Welcome!

HR FORUM

October 11, 2016
Thank you for another successful year!
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AND THE AWARD GOES TO...
Annual Equity and Access Updates: Title IX, EEO and Hiring

Dr. Gilda Garcia

Chief Diversity Officer and Director of Equity and Access
Title IX Coordinator
Fair Labor Standards Act (FLSA) Update

Jeff Lund
Manager, Compensation / Employee Relations
Salary and Job Duties Test

• New salary test (threshold)
  • Weekly compensation is key ($913)
  • Part-time and hourly employees – cannot pro-rate figures
• Job duties test does not change
What does this mean?

- **Titles with employees below threshold:**
  - Classified as non-exempt
  - Must record and track all hours worked, and
  - Must be paid overtime for hours worked over 40 in a week
    - Includes travel time and training time regs
What does this mean?

• Current comp time and OT rules will apply to more positions/employees
• Hourly and NSNR positions will be non-exempt
• HR working with Faculty Records to make recommendations
• US 1100
• A few new titles may be necessary
What does this mean?

• Impact is to be budget neutral-no additional funding for OT
• No split titles- titles are either exempt or non-exempt, not both
• Federal deadline for implementation is December 1, 2016.
  • TxState implementation will be NLT *November 27, 2016.*

• More info to come.....
Contact

Jeff Lund  |  jl21  |  5.2557
Reasonable Suspicion Drug Testing Training for Supervisors

Lynn Ann Brewer
Manager, Employment
Coming soon...

- Online course
- Interactive
- Audio and Video
- Quiz
Contact

Lynn Ann Brewer | lb64 | 5.2557
WELLCATS
The Texas State Employee Wellness Program

Rose Trevino
Work Life Coordinator
WellCats is here to stay!

- Summer 2016 - President’s Cabinet awarded permanent funding to continue the Employee Wellness Program
Join anytime – WellCats is FREE!

Membership includes:

• Group Training Classes
• Open Swim and Water Aerobics
• Cooking Classes
• Health Behavior Change Coaching
• Nutrition Consultation
• Fitness Testing
• Noon Racquetball at Jowers
• Subsidized membership at the Student Recreation Center

Be sure and subscribe to the weekly newsletter for updates and great wellness tips.
Contact

Rose Trevino | rt24 | 5.2557
Outcomes of 9th Annual Employee Wellness Fair

Marsha Moore
Director, Professional Development
Attendance:

A total attendance of 554!

Vendors:

- 53 vs. 47 last year
- 11 new vendors

Services provided:

- Immunizations: Flu Shots, Tdap, Pneumonia Shots
- Mammograms
- Blood Pressure Screening
- Glucose Screening
- Lung Function Screening
- Vision Screening
- Hearing Screening
- Video Otoscopy
- Impaired Driving Simulator
- Balance Measure
Contact

Marsha Moore | mmoore | 5.2557
Thank you for another successful year!

Announcements
Thank you for another successful year!

Open Floor
How do you share information?

Meetings: 82%
E-mail: 53%
Other: 7%
Thank you for another successful year!

A closer look

Meetings only: 43%
E-mail only: 25%
Both meetings and e-mail: 25%
Several ways: 7%
**How do you share information?**

**Meetings**
- Have preliminary meet-up with supervisor to assess *how* and *what* should be shared with staff;
- Share with staff in bi-weekly or monthly meetings;
- Have one-on-one meetings with staff members.

**E-mail**
- Type summary and send to staff;
- Forward HR Forum handouts to staff.

**Other**
- Newsletter
- Phone
Activity

What are the *biggest* challenges you face in sharing HR Forum information with your team?

How can we *help* make the sharing of HR Forum information easier for you?
Contact Us

hrforum@txstate.edu
512.245.2557
Thank you!

HR FORUM