

**Subject:** Instant HR/Payroll: FLSA Update

**Date:** Monday, November 28, 2016 at 9:06:06 AM Eastern Standard Time

**From:** Janet P Walker (sent by HR/Payroll Department Contacts <DEPARTMENT-CONTACTS-L@listserv.gmu.edu>)

**To:** DEPARTMENT-CONTACTS-L@listserv.gmu.edu

### **FLSA Update**

On November 22, a federal judge in Texas suspended the Department of Labor's (DOL) changes to the Fair Labor Standards Act (FLSA) known as the federal overtime rule. This ruling has created a nation-wide injunction in moving forward with the DOL's changes to the FLSA that were scheduled to go into effect [on December 1, 2016](#). It is our understanding that the decision is likely to be appealed. This creates a good deal of uncertainty as to how long the suspension will last, how or whether we should move forward in the meantime, and what the effect would be to our impacted employees throughout this period. As you can imagine, we must obtain additional guidance to ensure that we support our employees while doing our best to comply with a changing federal landscape. The Thanksgiving holiday imposed some inherent challenges in seeking the additional guidance we need.

We ask for your patience as we attempt to navigate this somewhat murky situation. We are mindful of the disruption this decision has caused and hope to have additional information to clarify Mason's course of action later this week.

Thank you for your understanding.