

## Employers should plan now for the new overtime rules

The Department of Labor (DOL) has now released its much anticipated revisions to the overtime regulations, nearly a year after the proposed rules were first published for public comment. The new rules contain significant changes that require careful planning before they go into effect Dec. 1, 2016.



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\$455 per week (\$23,660 per year) to \$913 per week (\$47,476 per year).

Other meaningful changes under the new rules: highly-compensated employees must be paid an annual compensation of \$134,004 (increased from \$100,000) and must be paid at

least \$913 per week on a salary or fee basis; executive employees must be paid on a salary basis and no longer can be paid on a fee basis; the salary and compensation levels will automatically update every three years, indexed for inflation; and certain non-discretionary payments can be used to meet the salary level test, up to 10 percent of the required salary.

The most significant change under the new rules is the two-fold increase to the salary level needed to qualify for certain white collar exemptions. The salary level for the executive, administrative, professional and computer employee exemptions will double from the current level of

What hasn't changed? The duties for all white collar exemptions, the exemption for outside salespersons, and computer employees can still be paid an hourly rate of \$27.63 (or the new salary level).

Depending on a particular employer's workforce and the exemptions being claimed, the impact for any one employer could be significant. For employees who satisfy the duties test for an exemption but do not meet the new salary or compensation level, employers must decide if they would be better off increasing the salary level to maintain the exemption, or losing the exemption and paying overtime. To make an informed decision, employers must understand the amount of overtime being worked. Many employers don't track

the hours worked by their exempt employees precisely because they are paid a salary. In that case, a time study may be necessary. Once overtime is understood, employers can run various scenarios for paying overtime and decide which option is best. With proper planning, employers can take steps to minimize the impact of the new rules while remaining legally compliant.

For more information about these changes, attend the Columbus Bar Association's upcoming "White Collar Exemptions & New Overtime Rules" seminar on June 24 at 9 a.m. Visit [www.cbalaw.org](http://www.cbalaw.org) for seminar registration, and check the Carlile Patchen & Murphy website for additional information on the new overtime rules.

## Virtual office and staffing solutions allow flexibility

Small business owners are often looking to keep down overhead. One way this can be accomplished is through a virtual office facility. Not only does it keep costs low, but in a recent national survey of virtual office users, 65 percent of those surveyed felt their work-life balance had improved because of the increased flexibility.



**Otto Beatty III**

access to Wi-Fi, business equipment and the use of a co-working lounge.

Whether your business needs a professional image, personalized customer service or administrative help, virtual offices offer flexibility based on your specific business needs. Through on-demand

staffing and office solutions, you gain an indispensable team of professionals, boutique office and meeting space and essential infrastructure that is yours - when and how you want them.

Virtual office services expand beyond rented office space. Many providers, including Intelligent Office in downtown Columbus, offer a range of services from hourly and daily rental offices, conference rooms and private mailboxes to phone answering and administrative services performed by a team of on-site secretaries. Virtual office spaces also offer

For more information, call Intelligent Office at 614-484-7070 or go to [www.intelligentoffice.com/ohio/columbus-downtown/](http://www.intelligentoffice.com/ohio/columbus-downtown/).

## Columbus Bar Association and Columbus Business First partner to bring you CBA Today

The Columbus Bar has partnered with Columbus Business First to help CBA members get more exposure to a business-oriented audience. Eight-four percent of Business First subscribers are small businesses; Business First readers influence key decisions such as legal services.

With nearly 12,000 print subscribers and 28,000 electronic subscribers, this presents a unique opportunity for the Columbus Bar to put its members in front of readers who want to know how the law impacts their business. Look for our bi-weekly CBA Today page every other Friday, featuring Columbus Bar members sharing important legal information with a diverse and engaged business community.

### ATTORNEYS AROUND THE BAR:

## Brigid Heid

On June 9, Brigid Heid was sworn in as the Columbus Bar Association's President. Serving on the CBA's Board of Governors since 2011, Brigid pushes to utilize new technologies to enhance association services.

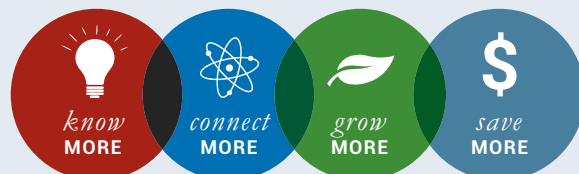
As an attorney, Brigid found her niche in labor and employment law. She joined Carlile Patchen & Murphy as a partner in 2008 and chairs the firm's Employment and Labor Practice Group and the Hiring Committee.

Carlile Patchen & Murphy provides a full range of legal services tailored to Ohio businesses. Just a few of their business law offerings include contracts, mergers and acquisitions, employee compensation, joint ventures and strategic alliances, technology law and intellectual property, among others.

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