



Human Resources & Payroll
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Fair Labor Standards Act

On November 22, a federal judge in Texas suspended the Department of Labor's (DOL) changes to the Fair Labor Standards Act (FLSA). A nationwide preliminary injunction blocked the DOL from enforcing the new FLSA overtime rules that were to take effect on December 1, 2016 for executive, administrative, and professional employees who earn less than \$913 per week (\$47,476 annually)

For now, the overtime rule will not take effect as planned, but it could still be implemented later down the road. George Mason University will continue to follow the existing overtime regulations until a decision is reached. The current regulations state that in order to qualify for an exempt status, employees must be paid at least \$455 per week (\$23,660 annually). For more information on the current regulations, please see the [DOL Fact Sheet on FLSA](#).

Human Resources will continue to provide updates to departments as new information about the federal overtime rule is made available. Mason is committed to continue to work in the best interest of our employees, and we ask for your patience as we work through this uncertain situation.

For any questions, please contact our Workforce Planning Team at workplan@gmu.edu.