**FLSA language to be added to the ‘additional information’ tab in PVL when recruiting and unsure if the position will be hired as exempt or non-exempt**

Effective January 1, 2020, the U.S. Department of Labor Fair Labor Standards Act (FLSA) requires that positions earning less than $35,568 annually be considered non-exempt under FLSA provisions for overtime (see <https://www.dol.gov/whd/overtime2019/>). Based on these rules, if the person selected for this recruitment will earn less than the new salary threshold at January 1, 2020 ($35,568 annually), they will be an academic staff non-exempt employee, will be paid hourly and will receive overtime compensation for any hours worked over 40 in a workweek.