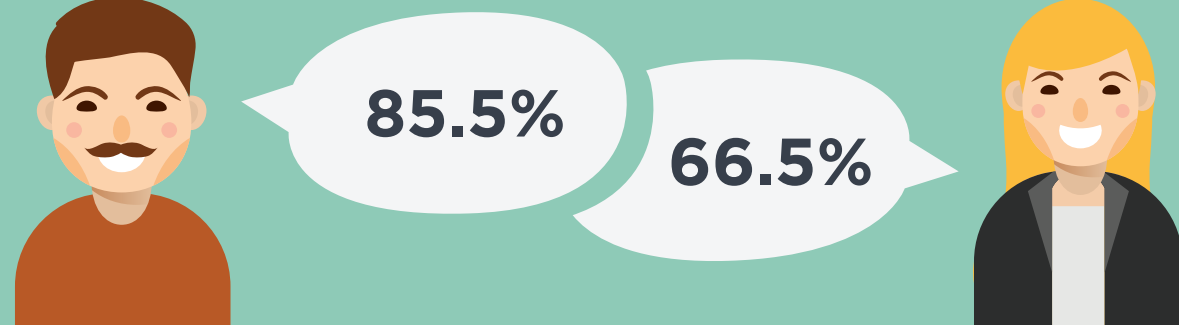


OVERTIME UPDATES

With the fast-approaching implementation of the Department of Labor's new overtime regulation, we wanted to take a look at overtime facts over the years -- who is working the most overtime, who is violating overtime compliance the most, and what people think of the new overtime regulation.

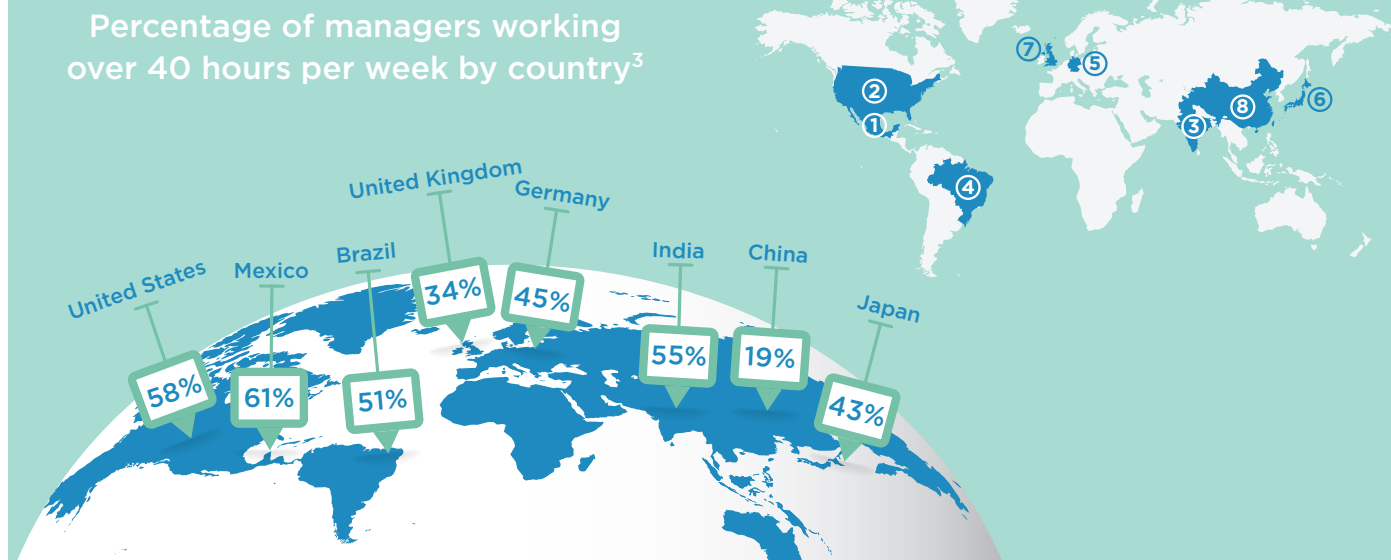
Who's working the most overtime?

