

Overview of Anticipated January 1, 2025 FLSA changes

On April 23, 2024, the Department of Labor (DOL) released a two-part final rule adjusting salary thresholds for overtime exemptions under the federal Fair Labor Standards Act (FLSA).

Part 1 of the changes took effect on July 1, 2024, increasing the weekly salary threshold for overtime exemption from \$685 to \$844. This change had minimal impact on the University.

Part 2 is proposed to take effect on January 1, 2025, with a more significant increase to the weekly salary threshold from \$844 to \$1,128 per week. This adjustment is expected to affect many employees and could lead to a significant increase in the number of individuals eligible for overtime pay.

Recent Updates:

- UNM HR has started giving presentations at the executive leadership level.
- The analysis of the impacts to UNM are currently underway.
- Initial communications have gone out to HR Level 3 Agents and more detailed information will be sent in weeks to come.
- A dedicated [FLSA webpage](#) is now available. Please check this page regularly, as it will be updated with new information as it becomes available.

UNM HR continues to closely monitor any changes to the rule and will provide updates as more information becomes available. Stay tuned for more details related to FLSA changes. If you have any questions, you can reach out to comp@unm.edu.