

NEWS

Dena Sokolow Talks with SHRM About E-Mail Curfews for Newly Nonexempt Employees

There will be a period of adjustment for employees if they are reclassified as nonexempt due to the Department of Labor's (DOL's) proposed overtime rule, should it be finalized in its present form. In addition to establishing overtime policies, email curfews can help newly nonexempt employees understand the types of work that now are off limits, even though they were permitted in the past. In this SHRM article, Dena Sokolow notes that overtime policies need to address such off-duty tasks as taking work home and working through lunch.

"Most exempt employees do not track their working hours and may regularly perform 'off duty' work, without any thought of the time spent on those work related tasks," Ms. Sokolow said. "Once these exempt employees become nonexempt, however, that off duty communication can become compensable overtime."

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