



November 23, 2016

Dear Faculty and Staff,

On [October 12, 2016](#), I shared information about upcoming changes to overtime rules under the Fair Labor Standards Act ("FLSA"). This communication provides an important update.

A federal court in Texas [issued an order](#) yesterday that makes it uncertain how the FLSA's overtime pay exemptions apply to employees who would be impacted by the new rules that were to go into effect on December 1. MSU was intending to communicate to campus this week regarding changes to individual employee FLSA status as a result of FLSA rule changes. However, because of the court's order, those rule changes will not go into effect as expected and we will not be communicating with individual employees this week.

To ensure that we are able to follow the laws that govern how employees are paid under the FLSA, MSU needs to reevaluate its plans. We will provide a further update when we have more information to share. In the meantime, current FLSA law remains in effect.

Should you have questions, please contact Cathy Hasenpflug, Chief Human Resources Officer (x4284) or Sara King, Compensation and Benefits Manager (x4358).

Best Regards,

Terry Leist
Vice President for Administration and Finance