



The Fair Labor Standards Act (FLSA) is a federal law through the Department of Labor that establishes a set of standards to determine which jobs are covered and eligible for overtime payments (“non-exempt”) and which jobs are not covered (“exempt”). Universities of Wisconsin employees subject to this federal law is given a status of exempt or non-exempt based on job responsibilities performed for the university. This table provides information about changes that will occur when there is a change in exemption status.

For more information on FLSA visit <https://www.wisconsin.edu/ohrwd/home/flsa/>.

**PAYROLL**

<b>Pay Periods</b>	NO CHANGE
<b>Overtime</b>	CHANGE Non-exempt employees receive time-and-one half for all hours worked above 40 hours in a work week.
<b>Direct Deposit</b>	NO CHANGE
<b>Taxes*</b>	NO CHANGE

\*Receiving overtime pay may affect tax bracket levels or eligibility in some cases. Review the IRS Tax Withholding Estimator to determine if a change in tax withholding is needed [www.irs.gov/individuals/tax-withholding-estimator](http://www.irs.gov/individuals/tax-withholding-estimator).

<b>Garnishment*</b>	NO CHANGE in withholding order or the timing of the deduction.
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\*Deduction amount could change based on overtime earned. Garnishments are based on a percentage of income and change if overtime is paid.

**PAID LEAVE**

<b>Time Reporting</b>	CHANGE Non-exempt employees report times worked in a timesheet.
<b>Compensatory Time</b>	CHANGE Non-exempt employees are eligible for compensatory time.
<b>Leave Reporting</b>	CHANGE Non-exempt employees report time off in 15-minute increments (exempt employees report time off in half or whole day increments).
<b>Vacation</b>	NO CHANGE
<b>Legal Holidays</b>	NO CHANGE
<b>Personal Holidays</b>	NO CHANGE
<b>Sick Leave</b>	NO CHANGE



**INSURANCE**

<b>Health Insurance</b>	NO CHANGE
<b>Dental &amp; Vision Insurance</b>	NO CHANGE
<b>Life Insurance</b>	NO CHANGE Includes State Group Life Insurance, Individual & Family Life Insurance
<b>AD&amp;D and Accident Insurance</b>	NO CHANGE
<b>Disability &amp; Income Continuation</b>	NO CHANGE

**SPENDING & SAVINGS ACCOUNTS**

<b>Health Care Flexible Spending Account (FSA)</b>	NO CHANGE
<b>Dependent Day Care Flexible Spending Account (FSA)</b>	NO CHANGE
<b>Health Savings Account</b>	NO CHANGE
<b>Parking &amp; Transit Accounts</b>	NO CHANGE deduction will automatically be adjusted, if applicable.

**RETIREMENT**

<b>Wisconsin Retirement System (WRS)</b>	NO CHANGE TO: Contribution Creditable Service Fiscal Year Category
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**SUPPLEMENTAL RETIREMENT SAVINGS PLANS**

<b>UW 403(b) Supplemental Retirement Program (SRP)</b>	NO CHANGE
<b>Wisconsin Deferred Compensation (WDC) 457 Program</b>	NO CHANGE

**OTHER**

<b>General Deductions (e.g. parking &amp; transit)</b>	NO CHANGE deduction will automatically be adjusted, if applicable.
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