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Reminder: Jan. 1, 2020, Effective Date Quickly Approaching for New Overtime Rules

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The U.S. Department of Labor (DOL) [final rule](#) raising the annual minimum salary requirements for the Fair Labor Standards Act (FLSA) overtime exemptions for executive, administrative, and professional employees is effective Jan. 1, 2020.

Employers who have not yet begun or completed their audit and review of their employee classifications should immediately start the process to be prepared for the implementation of this significant new rule, which could result in the reclassification of as many as 1.3 million currently exempt employees as non-exempt.

For details on the final rule, including the salary level for these “white collar” exemptions, see our September 2019 GT Alert, [Department of Labor Announces Final Changes to Overtime Rules](#).

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