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Subject: DOL Nonenforcement of FLSA

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\*\*\*All recipients Bccd\*\*\*

Good Afternoon,

Please note that DOL posted a notice in the afternoon Federal Register regarding FLSA nonenforcement. It's available at <https://s3.amazonaws.com/public-inspection.federalregister.gov/2014-24144.pdf>

A very quick summary is that the notice indicates that DOL will not delay the regulation's effective date; however, they will pursue a policy of nonenforcement for the first 6 months. Essentially, this means that they will use complaints as a way to identify issues and provide more intensive technical assistance to states in order to bring them into compliance. Beginning July 2015, they will use selective non-enforcement. They describe this as meaning that, if states are making reasonable progress towards coming into compliance, they may continue to apply nonenforcement policies. However, it will be at DOL's discretion.

Although this isn't the formal delay we wanted, we do appreciate that DOL is trying to be sensitive to state challenges and concerns. We will continue to assess the issue, and expect to continue working with DOL and with all of you on this important issue.

As always, please let us know if you have any questions or concerns.

Damon

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