

From: Taylor, Richele  
To: Avant, David <David.Avant@admin.sc.gov>  
Date: 11/23/2016 3:12:13 PM  
Subject: RE: The Overtime Rule Has Been Blocked: Now What?

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Thanks!

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From: Avant, David  
Sent: Wednesday, November 23, 2016 2:53 PM  
To: Taylor, Richele <RicheleTaylor@gov.sc.gov>  
Subject: FW: The Overtime Rule Has Been Blocked: Now What?

Richele,  
Just FYI – see below for what SHRM is sending out.  
-David

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From: Carraway, Chrissy  
Sent: Wednesday, November 23, 2016 2:43 PM  
To: Avant, David  
Subject: FW: The Overtime Rule Has Been Blocked: Now What?

Hi David,

Thought you might be interested in seeing SHRM's advice on the subject...

**From:** Mike Aitken <[Mike.Aitken@shrm.org](mailto:Mike.Aitken@shrm.org)>  
**Date:** November 23, 2016 at 2:26:59 PM EST  
**To:** [chrissyccrwy@yahoo.com](mailto:chrissyccrwy@yahoo.com)  
**Subject:** The Overtime Rule Has Been Blocked: Now What?  
**Reply-To:** [shrm@shrm.org](mailto:shrm@shrm.org)

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This message contains graphics. If you do not see the graphics, [click here to view](#).

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**UPDATE:** As you know, the final Fair Labor Standards Act's (FLSA's) overtime rule was set to go into effect Thursday, December 1. A federal judge in Texas put the brakes on the Department of Labor's (DOL's) new federal overtime rule, which would have doubled the FLSA's salary threshold for exemption from overtime pay and would have automatically adjusted the threshold every three years beginning in 2020.

The court's decision on Tuesday, November 22, 2016 was welcome news for SHRM members and employers who have been struggling with the impacts of the rule—both to their budgets as well as its impact on workplace flexibility and employee morale.

**What do you do now?**

- **At this time, employers do not need to implement changes by the December 1, 2016 deadline.** After hearing the full case, the court could allow the rule to go forward; the incoming Trump Administration now has more time to make changes, including ending the rulemaking permanently or issuing a new rule with a more reasonable salary threshold, as SHRM and its members have advocated.
- **If you have already implemented the rule, consider leaving your decisions in place.** We empathize with you and employers who have already prepared for the December 1 deadline. Each workplace is unique and employers must consider which approach causes the least disruption for their workplaces. For example, if you have not already reclassified employees, you may want to postpone your decision and monitor the policy developments closely. On the other hand, if you raised otherwise exempt employees' salaries to meet the proposed threshold, you may want to keep those in place.
- **Stay connected with SHRM over the coming weeks for more information and policy developments in this area.** Use your peers as a resource to discuss the implications on SHRM Connect in the Employment Law discussion group. And as always, our **Knowledge Advisors** are ready to assist with your questions on overtime regulations as well as other HR inquiries. For up-to-date articles, analysis and public policy updates on the FLSA, visit [shrm.org](http://shrm.org).

We hope that you have a happy Thanksgiving, and you'll be hearing more from us soon.

Regards,  
Michael P. Aitken  
Vice President, Government Affairs

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