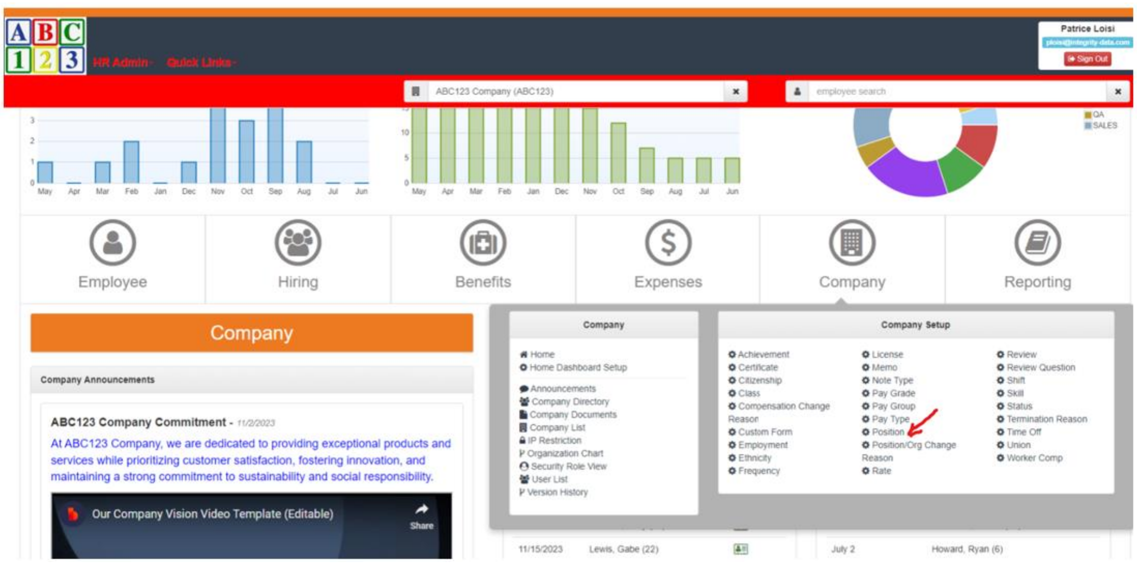
## Use HRP to Get Ready for a Major Shake-up in Overtime Rules: What You Need to Know About the FLSA Changes

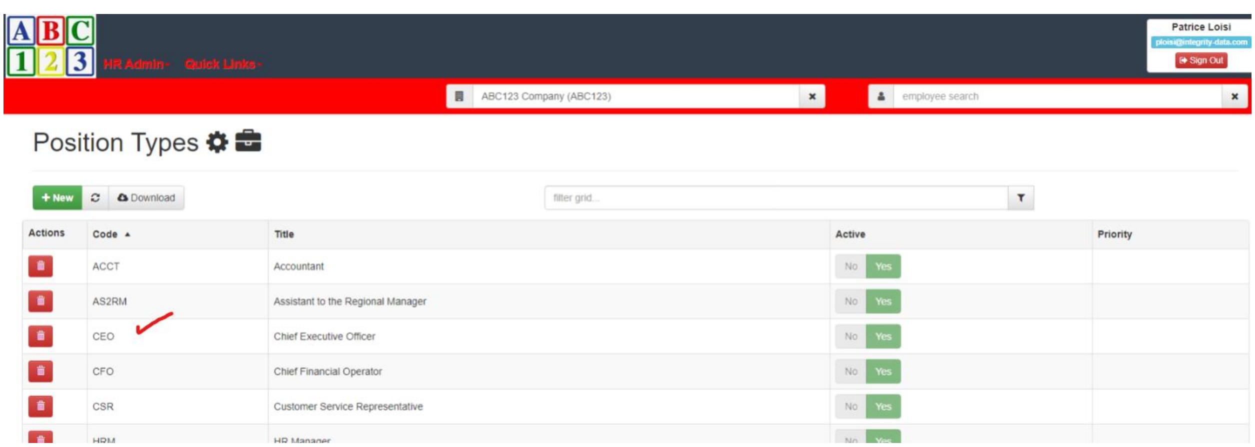
The Fair Labor Standards Act (FLSA) is set for significant changes starting July 1, 2024. These adjustments will primarily affect the salary threshold for overtime eligibility. Initially, most salaried workers earning less than $844 per week will qualify for overtime pay. This threshold will increase on January 1, 2025, to include those earning less than $1,128 per week. This update will extend overtime protections to millions more workers, ensuring fair compensation for hours worked beyond the standard 40-hour workweek.

