

BCG Monthly Telephone Briefing

June 2016

U.S. Department of Labor Issues Final Rule on Overtime Exemptions

Since 1938, the federal Fair Labor Standards Act (FLSA) has provided a worker's right to minimum wages and overtime pay, although certain white collar workers (engaged in executive, administrative or professional duties) are exempt from the minimum wage and overtime requirements of the FLSA. The U.S. Department of Labor's (DOL) regulations set forth the requirements needed to qualify for the minimum wage and overtime exemption. Among the requirements for the exemption is a minimum salary requirement. In May 2016, the DOL issued a final rule amending its regulations regarding the overtime exemption, including a significant increase in the minimum salary requirement. We will discuss the changes implemented by the DOL's new rule.

EEOC Final Rule Amends ADA Regulations on Wellness Programs

Many employers that sponsor group health plans offer health promotion and disease prevention activities, known as wellness programs, to employees enrolled in the employer-sponsored group health plan, while other employers offer wellness programs to all employees whether or not they are enrolled in the employer-sponsored health plan. Many of these programs require medical information from employees or require employees to submit to a medical exam (or sometimes both). To encourage employee participation in these programs, some employers offer incentives to participating employees. The Equal Employment Opportunity Commission (EEOC) has issued a final rule amending its regulations to provide guidance on the extent to which employers may require medical information from employees, as well as the extent to which employers may use incentives to encourage employees to participate in wellness programs. We will explain the changes implemented by the EEOC's final rule, as well as review the general requirements imposed by the regulations with regard to employee wellness programs.



BCG Monthly Telephone Briefing

Friday, June 17
12:00 –1:30 p.m.
(with live Q&A)

Presented by
Aldrich & Bonnefin, PLC
Counsel to Bankers' Compliance Group®



bankers' compliance group®

phone: 800.742.3600

email: info@bankerscompliancegroup.com

Aldrich & Bonnefin is hosting a Monthly Telephone Briefing for Bankers' Compliance Group[®] Members on **Friday, June 17, 2016**. This meeting will be presented live and will include two question and answer sessions. Members can ask questions by telephone or email. Each member that registers for the Monthly Telephone Briefing will be given a password and instructions to call in to the Briefing.

ORGANIZE YOUR PARTICIPANTS

BCG Main or Registration Contacts are encouraged to organize multiple attendees to participate at one location or several locations concurrently. In this manner, several attendees can be accommodated in one conference room with a speakerphone. All Briefing connections are included in your BCG Membership.

REGISTRATION

To register, please contact your institution's BCG Main or Registration Contact or, if authorized, log in at <http://register.bankerscompliancegroup.com/subadmin> and select "Register for Events." Registration closes at noon **one business day** prior to the Briefing date. On the day before the Briefing, registrants will receive an email with call-in instructions and single-use PIN.

CD-Rom: Members can also register to receive a CD-Rom package. This package, which includes any Handouts, is mailed to registrants approximately 2-3 weeks after the Briefing.

DOWNLOAD THE HANDOUTS

The Handouts are *generally* posted on the BCG Website by noon on the business day before the Briefing. All registrants will receive an email notification when the Handouts are posted. To download a Handout, go to www.bankerscompliancegroup.com/monthly-telephone-briefing.php and click on the "Download Handout Here" link at the end of each Briefing description.

CANCELLATION

It is not necessary for registrants to contact BCG if they cannot attend a Briefing and need to cancel their registration.

SIGN UP ANNUALLY

Make the BCG Monthly Telephone Briefing a standing event at your office by registering once for the entire year. To sign up annually, **click here** and email the completed form to info@bankerscompliancegroup.com. Or your BCG Registration Contact can sign you up in the Online Event Registration System.

MISSED THE BRIEFING?

Should you or others at your institution miss the briefing, you can tune into our streaming audio available on the BCG website one week after the Briefing, at www.bankerscompliancegroup.com/listen-while-you-work.php.