

Higher Education Becomes the Poster Child for Overtime Rule Concerns

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Joe Tilson, chair of Cozen O'Connor's Labor & Employment department and chair-elect of the Wage and Hour Defense Institute, discusses the Department of Labor's Fair Labor Standards Act, which will have a significant impact on higher education institutions. Joe says, "What I'm seeing more than any other option is that universities, particularly among employees whose salary is not close to the threshold, are simply placing more restrictions on employees' ability to work overtime and policing hours so that heretofore exempt employees who are now non-exempt do not work over 40 hours in a week." Joe added that, "In situations where salaries are close to the threshold, I've seen some universities simply increasing the salary in order to maintain their exempt status."

To read the full article, [click here](#).



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