

## Resources

### *Navigating the DOL's Overtime Exemption Regulations—Chicago*

**June 9, 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 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

#### **Thursday, June 9, 2016**

Dykema's Chicago Office  
10 South Wacker Drive, Suite 2300  
Chicago, IL 60606  
7:30 a.m. Breakfast and Networking | 8:00 a.m.-9:30 a.m. Program (CDT)

#### **Register**

##### **Presenters:**

Robert A. Boonin, Member  
Abad Lopez, Member

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.

#### **Dallas**

June 8, 2016

#### **Detroit**

June 13 & 16, 2016

#### **Los Angeles**

June 9, 2016

*Navigating the DOL's Overtime Exemption Regulations—Chicago (Cont.)*

**San Antonio**

June 10, 2016

Please contact Beth Massing at [bmassing@dykema.com](mailto:bmassing@dykema.com) with any questions or to receive information on our other events.

*CLE anticipated in Illinois, California and Texas. 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.*

**Attorneys**

Robert A. Boonin

Abad Lopez

**Practice Areas**

Labor & Employment