



FLORIDA STATE UNIVERSITY

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TO: Deans, Directors, Department Heads, and Department Representatives

FROM: Renisha Gibbs, Assistant Vice President for Human Resources and
Finance & Administration Chief of Staff

SUBJECT: FLSA Changes – Status Update

DATE: November 29, 2016

Over the past year, we have worked diligently to prepare campus for the new regulations related to FLSA (Fair Labor Standards Act). The effects of the new regulations have been communicated for several months and we have worked collaboratively across campus to implement them. As you may have heard last week, a federal court in Texas temporarily blocked the effective date of these new regulations. Although we do not know what the final outcome of the litigation will be, Florida State University had already communicated our plans and implemented many initiatives to come into compliance with these new regulations.

While we wait for this legal uncertainty to be resolved at the national level, FSU will continue on the path we have been preparing over the last year and proceed with the initiatives we have already communicated and implemented for our employees and departments.

This means that until further notice:

- Employees who have been notified that they are becoming nonexempt (overtime earning) will be nonexempt.
- Employees who have been notified that they are receiving an FLSA-related salary adjustment will receive that adjustment.
- Employees who have been reclassified into new job codes will stay in those new job codes.
- New hires/transfers into exempt (overtime ineligible) job codes must meet the \$913 per week minimum for the exempt codes.

We recognize that departments and employees have already taken difficult steps to prepare for the changes. FSU will stay the course based on the information we currently have available (the Department of Labor's published regulation) and the previous measures implemented.

Once we receive concrete and final direction from the courts and federal government, we will further evaluate our classification system and make any additional changes that are necessary. We will continue to keep the campus community updated. In the meantime, there is no change to the recently implemented initiatives to comply with these new regulations at FSU.

Thank you for your patience and support.

Questions?

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