Percentage of men vs women working over 40 hrs per week in the US²



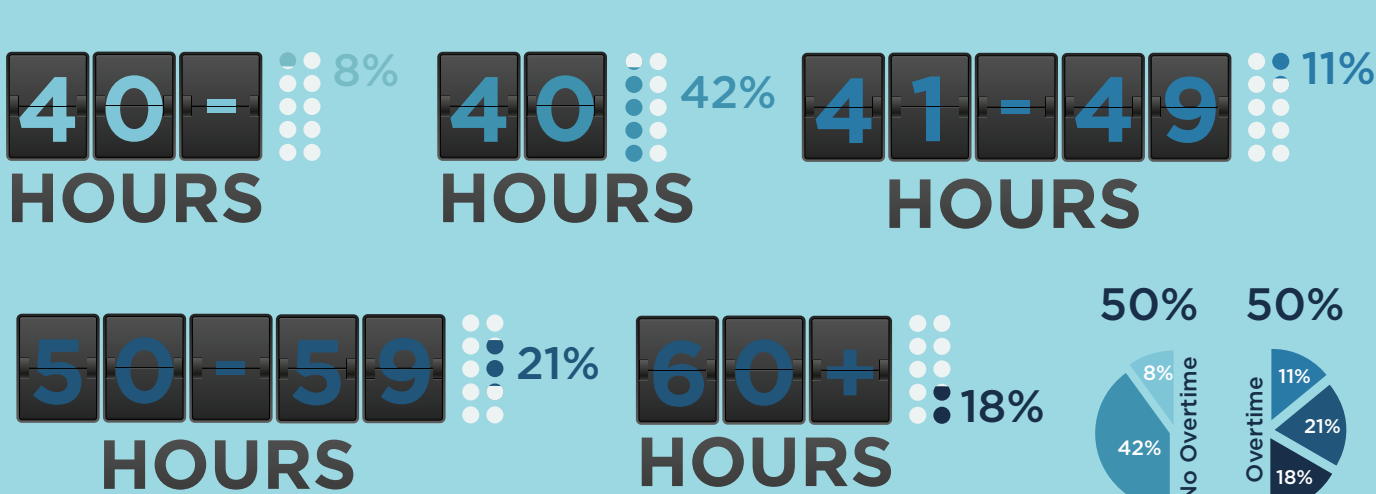
Which countries work the most overtime?

Percentage of managers working over 40 hours per week by country³



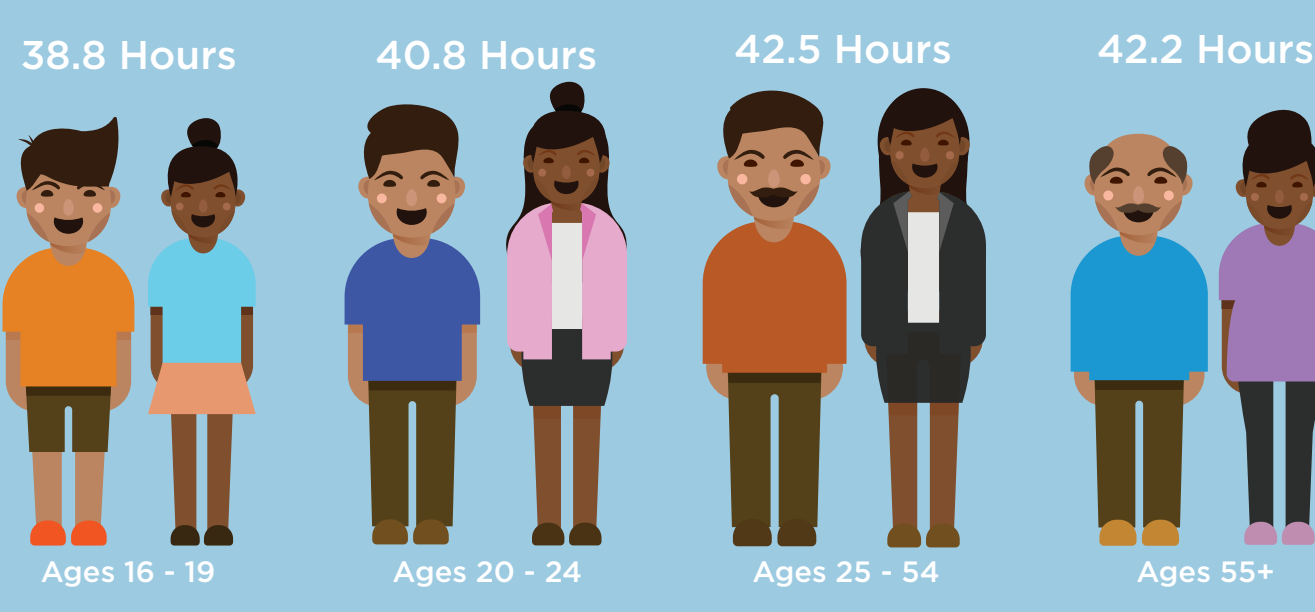
How much overtime does the US work?

Average hours worked by full-time US workers aged 18+⁴



What age is working the most overtime?

