

*Webinar on*

# **Dealing with the new overtime changes in the FLSA**

# Learning Objectives

- The new salary level*
- Requirements of the new salary rule*
- The duties test*
- How to determine which employees can be exempt*

In this webinar you must also be certain you are not making improper deductions, which could ruin your exemption, for that employee and all others in similar jobs.

#### PRESENTED BY:

*Michael D. Haberman is a consultant, speaker, writer, and teacher. He is a founder of Omega HR Consulting, formerly Omega HR Solutions, Inc., a consulting company offering human resources solutions to the problems small and mid-size businesses in dealing with HR issues. Mike brings 35+ years of experience to deal with the challenges of Human Resources in the 21st century. He has a Master's in HR and is certified as a Senior HR professional. He has over 18 years' experience in the classroom teaching human resources fundamentals and certification preparation.*

On-Demand Webinar

Duration : 60 Minutes

Price: \$200

# Webinar Description

The US Department of Labor has changed the salary level that an employee must earn in order to be considered exempt from being paid overtime. Although this was effective on January 1, 2020, if companies have not made this change they are accruing potential penalties until such time as the change is made and employees are correctly classified. If an employee is not eligible to be considered exempt then every time they work over 40 hours in a week the payroll is increasing. However, claiming an employee is exempt just because you pay them a salary is not the solution. You must also make sure they pass the “duties” test. You must also be certain you are not making improper deductions, which could ruin your exemption, for that employee and all others in similar jobs.

The Department of Labor changed the requirements for exempting someone from receiving overtime effective January 1, 2020. If you have not made these corrections NOW is the time to do so.



# Who Should Attend ?

*Office Managers*

*HR Managers*

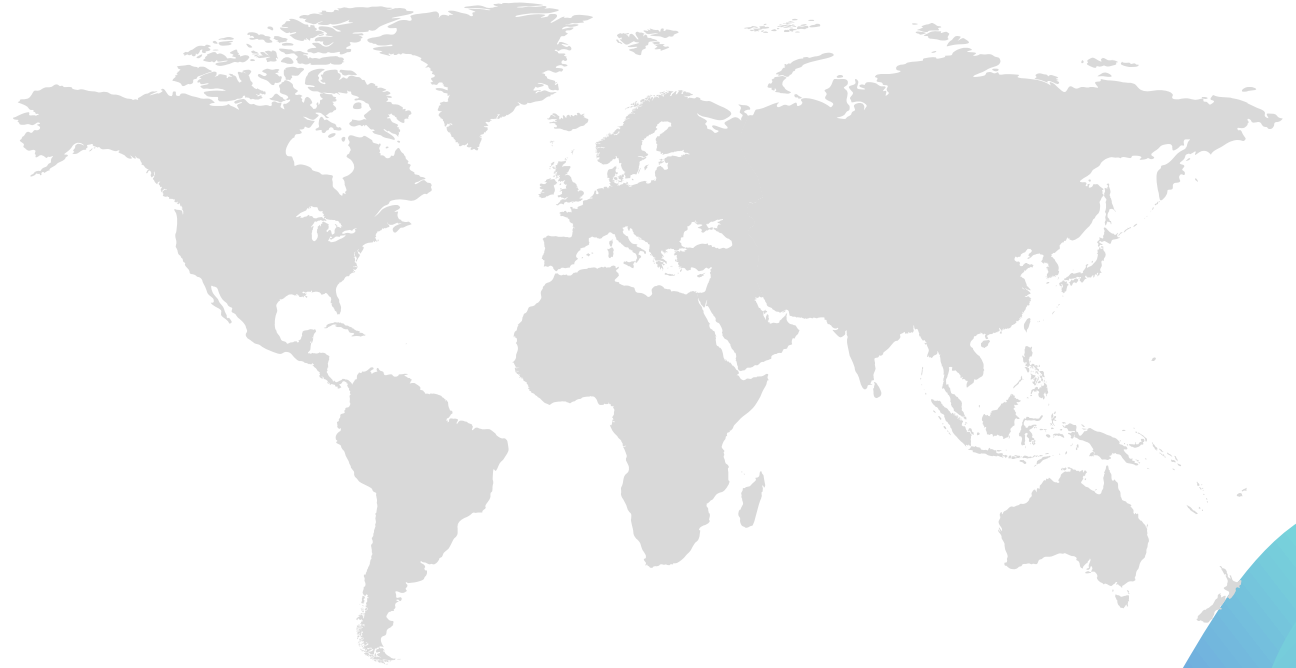
*Supervisors*

*Business Owners*



# Why Should Attend ?

*Violations of the allowed overtime exemptions can create a hefty financial burden if not corrected. Backpay and due overtime payments, and potential penalties can cost a company considerable money. Save yourself this pain and suffering by making sure you exempt employees are truly exempt.*



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