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Update: Day-Rate Rules Result in Overtime Pay for Exempt Highly Compensated Employee



Recently, in *Helix Energy Solutions Group v. Hewitt*, the U.S. Supreme Court [ruled](#) that a daily-rate worker who earned more than \$200,000 annually was not exempt from the Fair Labor Standards Act's (FLSA) overtime requirements. In an opinion authored by Justice Elena Kagan, the Court held that compensation based on a daily rate did not satisfy the "salary basis test," which is required for an employee to be exempt from overtime compensation. Listen to learn more about the *Helix Energy Solutions Group v. Hewitt* case and how employers can comply with the FLSA moving forward.

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