The Fair Labor Standards Act (FLSA) is the federal regulation that governs overtime. It requires the payment of overtime to hourly employees for any hours worked in excess of 40 in a week. Most USNH overtime hours fall under this category. While USNH policy provides overtime for hours worked over forty in a week, it also has provided overtime for hours worked beyond 8 in day, which is not required by the FLSA. This USNH policy and the business process required to support the policy were reviewed by various System-wide committees. The end result was a recommendation to the Presidents’ Council to change the policy.

At its meeting last week, the Presidents’ Council voted to eliminate the USNH policy of paying overtime for any hours worked in excess of 8 in a day. This change facilitates payment of overtime on hours worked in excess of 40 in a week and provides a foundation for policies supporting flexible work schedules. This change will take effect as of July 1, 2009.