

# Changes to **FLSA** and the **DOL's** New Regulations

**WEBINAR**

October 27, 2016 ♦ 9 to 10:30 AM

The Massachusetts Bankers Association will host an important webinar on October 27, 2016. Please join us for an update on the changes to the FLSA and the Department of Labor's new regulations that will significantly increase the number of employees in the banking industry that will be entitled to overtime pay. The new regulations, effective on December 1, 2016, increase significantly the salary level required for an employee to be eligible for an exemption from overtime,

The presentation will include an overview of the exemptions to the FLSA's overtime requirements, and a discussion of the qualifying salary changes. We will also discuss treatment of non-discretionary bonuses and the law's annual update mechanism. In addition, we will discuss compliance strategies for banking institutions, and banking job titles/duties that present unique challenges.

## Presenter:

**Liam T. O'Connell**, of Nutter McClennen & Fish LLP. Attorney O'Connell is chair of the firm's Labor, Employment and Benefits practice group and a member of the Executive Committee. Liam regularly represents clients in the litigation of labor and employment disputes in state and federal courts, administrative agencies, and in mediation and arbitration proceedings.

Liam provides clients with extensive labor and employment counsel on a full range of general employee relations issues including executive compensation agreements, reductions in force, acquisitions, relocations and restructurings, workplace diversity and affirmative action plans, compliance of wage and hour laws and reasonable accommodations in the workplace.

## You will learn about:

### Overview of FLSA

**Obligations to Non-Exempt Employees:** Minimum Wage; Overtime

**Non-Exempt Employees:** Salary Test; Duties Test; Highly Compensated Employee

### Changes to FLSA:

#### Past Updates

**2016 Changes** – Effective 12/1/16

Salary Level, Annual Update Mechanism, Non-Discretionary Bonuses, Duties Tests Unchanged

### Compliance Steps:

**Increase Pay/Reclassify Workers?** Tracking Hours, Overtime Approval

**Impact on Benefits?**

**HR Issues – Supervisor Pay?**

**Communication to Employees**

**Policy/Handbook Updates**

### Banking Specific Challenges

**Mortgage Loan Officers**

**Commercial Loan Officers**

**Investment Advisors**

## Who Should Attend?

The webinar is designed for personnel who have responsibility for maintaining or auditing BSA compliance efforts. BSA, Compliance and Internal Audit officers will benefit from listening to this webinar. Customer-facing staff responsible for CIP activities with your bank will also benefit. Please route to all appropriate departments.

**Please check all appropriate boxes:**      **Member**      **Nonmember**

Live webinar and materials       \$225       \$450

CD and materials       \$225       \$450

We cannot guarantee registration for incomplete and/or illegible registration forms. Your registration entitles you to 1 connection at 1 location with permission to copy materials for participants.

Name \_\_\_\_\_

Title \_\_\_\_\_

Bank \_\_\_\_\_

Street Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Phone/Fax \_\_\_\_\_

E-mail \_\_\_\_\_

## Three ways to register:

**Online:** [www.massbankers.org](http://www.massbankers.org)

**Fax credit card payments to our secure fax line: 617-249-0441.**

**Mail:** Massachusetts Bankers Association-FLSA\_W16  
One Washington Mall, 8th Floor, Boston, MA 02108-2603

### Method of Payment (check one):

Check payable to MBA (must be accompanied by registration form.)

MasterCard       VISA       AMEX       Discover

**PCI Compliance mandates that payments made by credit card must be faxed, do not email. Please fax to our secure fax line: 617-249-0441.**

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Exp. Date \_\_\_\_\_

Amount \$ \_\_\_\_\_

Cardholder's Name \_\_\_\_\_

Cardholder's Signature \_\_\_\_\_

**For More Information:** Direct registration inquiries to Pat Tabolsky, [ptabolsky@massbankers.org](mailto:ptabolsky@massbankers.org)