

# Consequences of The New “Overtime Rule”

## Replacing salaried positions with hourly pay

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There are big advantages to becoming a salaried employee. But the Department of Labor’s new “Overtime Rule” will force employers to limit salaried positions to prevent unexpected overtime costs.

	Salaried Employee	Hourly Employee
Steady Income	✓	✗
Managerial Benefits	✓	✗
Work Flexibility	✓	✗
Job Security	✓	✗
Opportunity for Advancement	✓	✗
Bonuses	✓	✗
Overtime Pay (if still applicable)	✗	✓

The proposed overtime rule will hurt the very employees it’s trying to help, eliminating salaried positions and destroying opportunities for personal advancement. A real career killer.

Instead, government policies should encourage employers to reward hard work, giving employees an opportunity to strive for the American Dream.

\*Effects of the PPACA Premium Tax on Small Businesses and their Employees, NFIB  
\*\*Estimated Premium Impacts of Annual Fees Assessed on Health Insurance Plans, AHIP