



NEWSLETTER



DAYLIGHT SAVINGS TIME (DST)

HOURLY EMPLOYEES: HOW DOES DST AFFECT GRAVEYARD SHIFTS?

Employees who work graveyard shifts when DST begins will work an hour less due to clocks shifting an hour ahead.

FOR EXAMPLE:

The Shift is 11 PM – 7:30 AM (8 HRS) – **DST begins at 2 AM on 3/10/24.**

The employee doesn't work from the hour 2 AM – 3 AM because all of the clocks have turned an hour ahead. Thus, on this day, the employee actually worked 7 hours.

The FLSA requires that employees must be credited with the hours actually worked.

Questions?

Contact our CSR Help Desk:



CSRHelpDesk@hpadmin.com



For more mileage rate details, go to:

<https://www.irs.gov/newsroom/irs-issues-standard-mileage-rates-for-2024-mileage-rate-increases-to-67-cents-a-mile-up-1-point-5-cents-from-2023>

IRS UPDATES MILEAGE RATE

STANDARD MILEAGE RATES FOR 2024:

- 67 cents/mile driven for business use.
- 21 cents/mile driven for medical or moving purposes for qualified active-duty members of the Armed Forces.
- 14 cents/mile driven in service of charitable organizations.

These rates apply to electric & hybrid-electric cars as well as gasoline & diesel-powered vehicles.





TORNADO PREPAREDNESS



IDENTIFY SHELTER LOCATIONS

- An underground area, such as a basement, provides the best protection.
- Stay away from doors, windows, & outside walls.
- Avoid auditoriums, cafeterias, & gyms that have flat, wide-span roofs.

CREATE SAFETY PROCEDURES

- Develop a system to identify who's in the building.
- Establish an alarm system to warn workers.
- Assign specific safety duties to workers in advance.
- Get emergency supply kits to keep in shelter locations.
- Create training & exercises for workers to ensure that they know what to do in case of an emergency.

For more tornado preparedness tips, go to:

<https://www.osha.gov/tornado/preparedness>

FLOOD RESPONSE

DRIVING DURING FLOOD CONDITIONS

Only 6 inches of standing water is enough to stall some cars, 1 foot of water can float a vehicle, and 2 feet of water is enough to sweep a car away.

- Do NOT try to cross flooded roadways if you do not know the depth of water.

COMMON HAZARDS ASSOCIATED WITH FLOODS

- Electrical hazards
- Chemical & bio-hazards
- Tree & debris removal
- Fire
- Carbon monoxide
- Drowning
- Lifting injuries
- Hypothermia
- Mold
- Exhaustion
- Rodents, snakes, & insects
- Heat

Take precautions against these hazards:

<https://www.osha.gov/flood/preparedness>





DOL PROPOSES SALARY OVERTIME RULE

WHAT TO EXPECT

The Department of Labor proposed a rule that will **increase the minimum salary threshold for the “white collar” overtime exemption rule** under the Fair Labor Standards Act (FLSA) from \$35,568 annually (or \$684/week) to **\$55,068 annually** (or \$1,059/week).

Workers with a salary below this threshold must be paid overtime if they work more than 40 hours a week, if the rule is finalized.

What is considered a “white collar” position?

Employees who primarily perform executive, administrative or professional duties (EAP).

FirstStarHR carefully monitors legislative updates for federal, state, and regulatory measures to ensure compliance for your organization as laws evolve.

For more information on this proposed rule go to:

<https://www.dol.gov/newsroom/releases/whd/whd20230830>

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