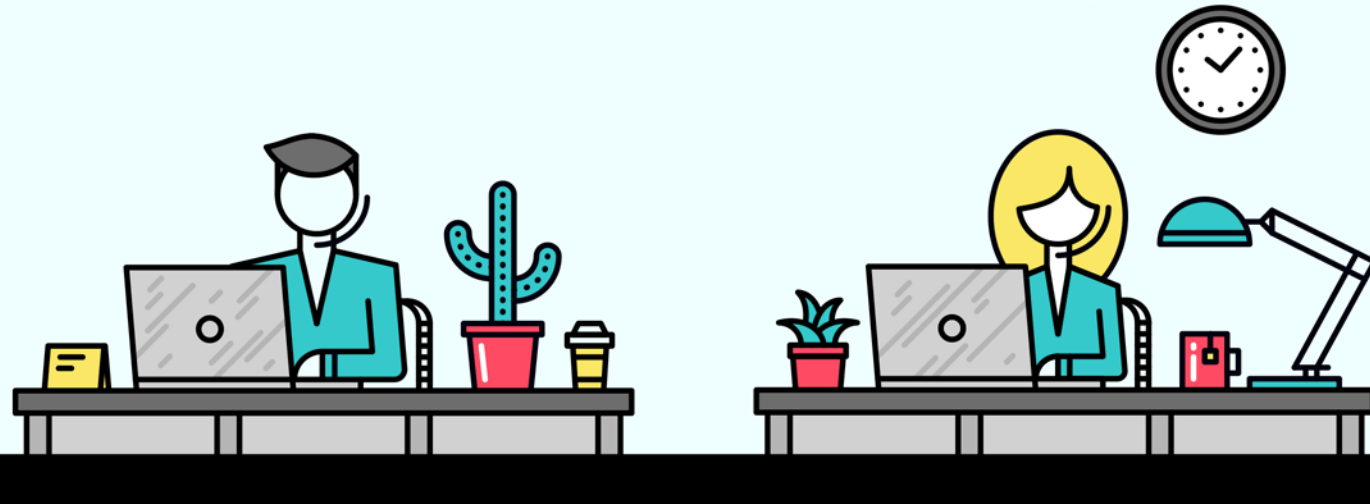


# The New Overtime Rule and How to Comply

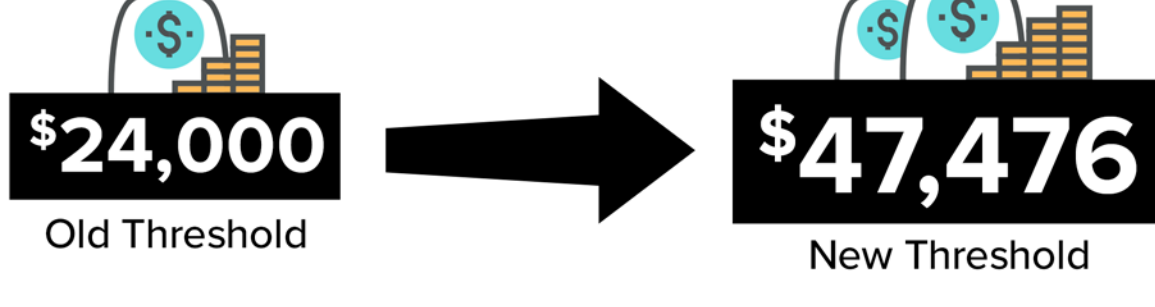


What you need to know about the new Department of Labor overtime rule and how you can comply



## THE RULING

Nearly doubled minimum salary for overtime exempt employees



## UPDATE FOR HIGHLY COMPENSATED EMPLOYEES (HCE)

If you earn



**Over \$134,000 per year**

you are ineligible for overtime

## ELIGIBILITY IN NUMBERS



## DATE IN EFFECT



**with automatic updates every 3 years**

\* This infographic was created in reference to the overtime regulations proposed in May 2016. For information on the update effective as of January 1st, 2020, see this three-part series detailing all of the latest changes, impacts, and best practices.



