



PENNSYLVANIA OVERTIME RULE SUMMARY

The Pennsylvania Overtime Rules updates salary thresholds to reflect current wages paid to Pennsylvanians in executive, administrative and professional occupations and updates the duties tests for these occupations.

JANUARY 1, 2020

This new rule will raise the salary threshold to determine overtime eligibility for salaried executive, administrative, and professional workers from the federal overtime salary threshold of \$455 per week, \$23,660 annually, to \$875 per week, \$45,500 annually.

This increase will be phased in over three steps:

- **\$684 per week, \$35,568 annually (per federal rule), on January 1, 2020;**
- \$780 per week, \$40,560 annually on October 3, 2021;
- and \$875 per week, \$45,500 annually on October 3, 2022, extending overtime eligibility to 143,000 workers in three years.

Are you eligible for Overtime?

ELIGIBLE for Overtime

With a few exceptions, all hourly employees who work more than 40 hours per week

Most salaried employees who work more than 40 hours per week and earn less than the salary threshold regardless of their job duties

Most salaried employees who work more than 40 hours per week and do not perform executive, administrative, or professional duties, regardless of how much they are paid

Starting in 2023, the salary threshold will adjust automatically every three years. Please check the Department's website for the threshold amount and to determine whether you perform duties to qualify for the executive, administrative or professional exemptions.

NOT ELIGIBLE for Overtime

Salaried employees who perform executive, administrative, or professional duties and make more than the salary threshold per year

Other occupations exempted by the Minimum Wage Act

More Information

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