

Resources

Navigating the DOL's Overtime Exemption Regulations – San Antonio

June 10, 2016

On May 18, 2016, the U.S. Department of Labor (DOL) published its long-anticipated new regulations, which will impact more than 4.2 million employees throughout the United States. By redefining the minimum salary thresholds for the overtime exemptions under the Fair Labor Standards Act (FLSA), the DOL is changing the way employers must compensate their employees. While there has been much speculation regarding these new rules, employers now have until December 1, 2016, to make the necessary adjustments and become compliant with these new standards.

Please join us as Dykema Cox Smith hosts a complimentary event to examine the DOL's new rules– what has changed and what employers must do to conform their business practices to these modified regulations and avoid substantial penalties.

Among the topics covered will be:

- The new minimum salary test 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 factor into the salary level test
- Options for preserving exempt statuses and reclassifying exempt employees to non-exempt
- Changes to compensation and benefit plans that will need to be considered
- Options for communicating the changes and other issues that will have to be addressed with employees

Friday, June 10, 2016

Dykema Cox Smith's San Antonio Office

Weston Centre, Suite 1800
112 East Pecan Street
San Antonio, TX 78205

Morning Session | 7:30 a.m. – 9:00 a.m. | Breakfast will be served

Afternoon Session | 12:00 p.m. – 1:30 p.m. | Lunch will be served

Register

Presenters

Donna K. McElroy, Member, Texas
Daniel R. Stern, Member, Texas

Parking

Complimentary guest parking is available **only** in the **Lower Level** Parking Garage of the Weston Centre accessible from either Soledad or Pecan Streets.

Dykema Cox Smith 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.

Navigating the DOL's Overtime Exemption Regulations—San Antonio (Cont.)

Chicago

June 9, 2016

Dallas

June 8, 2016

Detroit

June 13 & 16, 2016

Los Angeles

June 9, 2016

Please contact Sandy Young at SYoung@Dykema.com with any questions or to receive information on our other events.

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

This workshop is expected to last 90 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

Donna K. McElroy

Daniel R. Stern

Practice Areas

Labor & Employment