

Subject: Fair Labor Standards Act (FLSA) Overtime Update
Date: Wednesday, September 25, 2019 at 3:44:31 PM Mountain Daylight Time
From: All-employees on behalf of HRS Mail
To:
Attachments: image001.png



HR Services
New Mexico State University
MSC 3HRS
PO Box 30001
Las Cruces, NM 88003-8001
Phone: (575) 646-8000
Fax: (575) 646-2806

MEMORANDUM

DATE: September 25, 2019

TO: All Employees

FROM: Dr. Gena Jones, Assistant Vice President, Human Resource S

SUBJECT: Fair Labor Standards Act (FLSA) Overtime Update

The federal overtime work provisions are governed in the Fair Labor Standards Act. Unless exempt (not paid by the hour), employees covered by the Act must receive pay for hours worked over 40 in a workweek at a rate not less than time and one-regular rates of pay.

On September 24, 2019, the Department of Labor announced a final ruling to increase the salary threshold from \$23,660 to \$35,568 per year (\$684 per week) for minimum wage exempt employees, effective January 1, 2020. Over the next couple of months, Human Resource Services will be preparing for the change, multiple communications will be sent and meetings will be held with supervisors and impacted employees.

