakfast and Networking | 8:00 a.m.-10:00 a.m. Program (PDT)

Register

Presenters:

Jack Schaedel, Member, Dykema
Laura P. Worsinger, Senior Counsel, Dykema
Jamie L. Lopez, Associate, Dykema
Xiomara Peña, Southern California Outreach Manager / National Hispanic Outreach Manager, Small Business Majority

Dykema is hosting a series of events to examine the DOL's overtime exemption regulations. Feel free to forward this invitation to colleagues in any of these cities.

Will Your California Business Be Able to Survive the New Department of Labor Overtime Rules? (Cont.)

Chicago

June 9, 2016

June 8, 2016

June 13 & 16, 2016

June 10, 2016

Dallas

Detroit

San Antonio

Please contact Beth Massing at bmassing@dykema.com with any questions or to receive information on our other events.

CLE anticipated in California, Illinois and Texas. Assistance with other jurisdictions provided.

This workshop is expected to last 120 minutes and is complimentary for up to two attendees per company. Registration for additional attendees is \$75 each.

Rules of certain state supreme courts may consider this advertising and require us to advise you of such designation.

Attorneys

Laura P. Worsinger

Practice Areas

Labor & Employment