

UNIVERSITY OF ILLINOIS
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UNIVERSITY HUMAN RESOURCES

May 20, 2016

From: University Human Resources

Re: Department of Labor Final Ruling on Fair Labor Standards Act Changes

On Wednesday, the United States Department of Labor issued the Final Rule updating the exemptions for executive, administrative, and professional employees (the “white collar” exemptions). The Final Rule increases the standard salary level for exempt employees from \$455 per week (\$23,660) to \$913 per week (\$47,476), provides for automatic increases every three years, and provides other amendments to the regulations regarding use of incentive compensation to satisfy the salary level. The effective date of the Final Rule is December 1, 2016.

University Human Resources has been coordinating the university-wide committee that has been reviewing the impact of the proposed revisions on University of Illinois employees, policies, systems, and processes. Now that the DOL has adopted the Final Rule, we will be launching a communication and implementation plan over the next few months.

Over the next few weeks, your central/campus human resources office will contact you and/or your human resources representatives to discuss the impact to your college/departments and employees.

If you have any questions regarding the university-wide committee or the implementation plan, please contact Jami Painter in UHR (217-244-8247) or your central/campus human resources office.

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