If you haven't designated employees as "exempt" from OT to comply with the FLSA regulations, you may do so quite efficiently in HRP. The default is "No" indicating "non-exempt". You need to only select the positions that are "exempt" to turn the "toggle" to "Yes" (i.e., green) to update the position and track your records accordingly. This designation flows to payroll (both GP & BC) for employees allocated to the respective positions updated.

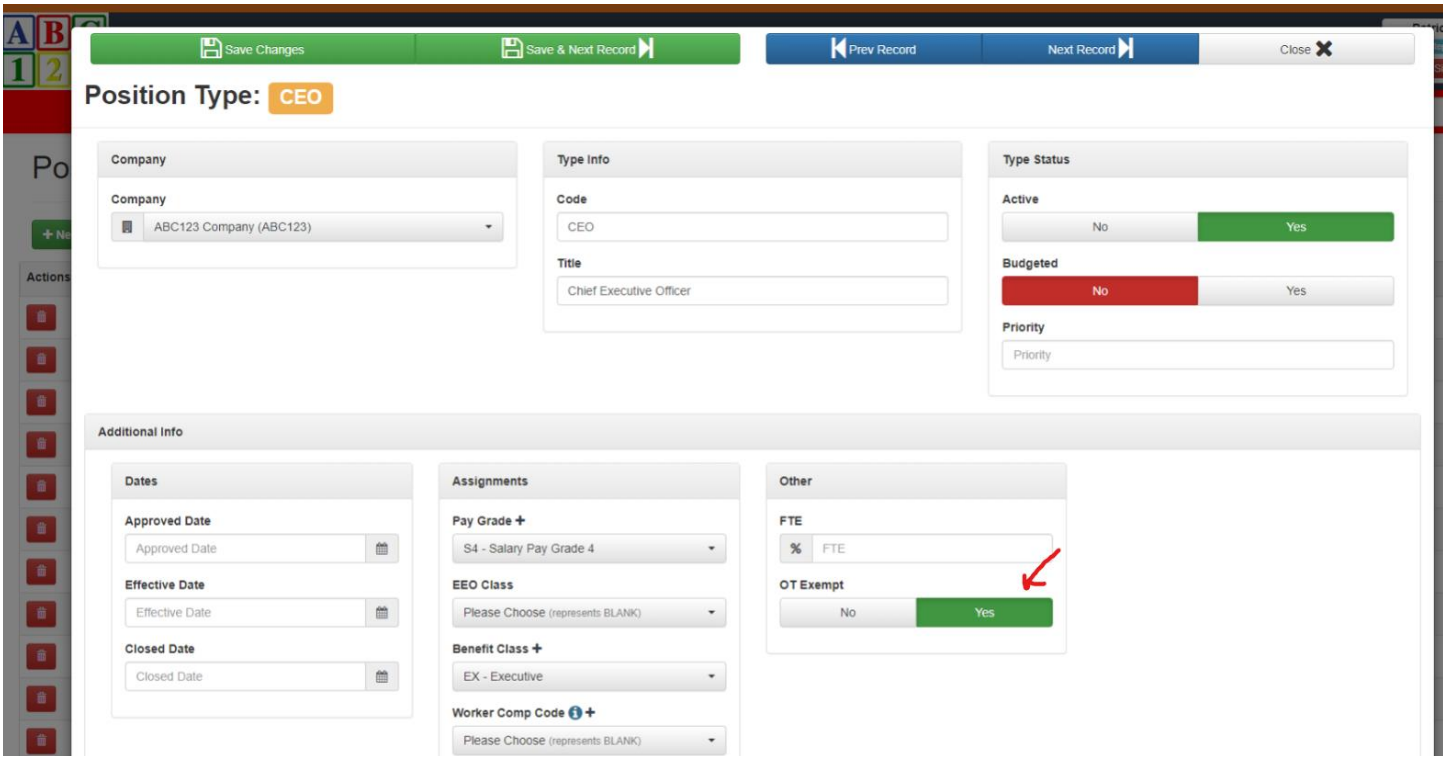
1. Please select the Position from the Company Setup Menu



