To: All Faculty and Staff  
From: Anthony D. Kinslow, Associate VP and Chief Human Resources Officer  
Re: Interim Changes to Planned FLSA Implementation at UR/URMC  

A federal judge yesterday granted an injunction that delays indefinitely the implementation of a new U.S. Department of Labor rule regarding overtime pay. The rule, under the Fair Labor Standards Act, would have raised the threshold for salaried workers to $47,476. Workers paid below that level would have been considered hourly workers and would be entitled to overtime pay if they work more than 40 hours in a week. 

The University, like most employers across the nation, had been working very hard to meet the December 1, 2016 deadline for implementing the new rule. Many University staff who were affected by the FLSA change made financial decisions, such as changes to their tax withholding or retirement contributions in anticipation of it. 

We don’t know when the court will make a decision on the FLSA rule, or what that decision will be. In the interim, we are doing the following: 

- For staff who were informed that they would move from salaried to hourly status effective November 27, this change and the associated vacation sell-back program is being put on hold until the court issues a final ruling. As of November 27, you will continue to be paid as a salaried employee. If you made changes to your tax withholding or retirement contributions and want to change them back, we are ready to help you. Please contact your Human Resources business partner, or call HR at (585) ASK-URHR (275-8747) beginning on Monday November 28, 2016. 

- A small number of employees were informed that they would remain salaried, and that their salaries would be increased above the new $47,476 threshold set by the FLSA. The University will keep these salary increases in effect despite the uncertainty of the FLSA ruling. 

Yesterday’s federal court ruling was unexpected. Staff and managers across the University have spent countless hours preparing for these changes to go into effect by December 1, and we know that many of you made personal financial decisions based on the new FLSA rules. We promise to work with you and keep you informed as this issue is resolved at the federal level.