Policy - Each employee is designated as exempt or non-exempt from federal and state minimum wage and overtime regulations in accordance with The Fair Labor Standards Act (FLSA) and NYS Wage and Hour regulations. If an employee's exempt/non-exempt status changes during employment, the Association will notify the employee in writing.

Exempt Employees - An exempt employee is an employee who qualifies for an exemption from federal and state minimum wage and overtime provisions as either an executive, professional, or administrative employee. Furthermore, there are special regulations pertaining to "seasonal camp employees." In accordance with such regulations, an exempt employee is not eligible for overtime compensation and is compensated for the job performed not time worked.

Non-Exempt Employees - A non-exempt employee is an employee who is subject to federal and state minimum wage and overtime provisions. A non-exempt employee is paid for time worked at the applicable federal or state minimum wage or higher and is eligible for overtime compensation.