**USDOL Releases Overtime Rule 2.0 For 2020**

Department of Labor [announced](https://www.dol.gov/newsroom/releases/whd/whd20190924) the revised Overtime Rule, which will set the minimum salary threshold for the Fair Labor Standard Act’s white-collar exemptions at $684 per week, or $35,568 per year. The rule, which will expand overtime pay obligations to an estimated 1.3 million additional workers, will take effect on January 1, 2020.

**Proposed Rule:**

* The minimum salary threshold will be $684 per week, annualized to $35,568 per year.
* Employers will be permitted to count non-discretionary bonuses, incentives, and commissions as up to 10% of an employee’s salary level, as long as those bonuses are paid annually.
* The new rule also raises the salary threshold for the highly-compensated employee exemption from $100,000 to $107,432.

**No Change:**

* No changes will be made to the duties tests – the crux of the relevant exemptions.
* No change has been made to the various other exemptions (for example, outside sales) that do not specifically include a salary requirement even if the employee happens to earn a salary.

There will be no “automatic” updates, or even a formal schedule of future adjustments to these figures.