

Task-Level FLSA Exemption Classifications

File: `task_classifications.csv`

This file is the core dataset of the paper: every O*NET task statement, with a classification of whether the task is **Exempt** or **Non-exempt** work under the 29 CFR Part 541 white-collar exemptions, the specific exemption that applies, and a one-sentence explanation.

What one row is

One row per **O*NET task** (unique `task_id`); 23,854 rows spanning O*NET vintage years 2008–2026.

Column	Description
<code>onet_soc_code</code>	O*NET-SOC occupation code the task belongs to (e.g., 51-2022.00).
<code>task_id</code>	O*NET Task ID. Unique key — one row per task.
Occupation	O*NET occupation title.
Task	The O*NET task statement (free text).
Determination	Exempt or Non-exempt .
Relevant Exemption	For exempt tasks, the white-collar exemption that applies (see list below); empty for non-exempt tasks.
Explanation	One-sentence rationale for the determination.

Values

Determination takes two values: **Exempt** (9,357 tasks) and **Non-exempt** (14,497 tasks).

Relevant Exemption is populated only for exempt tasks and takes one of:

Category	Tasks
Learned Professional	3,715
Administrative	2,084
Professional–Teacher	1,556
Executive	998
Creative Professional	515
Computer Employee	485

Category	Tasks
Outside Sales	4

(Non-exempt tasks have this field empty.)

How the determinations were made

Each task statement was classified using a large language model applying the Part 541 duties tests; determinations assume the salary-basis and salary-level tests are met and focus on the **duties test**. They describe tasks, not any individual worker's actual exemption status.

Note

- Occupation-level aggregates of these task classifications (exempt task shares under seven weighting schemes) are available in the companion release files `occ_exemption_measures_consistent_2002codes.csv` and `occ_exemption_measures_current_codes.csv`.