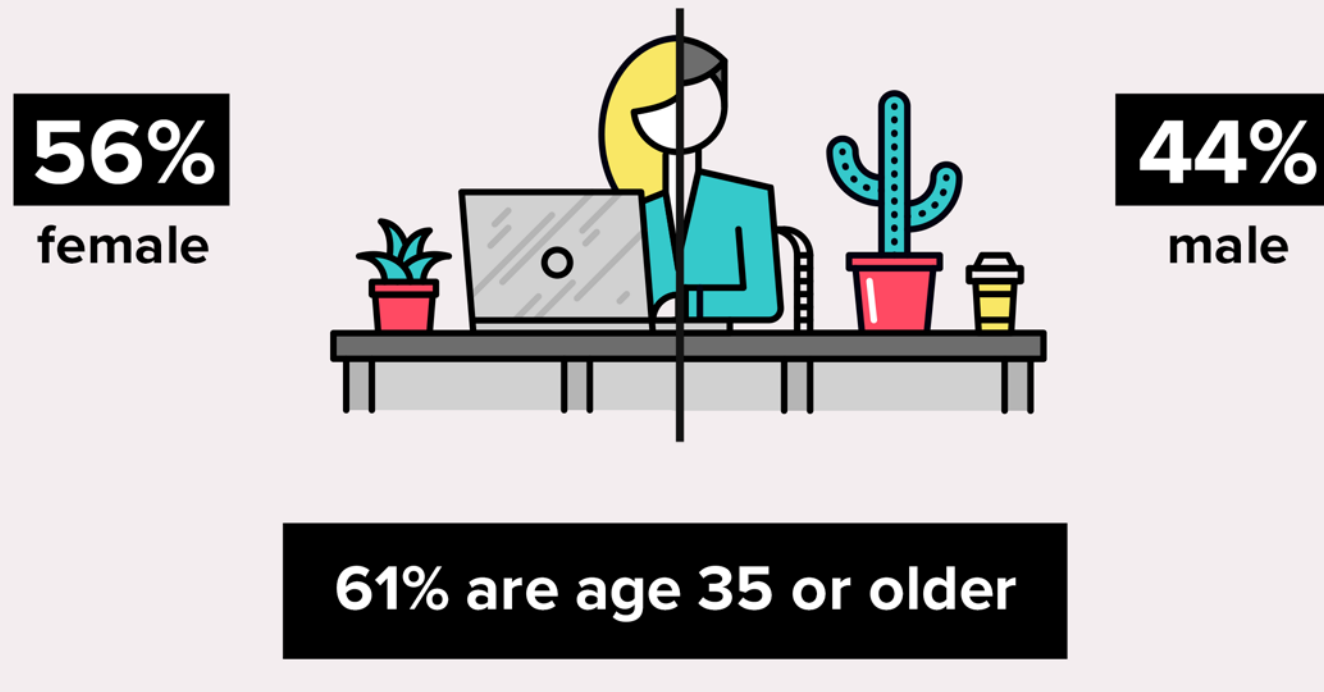
## WHO IS AFFECTED

**35% of full time salaried workers**



Will be entitled to overtime solely based on their salary

## GENDER AND AGE BREAKDOWN



## TOP 5 STATES BY NUMBER OF WORKERS

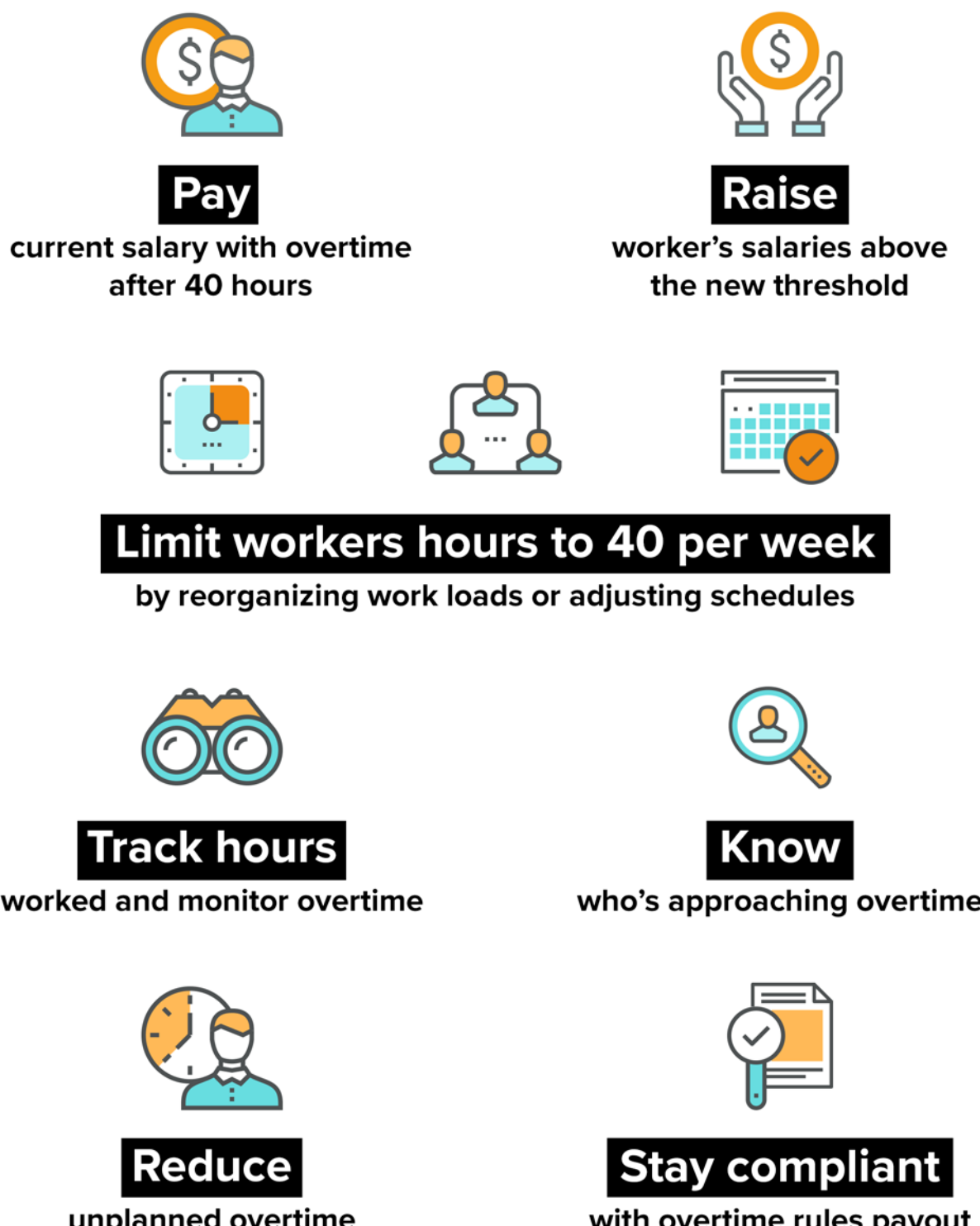


California	392,000
Texas	370,000
Florida	331,000
New York	278,000
Illinois	194,000

**Tip:** Some states have different overtime rules. Learn more by accessing our map [www.replicon.com/regulation/united-states-labor-laws/](http://www.replicon.com/regulation/united-states-labor-laws/)



## HOW EMPLOYERS CAN COMPLY



DISCLAIMER: The information presented in this document highlights several examples of federal and/or state labor law requirements. Replicon makes no guarantees as to the completeness or accuracy of these summarized requirements. This document in no way suggests or offers any labor law guidance, or legal advice of any kind, and should not be construed as such. If you need legal advice in relation to labor law compliance issues, please consult with your qualified legal advisor.

**REPLICON**

Replicon provides award-winning products that make it easy to manage your workforce. With complete solution sets for client billing, project costing, and time and attendance management, Replicon enables the capture, administration, and optimization of your most underutilized and important asset: time.

Sources: <https://www.dol.gov/sites/default/files/overtime-overview.pdf> and <https://www.dol.gov/featured/overtime>