



## Employment Attorney Keith Wilkes for HR Dive - Employee making \$200K can earn overtime, SCOTUS holds

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*HR Dive*

<https://www.hrdive.com/news/scotus-helix-hewitt-decision-kagan-flsa-overtime-exemption-salary/643287/>

**The Supreme Court decision is a boon for those highly-compensated employees who are paid on a day-rate basis,” Keith Wilkes, shareholder at Hall Estill, said in an email to HR Dive.**

Wilkes added that employers that pay employees on a day-rate basis believing such employees were exempt from overtime pay “will need to move quickly to shore up their exposure,” while those with employees in the same scenario as Hewitt may need to decide among paying such employees overtime, adding a weekly guarantee to their day rate to meet the FLSA’s requirements, or converting them to a straight salary for the weeks they work.

### Practices

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- Labor & Employment