

NOVAtime Announces its Support for Customers and Partners in Response to FLSA Injunction

NOVAtime has announced a commitment to its customers to provide support in ensuring full compliance with all overtime and exempt status laws in light of the recent FLSA injunction.

Diamond Bar, CA ([PRWEB](http://www.prweb.com)) December 27, 2016 -- NOVAtime Technology, Inc. (<http://www.novatime.com>), a leading provider of workforce management / time and attendance solutions, has announced its support to all customers and partners in navigating the complex situation created by a federal court judge's nationwide injunction on the new FLSA overtime rule, which was set to become enforceable on December 1, 2016.

On November 22, 2016, Judge Amos Mazzant, a federal court judge for the Eastern District of Texas, issued a nationwide injunction stopping the implementation of the new FLSA overtime final rule. This final rule on overtime pay set the required pay for overtime exempt status at the 40th percentile of earnings of full-time salaried workers in the lowest-wage Census Region. This would require exempt employees to be paid at least \$913 per week (\$47,476 annually). Furthermore, it sets the standard for highly compensated employees (HCE) subject to a minimal duties test equal to the annual equivalent of the 90th percentile of full-time salaried workers nationally (\$134,004). This new rule would have affected over four million workers in the first year of implementation.

Brian Meharry, NOVAtime's VP of Business Development, states, "We here at NOVAtime think this is just the beginning of legislative changes at all levels and branches of government. This may create confusion for many employers and the industries that support these employers." To support its customers, NOVAtime has a multi-tier strategy to monitor, interpret, and communicate compliance items. During these dramatically changing times, NOVAtime will remain focused on striving to ensure that all of its customers have the tools needed to stay in [full compliance](#) with all local, state, and federal regulations.

Meharry continues, "Now more than ever, it is critical for employers to work with their legal counsel to manage and monitor their specific situations. NOVAtime remains committed to providing you with the tools and timely information to enable those important legal discussions and their ultimate decisions."

About NOVAtime

NOVAtime is headquartered in Diamond Bar, California, and with over 16,000 customers has become the leader in integrating Workforce Management solution with Human Resource and Payroll systems. Known for its scalable and leading-edge software and hardware technology, NOVAtime has been selected as the preferred Time and Attendance / Workforce Management solution provider by many of the best-managed companies in the world.



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You can read the online version of this press release [here](#).