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## Salaried Managers Earning Almost \$59K to Get Overtime Pay - New Rule Goes Into Effect July 1

You may have heard that the Department of Labor (DOL) released its [final overtime rule](#) in April.

This new rule significantly increases the minimum annual salary threshold determining overtime pay eligibility under the Fair Labor Standards Act (FLSA) from \$35,568 to \$58,656.



The rule will gradually come into effect, with an increase to \$43,888 on July 1, 2024, and an increase to \$58,656 effective January 1, 2025.

**NOTE:** The National Restaurant Association filed a lawsuit against the rule in May and a decision on a temporary restraining order is expected soon. Check the [WRA](#)

[website](#) for information on new developments that may impact whether this rule goes into effect.

Get the Details Here

## Webinar: 3 Tips for Hiring & Retention



Terese Fogleman is an Operator at Chick-fil-A Boone FSU in Boone, North Carolina. Her drive-through lanes are always busy, yet her team members have a strong team culture.

Delivering unmatched customer service in the face of industry-leading demand is a tricky dance, and requires a unique approach to recruiting and retention.

In this webinar, Terese will share how her recruiting and

retention efforts allow her to keep up with the incredible demand seen by her location.

In this webinar, you will learn:

- Why embracing GenZ is a key recruiting strategy
- How she has achieved a retention rate 3X higher than the national average
- Things that hourly workers are looking for that are often overlooked

*Source: Restaurant Business & Workstream*

Sign Up for the Webinar

## Inspirational Speeches, Funny Uniform Inspections Part of Manager's Motivational Toolkit

FMI's 2024 Store Manager Award recipient in the International category Rita Khijakadze has implemented so many successful employee and customer service initiatives at her store in Tbilisi, Georgia, her parent company has adopted her ideas chain-wide.

Overcoming challenges fosters empowerment.

Khijakadze's role – and that role of a food retailer store manager in general – often presents opportunities for personal growth and development, she said.

“Managing a diverse team of employees with different personalities, work styles, and skill levels can be challenging. Addressing conflicts, motivating staff, and ensuring everyone is working towards common goals requires strong leadership and communication skills,” she said.



Maximizing operational efficiency while minimizing costs and waste also requires continuous improvement and optimization of processes and workflows, Khijakadze said.

Check out the complete article for more info on what's working for Rita!

Source: Janet Jones Kendall, SmartBrief

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## Love Matters More Than You Think in the Workplace



For decades, leadership has been painted as a realm of cold logic, steely resolve, and unwavering authority. However, a new wave of leadership philosophy is emerging, one that recognizes the power of a seemingly unexpected element: love. Yes, love. Not some sentimental, mushy feeling, but a genuine, empathetic

care for your team, your organization, and ultimately, the impact of your work on the world.

Love in leadership isn't about blind affection or ignoring problems. It's about a deep understanding of human motivation, a commitment to fostering a positive and supportive environment, and a genuine desire to see everyone around you thrive. While it may seem counterintuitive, research and real-world examples demonstrate that love-based leadership can be a powerful driver of success, boosting employee engagement, productivity, and overall well-being.

Love this!

Source: *Rúna Bouius, The People Development Magazine*

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## Why HR & Brand Marketing Are More Connected Than Ever

Traditionally, HR and marketing operated in silos, with HR focused on responsibilities like recruitment, compliance and employee well-being, while marketing was concerned with functions such as brand promotion and customer engagement.

But a highly competitive job market and the rise of employer branding have necessitated a closer collaboration between the two.



“Marketing is the connector, really, for the entire organization,” says Richard Maclachlan, who was recently appointed CMO at Workhuman, which provides cloud-based software solutions to help organizations build and improve their culture.

Maclachlan believes there is a generally broader understanding of the CMO role as integral to the overall business strategies of companies, not just marketing.

Employer Branding IS a new term you should get familiar with – check it out!

**Don't miss the session on Employer Branding (details coming soon) at the [Women in Hospitality Conference](#) – [register by July 1 for the early bird rate!](#)**

Source: *Tony Case, WorkLife*

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[Register by July 1 for Early Bird Pricing](#)

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