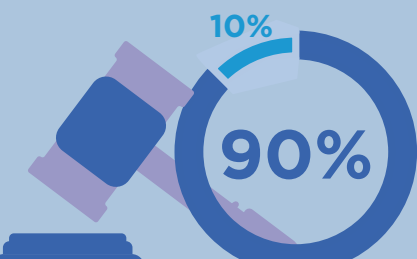
Average hours worked by age group⁵



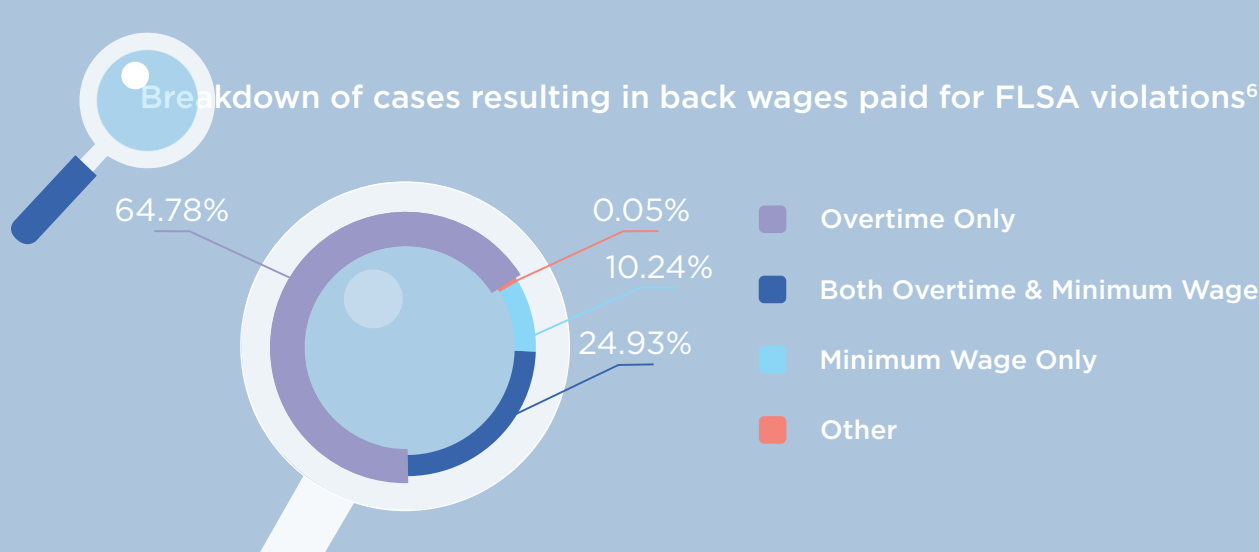
How far spread are overtime violations?

Cases Resulting In Back Wages

- Includes overtime violations
- Does not include overtime violations



Breakdown of cases resulting in back wages paid for FLSA violations⁶



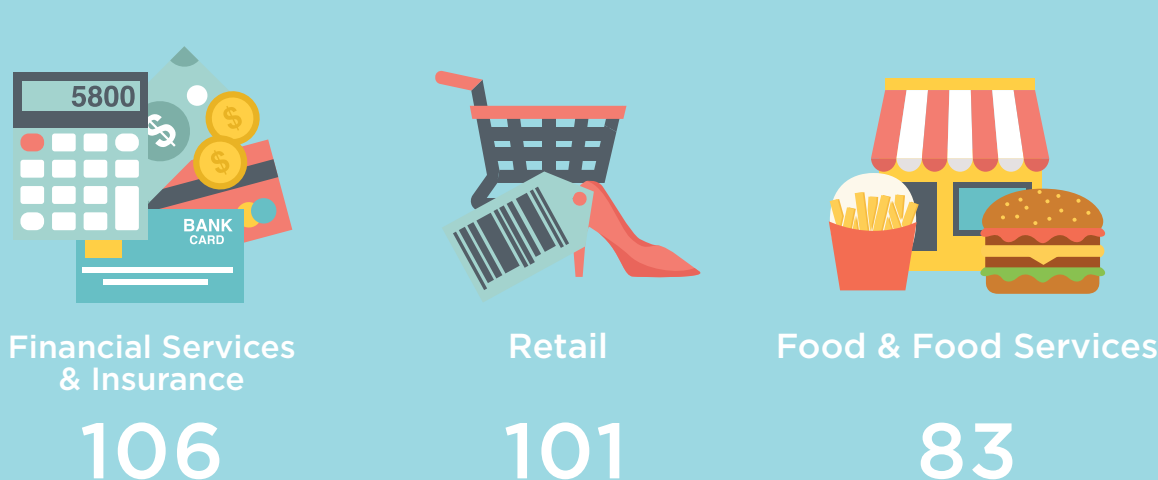
Number of overtime cases and dollar value

Although the number of overtime case violations has decreased over the past 3 years, the dollar amount for back wages has increased⁷



Which industries have the most overtime violations?

Most common industries for wage and hour case settlements⁸



Which states have the most violations?

California, Florida, New York and Texas accounted for over 1/3 of the FLSA violations found between 2007-2015⁷



Want to learn more and avoid overtime violations?

REPLICON™

To learn more visit www.replicon.com for resources on how to comply with the new overtime rule and to find out how Replicon can help you prepare for the new regulation.

Replicon is the leading provider of cloud-based time tracking software. We help customers to better manage workforce attendance, expenses, projects, professional services teams, and shared services resources. Our solutions are used by more than 1.5 million people in over 5,000 organizations across 70 countries.

Whether you're large enterprise, a small business or a project based organization, Replicon has the right-sized solution to help you control costs, improve efficiencies or maintain the accuracy you need to stay compliant.

Sources:

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