

# FLSA Update

## Timeline for changes to exempt, non-exempt positions announced

Tuesday, August 9, 2016



The University System of New Hampshire plan to implement changes required by the Fair Labor Standards Act (FLSA) is moving forward.

The U.S. Department of Labor previously announced changes to the FLSA that reinforced the importance of employers reviewing essential duties and functions of roles and increased the minimum salary amount to be paid to qualify for exempt status.

In a communication sent to PAT employees, Martie Gleason, director of compensation and benefits, explains Department of Labor FLSA enforcement on the classification of positions prompted a USNH review to ensure “job functions and essential duties are in compliance with how we pay our employees — either on an hourly (non-exempt) or salary (exempt) basis.

Predominantly, the positions that have been focused on are those in salary range 18 and below.”

A team of human resources professionals from each USNH institution has completed the review of 194 exempt classifications and will be meeting with managers and supervisors beginning this month to discuss the outcome and any potential impact for those roles.

 SUBSCRIBE  
TO THE UNH  
TODAY  
NEWSLETTER

 SUBSCRIBE  
TO UNH TODAY  
RSS

The new minimum salary of \$47,476 per year for exempt positions will go into effect on December 1.

Written notification to employees who will be realigned to hourly/non-exempt classifications is scheduled for August 30, with those changes to be reviewed with employees in the months that follow.

FAQs and information on the FLSA are available at [www.usnh.edu/hr](http://www.usnh.edu/hr). Questions may also be directed to [HR partners](#).

“We will continue to communicate with employees, managers and especially those directly affected by these changes,” Gleason notes.

COMPILED [Jennifer Saunders](#) | Communications and Public

BY: Affairs | [jennifer.saunders@unh.edu](mailto:jennifer.saunders@unh.edu) | 603-862-3585

## RELATED ARTICLES

---

# The Community Response to Medicaid Work and Community Engagement Requirements: Lessons from New Hampshire

---

**MAY 2020**

**Institute for Health Policy and Practice**

Jo Porter, MPH

Lucy Hodder, JD

Lauren LaRocheffe, JD



**Institute for Health  
Policy and Practice**



June 5, 2020 | INSTITUTE FOR HEALTH POLICY AND PRACTICE (IHPP)

## Exploring the Impact of NH's Medicaid Work and Community Engagement Requirements

---



July 7, 2020 | PAUL PERSPECTIVES

## The Ethics of Tax Practice

---



August 28, 2020 | PETER T. PAUL COLLEGE OF BUSINESS & ECONOMICS

## New Paul College Associate Dean For Undergraduate Education Named

---



**University of New Hampshire**

UNH Today is produced for the UNH community and for friends of UNH.

The stories are written by the staff of **UNH Communications and Public Affairs**.

Email us: [unhtoday.editor@unh.edu](mailto:unhtoday.editor@unh.edu).



UNH Today • UNH Main Directory: 603-862-1234  
Copyright © 2022 • TTY Users: 7-1-1 or 800-735-2964 (Relay NH)

[USNH Privacy Policies](#) • [USNH Terms of Use](#) • [ADA Acknowledgement](#)

[MANAGE YOUR SUBSCRIPTION](#)  [CONTACT](#)  
[US](#)