

## FLSA Townhall: Get Ready for Upcoming Fair Labor Standards Act Changes

Significant changes to the Fair Labor Standards Act (FLSA) are set to take effect on Jan. 1, 2025, impacting overtime eligibility for many University employees. UNM Human Resources is hosting a special FLSA Townhall to help the campus community understand the changes and prepare for the transition.

### Townhall Details

**Date:** Friday, Nov. 1

**Time:** 9–10:30 a.m.

**Join via Zoom:** <https://unm.zoom.us/j/96029423265>

**Webinar ID:** 960 2942 3265 | **Password:** 187204

### What's Changing?

The FLSA, administered by the U.S. Department of Labor, determines which employees qualify for overtime based on salary and job duties. Starting Jan. 1, 2025, the minimum salary threshold for overtime-exempt employees will increase to \$58,656 per year.

To ensure compliance with this change, UNM will transition all Grade 11 and 12 exempt positions to non-exempt on January 1, 2025. Additionally, part-time positions in grades 13 and above with annual salaries below \$58,656 (\$1,128 weekly) will transition to non-exempt status.

### Impacted Employees at UNM:

- **Staff in pay grades 11 and 12**
- **Part-time staff in pay grades 13 and above** earning under \$58,656 annually / \$1,128 weekly.

### Exceptions:

- **Teachers, coaches, and physicians** are not subject to the salary threshold and will not be affected.

### Timeline and Next Steps

- **November 1, 2024:** Special FLSA Townhall (9 – 10:30 a.m.)
- **November – December:** Follow-up communications to departments and employees.
- **Tuesdays at 9 a.m. (starting Nov. 5):** Weekly Drop-In Zoom Sessions.
- **January 1, 2025:** Job status changes to non-exempt (hourly) go into effect.

### Stay Informed

The new FLSA rule is currently facing legal challenges, and UNM's implementation plan may change. Any updates will be communicated before the Jan. 1 effective date.

For more information, visit [hr.unm.edu/flsa](http://hr.unm.edu/flsa) or attend the Townhall on Nov. 1.