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## Millions More Salaried Workers Will Be Eligible for Overtime Pay Under Final Rule



Millions of salaried workers will soon qualify for overtime pay under a final rule released by the US Department of Labor on Tuesday.

The new rule raises the salary threshold under which salaried employees are eligible for overtime in two stages. The threshold will increase to the equivalent of an annual salary of \$43,888, or \$844 a

week, starting July 1, and then to \$58,656, or \$1,128 a week, on January 1, 2025.

About 4 million more workers will qualify for overtime when the rule is fully implemented in January, the agency estimates. In its first year, the rule is expected to result in an income transfer of about \$1.5 billion from employers to workers, mainly from new overtime premiums or from pay raises to maintain the exempt status of some affected employees.

Read the entire article for more details.

Source: *Tami Luhby, CNN*

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## CEOs' Top Priority in 2024? Retaining and Engaging Employees

Engaging employees requires senior leaders to hold everyone accountable and create a culture of respect and validation.

What are CEOs' top priorities and challenges this year? The Chief Executive Group's January 2024 study of 197 CEOs found that 60% of CEOs who responded said their top priority is retaining and engaging employees.



In fact, two of the top five priorities from this study relate to staffing. Thirty-five percent of respondents said recruiting and training employees is a top priority.

CEOs' challenges this year include these same priorities. Forty-one percent said retaining and engaging employees is a big concern. Forty percent identified recruiting people for open positions as a top challenge.

Check out the video and the full article!

*Source: S. Chris Edmonds, SmartBrief*

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## How Employers Are Supporting Their Employees At and Outside of Work

Between the pressures of day-to-day life, compounded by macro-level stressors, many employees are understandably overwhelmed – and some are even caught in a state of permacrisis, the word coined for the feeling of persistent crisis.

MetLife's 2024 US Employee Benefit Trends Study (EBTS) found that employees are more likely to experience negative feelings at and outside of work than they were before the pandemic. As uncertainty in both environments continues to rise, employers must understand and recognize how these variables impact employees' professional and personal lives.



In 2023, MetLife's research found that the best way for employers to support their workforce is to demonstrate employee care, a key driver of holistic health and business outcomes. This year's study reveals that the most impactful way to deploy employee care is during key moments in an individual's life – with 76% of employees

feeling cared for when their employer provides support in the moments that matter.

Employees are now coming to expect care delivery from their employers both at work and outside of work. Ninety-two percent of employees expect their employers to care for them at work, and 79% expect care during their personal life moments.

Take a look at the complete read!

Source: *MetLife, WorkLife*

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## The Trouble With Passion

If you do what you love, the saying goes, you'll never work a day in your life.

...I'll admit that I had a hard time typing that with a straight face. Was it ever that simple?! In reality, tying something you love doing directly to your financial stability is logistically and emotionally fraught, to say the least.



We Culture Study readers are in near-constant dialogue about the role of work in our lives, from LARPing your job to vocational awe, from quiet quitting to loud quitting, and what makes a job secure, or even just good. For this reason and many others, I'm delighted to introduce this week's interview that will surely add even more texture to these ongoing conversations.

Dr. Erin A. Cech is an associate professor at the University of Michigan's departments of Sociology and Mechanical Engineering (by courtesy) and has published widely on social inequality in and out of the workplace, particularly along the lines of class, gender, and sexuality. Our conversation spans the mechanisms of workplace inequality, finding

meaning outside of paid employment, and why we should probably stop asking kids what they want to be when they grow up.

Take some time for this interesting interview!

Source: *Anne Helen Petersen, Culture Study*

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## Top Characteristics to Look for When Hiring Restaurant Employees



Hiring restaurant employees, or for that matter, the best people for any team, can be a long process. So having a solid understanding of the key characteristics of the people you are looking for will go a long way to improve your hiring success and make the process more efficient for everyone involved.

Bottleneck Management has always had a shared feeling about what makes a "rockstar employee," and now that they're leading and training a team of 1,300+ employees across the nation, it's something their team has really had to identify and define over the years.

Bart Vivian, their first Director of Training, said, "Early on, it was fairly easy to find good people because the founders, myself, and a few others had a direct role in hiring. In a weird way, we all shared the same 'gut' on who we wanted to work with based on demeanor, confidence, and energy. We all shared a sort of unspoken vision of what an ideal Bottleneck employee was, but there was no science to our hiring methodologies; it was just something we knew in our bones. But gut won't work with 1,000 plus employees and growing. As we evolve and continue to grow, the original 'Bottleneck' team who started the whole thing aren't hiring on the front-line level anymore, so we had to develop parameters for people who are."

Interesting article from a successful Restaurant Group's perspective!

Source: *Bottleneck, Industry Advice*

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