

Fair Labor Standards Act

Campus Information Session

Session Highlights

- Fair Labor Standard Act (FLSA) Regulations
- Impact for UMBC
- UMBC Implementation



FLSA REGULATIONS

Nonexempt

- Must report time on an hour for hour basis
- Established time in/time out schedule
- Eligible for cash overtime for hours worked in excess of the 40 hour workweek

Exempt

- Duty day time reporting; no time in/time out required
- Not eligible for cash overtime
- Must meet required tests for status

FLSA REGULATIONS

Must meet ALL tests:

- Paid on a salaried basis
- Established salary minimum
- Executive/Administrative/Professional Duties

FLSA REGULATIONS

New regulation

- Changes the salary minimum to \$47,476
- Effective December 1, 2016

Impact to UMBC

- Exempt staff and Non-instructional Faculty
- Funding for State, Auxiliary and Sponsored Contracts/Grants
- Some exemptions for higher education institutions

Impact to UMBC Employees

- Bring affected staff to new FLSA minimum
- Designate as overtime eligible, nonexempt status

Implementation

- Meet with division/department heads
- Considerations that meet the needs of the department

Implementation

- Implementation Timeline
- USM final decisions
- Staff resources and training
- HR Website



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