

Employment Status PT, OT, SLP, Audiology – June 2020

Organization	Exempt	Non Exempt	Comments
ORG A	All PT, OT, SLP, Audiologists scheduled for 28 hours or greater	PT, OT, SLP, Audiologists scheduled for 27 or<	Posed great challenges with staffing during COVID; Difficulty in flexing staff for volumes
ORG B	All full time staff	If they are any status under 40 hours, they clock and are considered non-exempt (half time, part time, prn/pool staff)	
ORG C	All are exempt	PTA	
ORG D	Audiology	PT, OT, SLP	
ORG E	PT, OT, SLP, Aud	PTA, COTA, SLPA	
ORG F	PT, OT, SLP and AUD	PTA, OTA	
ORG G	PT, OT, SLP, Aud	PTA	
ORG H	Audiology	PT, OT, SLP	Staff appreciate the overtime but also expect that their 40 hrs. are guaranteed. Tough concept for some to grasp.
ORG I	PT, OT, SLP, Audio	PTA, Employees below a set FTE threshold are hourly to ensure compliance with FLSA salary guidelines	
ORG J		SLP are non-exempt as of the	

		covid crisis (March 2020); prior to that they were exempt	
ORG K	PT, OT, SLP, Aud		
ORG L	PT, OT, SLP, Aud		
ORG M		PT, OT, SLP, Audio	
ORG N	PT, OT, SLP if over 32 hours		
ORG O	PT, OT, SLP	PRN status	Org O is looking at transitioning therapists system wide to non-exempt positions. I'm interested to see the outcome of your poll to see what the nationwide norm is. It would also be interesting if anyone had transitioned one direction or the other and if they did, what was the outcome?
ORG P	All full and part time SLP, PT, OT, Aud		
ORG Q	PT, OT, SLP	PTA	
ORG R	Most of our therapists are exempt. We follow the dept of labor rules about salary for exempt/non-exempt	Some of our therapist who only work a couple of days are non-exempt due to not meeting minimum threshold. PTA and COTA are also non-exempt	
ORG S	PT, OT	PTA, COTA	
ORG T		Although our therapists qualify for an exempt status, the	

		decision was made to make them non-exempt several years ago. The hospital has defined exempt status to include an 8 hours a day, 5 days a week schedule, and very few therapists work a traditional schedule.	
ORG U	PT, OT, SLP	PTA, OTA	
ORG V	Exempt if minimum of .75 FTE		
ORG W	Audio	PT, OT, SLP	Non-exempt was felt to be more equitable due to fluctuating IP volumes: Adult audiologists moved to exempt so we moved the peds staff too...to avoid a riot
ORG X	Audio	PT, OT, SLP	
ORG Y,ORG Z, ORG AA	PT, OT, SLP	PT, OT, SLP	Depends on FTE status: This is something that our corporate is looking at as well from a system level. It varies by hospital current state but I would assume we will eventually standardize
ORG BB	PT, OT, SLP, Audio		Exceptions: Staff who are PRN or work less than the federal guideline
ORG CC		SLP	SLP are non-exempt as of the COVID crisis (March 2020);

			prior to that they were exempt
ORG DD		PT, OT, SLP, Audio	
ORG EE ORG FF		PT, OT, SLP	