

New federal overtime law in effect as of January 1

By Dee Ann Campbell
Sun-Advocate Publisher

WASHINGTON, D.C. -- The new federal overtime law went into effect on January 1, and businesses are now adjusting to the changes.

Under the new law, more manage-

ment-level employees are eligible to receive overtime compensation for hours worked. Estimates show that about 1.2 million workers are affected by the change.

The new law increases the salary threshold for salaried personnel to be exempt from time-and-a-half overtime pay to \$35,568. Until now, employers could ex-

empt salaried employees who earned \$23,660 or more and not pay them overtime for hours worked beyond 40 per week.

The new law will increase costs for employers in some small businesses and opponents say that the change could be difficult for some businesses to absorb. The change will also mean that employers will have to start tracking time for all employees who fit the threshold and monitor hours worked for those employees in order to remain in compliance.

A previous attempt to raise the threshold to \$47,476 during the Obama Administration was blocked, stopping a more than \$23,000 increase.

With the new rule, businesses have the following options:

- pay overtime to salaried employees earning up to \$35,568 or more;
- raise an employee's salary so that the worker falls under the new threshold;
- pay employees through hourly wages and overtime pay by tracking time worked.

GUARANTEED Life Insurance up to \$15,000.00

Cash to help pay your funeral, medical bills or other final expenses.

Modified Whole Life Insurance from Physicians Life Insurance Company

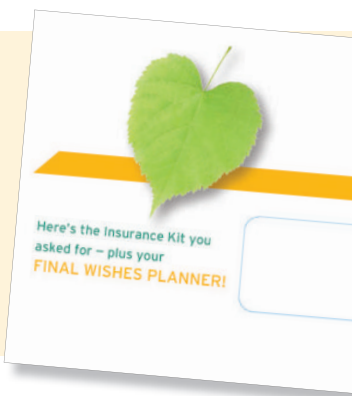
- Guaranteed acceptance ages 45 to 85*
- No medical exam, no health questions
- Lock in your rate for life

Call for your FREE Information Kit

1-855-407-4926

or go to life55plus.info/choctaw

► **Plus – you'll also get a FREE Final Wishes Planner!**



*Ages may vary by state. Guaranteed for one of these life insurance policies. 6236 Benefits reduced first two years. Insurance Policy L770 (ID: L770ID; OK: L770OK; TN: L770TN).

Let's make it COUNT!

CHOCTAW COUNTY



COUNTS!

census.alabama.gov

Participate in the Census!

A DAY in the LIFE

of Choctaw County

Full-color magazine publication!

PHOTO DAY: Wednesday, April 1
PUBLICATION: Wednesday, April 22
DEADLINE FOR ADS: Friday, April 3

Coming in APRIL!