

HR Source

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES

Postponement of Fair Labor Standards Act (FLSA) Overtime Rule Change

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UPCOMING TRAININGS

Skype for Business: Conferencing

12/6/2016
9:30-10:30 am

12/14/2016
3:30-4:30 pm

12/20/2016
1:30-2:30pm

On November 22, 2016, a U.S. District Court judge issued a preliminary injunction postponing the effective date of the Department of Labor's overtime rule change. The new overtime rule requires employees be designated as overtime eligible if they earn less than \$47,476 per year or \$913 per week. The rule was scheduled to take effect on December 1, 2016. It is expected that the Department of Labor will appeal the ruling, however it is uncertain how long that process may take.



WSU employees who were designated as overtime ineligible but earning less than \$47,476 per year, were notified they would become overtime eligible effective December 1, 2016, as a result of the DOL rule change. However, due to this injunction, WSU will postpone converting employees to overtime eligible until this legal matter is resolved. HRS will prepare letters notifying affected employees in the coming weeks. Direct any questions regarding FLSA or this change to [HRS Service Teams](#).

DECEMBER PAYDAYS

Friday, December 9
Friday, December 23

Life Insurance Open Enrollment

Extended

through December 16, 2016!

This open enrollment extension only applies to MetLife Life Insurance— Please Visit hrs.wsu.edu/open-enrollment/ for more information.

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Inclement Weather



Winter weather is here, and faculty and staff are encouraged to be aware of personnel processes during times of inclement weather and/or periods of suspended operations.

Information is available on the [Human Resource Services website](#) providing links to policies, procedures, and resources.

Other useful resources include:

- [Inclement Weather FAQs](#)
- [Suspended Operations FAQs](#)
- Campus Alert information [WSU Alert](#) (including links for each campus):
- Facilities Services [Winter Snow Removal](#) information

Please contact Human Resource Services at 509-335-4521 or hrrs@wsu.edu for additional information or if you have further questions.

Upcoming Appointments for the New Semester

Winter break is almost here again, time to relax and spend time with family and friends. Before you leave for vacation, please keep in mind that with the semester and year coming to a close, spring appointments will be beginning.

Many TEMPS (student and non-student) and faculty appointments continue throughout the remainder

of the academic year. Appointments must be processed with all paperwork completed by corresponding cut-off dates. In order to meet these cut-off dates, please utilize the [Payroll Documents Schedule](#) for Fall/Spring 2016-2017.

Incoming PERMS and TEMPS actions must be fully completed by the department before they can be

processed in Human Resource Services (HRS). By planning ahead, PERMS and TEMPS department users can ensure upcoming appointments are handled in a timely manner resulting in employees being paid on time. If you have questions about this process or upcoming cut-off dates, please contact HRS at (509) 335-4521.

December Featured Book

Cultural Intelligence: Individual Interactions Across Cultures

In a global market where international teams, initiatives, and joint ventures are increasingly common, it is extremely important for people to integrate themselves quickly in new cultures.

In this book, the authors develop the idea of cultural intelligence and examine its three essential facets: cognition, the ability to develop patterns from cultural cues; motivation, the desire and ability to engage others; and behavior, the capability to act in accordance with cognition and motivation.

To access the book click [HERE!](#)

And search 7343



period includes three university holidays (Monday, December 26, Tuesday, December 27 and Monday, January 2). Most university operations and services will be unavailable during this time.

*Note: This period of time was previously referred to as the "December Closure".

December Holiday Reduced Operations

December Holiday Reduced Operations* will be Monday, December 26, 2016 through Monday, January 2, 2017. The

Departments are encouraged to be as flexible as possible when determining schedules during the December Holiday Reduced Operations.

Please refer to the links below for updated information on the December Holiday Reduced Operations:

- [December Holiday Reduced Operations Schedule](#) (through 2019)
- [December Holiday Reduced Operations FAQs](#)

Please contact [HRS](#) with any questions regarding scheduling options.