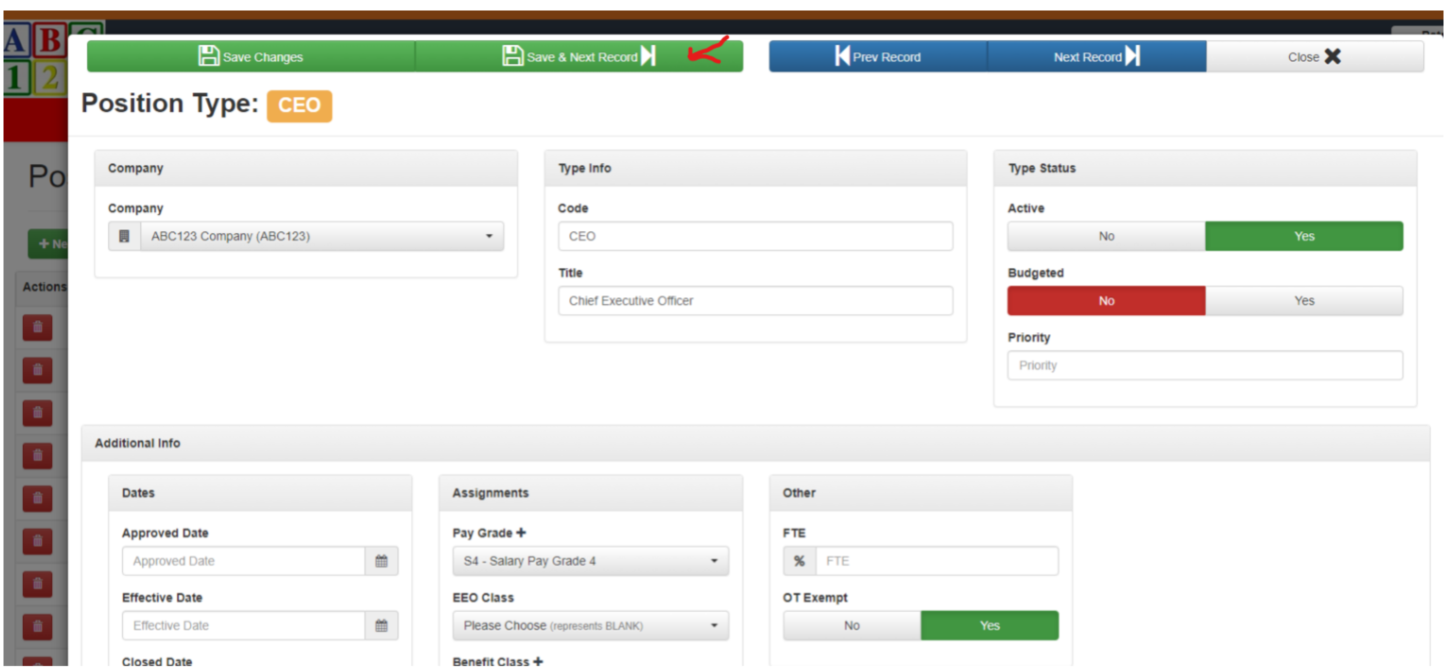

2. Double click the row of the "exempt" position on the dashboard to view the record.




3. Since the default for positions is non-exempt (that is, the toggle is "No"), then you should only need to open the Exempt positions to click the toggle and turn "OT Exempt" to green and save changes.




4. You can quickly “Save & Next Record” to make all of your designations at once pretty quickly.




You are ready to comply and enjoy the journey!