

A Strategic Look

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#TylerStrong

Remember that social media contest we've been talking about? The one that will benefit a charity, or in this case someone in need... We've spent a lot of time searching for the right place to donate to. I use the word "right" lightly, because there are truly so many *right* options when it comes to giving back. But one that truly resonated with our company... Its been months of narrowing down our options and trying to make a choice, until recently when we learned about Tyler Trent.

Tyler Trent is a 20-year old Boilermaker from Carmel, Indiana. Tyler has been battling bone cancer for over four years. His right arm snapped during an ultimate frisbee game, which led to his diagnosis. His arm was replaced with titanium and he also had to have his hip replaced three years later. Through his battle, he has used his diagnosis to start an organization that recruits teens to help families affected by cancer with tasks like yard work and chores around the house.

But that isn't what defines Tyler... Tyler has also been coined as a Purdue Football Superfan and his dream was to see the Purdue University Boilermakers beat the number 2 ranked Ohio State Buckeyes. Well over the weekend, his dream came true. Tyler was named Team Captain of the football team and was able to watch the win right from the sidelines.

Being that our company started in Carmel, IN and Purdue is our CEO's alma mater, you can see why this story spoke volumes to our company. We've been looking for the right fit for our contest and we saw this as a perfect match. We want to give back and help make more of Tyler's dreams come true. We hope to accomplish this by donating \$1 for every follow we receive on Twitter to his pediatric cancer research charity. We will be "collecting" follows now through Thanksgiving!

Want to help? [FOLLOW US NOW!](#)

Axiom Updates

- Missed a recent training? Check out our [YouTube](#) channel to catch up!
- We know you love our newsletter updates, we think you'll love our social media even more! Stay in the know by following us on [Twitter](#)!
- The new user interface desktop experience has been launched! Next week we're diving into System Updates!

Upcoming Trainings

November 1 : [New Releases](#)
November 15: [401\(k\)](#)

For Access to previously recorded trainings, [click here](#).

(Photo: Courtesy of Purdue Athletics)

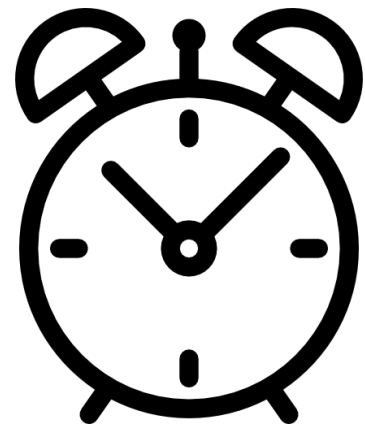
DOL Revisits Overtime Rule

With Kelly Mead

Many U.S. employers were pleased when a federal judge in Texas blocked the 2016 Department of Labor's federal overtime rule just before the December 1st effective date. Had the rule not been blocked, it would have more than doubled the Fair Labor Standard Act's (FLSA's) salary threshold for exemption from overtime pay from \$23,660 to \$47,476 per year.

Despite the fact that employers felt they wasted a lot of time and effort making changes to comply with the rule, the block was a relief from what otherwise may have been a huge financial burden. According to a recent Society for Human Resource Management (SHRM) article, passing the 2016 overtime rule, which would have impacted the compensation of approximately four million workers would have resulted in:

- 6.4 percent of employers cutting positions;
- 21 percent limiting alternative working arrangements such as customized work hours, and;
- 12.4 percent reducing annual employee bonuses.¹



In the spring of 2018, the Trump Administration formally announced its intention to issue a Notice of Proposed Rulemaking in January next year "to determine what the salary level for exemption of executive, administrative and professional employees should be."

Although the DOL has not announced the new threshold, speculation is that it will be somewhere in the low-to-mid \$30,000s. There is also speculation that we could see modernized examples of how the various exemptions apply in today's workplace which has greatly evolved since the last revisions in 2004. Some also say that the DOL may depart from an across the board minimum salary and adjust the amount for small businesses, non-profits and educational institutions in addition to implementing new threshold over a longer period of time.

Watch for more news on this issue in the coming months as we get closer to the DOL's expected deadline to propose a new rule in January 2019.