

Griffaton Quoted in *Employment Law360* Story Titled “Attorneys React To DOL's Final Overtime Exemption Rule”

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NEWS | 5.19.2016

Mike Griffaton, of counsel in the Vorys Columbus office and a member of the labor and employment group, was quoted in an *Employment Law360* story about the U.S. Department of Labor's new and final version of an overtime exemption rule that raises the minimum salary threshold to qualify for the Fair Labor Standards Act's white collar exemption.

The story states:

“The DOL's salary threshold increase will profoundly affect employers and employees. Employers must analyze their workforce and then reclassify employees, adjust wages, reduce hours, pay overtime, and/or reorganize workloads, while also deciding whether to shift benefit costs to employees or eliminate certain benefits altogether. Employees who become hourly will lose the flexibility inherent in exempt status. Against all this, employers must balance employee morale and turnover. And while the DOL dismisses this concern, tracking and recording hours for employees who have not done so previously represent a sea change to a workplace's culture.”

To read the entire story, visit the *Employment Law360* website. (Subscription required)