

HR Source

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES

Department of Labor Announces Upcoming Change in Rules Regulating Overtime

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UPCOMING TRAININGS

Fair Labor Standards Act Update

6/8/16 2:00-3:30 p.m.

6/22/16 3:00-4:30 p.m.

Staff Recruitment: Outreach and Advertising

6/29/16 9:00-10:30 a.m.

June PAYDAYS

Friday, June 10

Friday, June 24

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guidelines that deem those who predominately perform teaching duties, certain computer-related occupations, and outside sales positions ineligible for overtime. These guidelines do not require employees meet a specified weekly salary amount. There are no changes to those exemptions at this time.

On May 18, 2016, the Department of Labor (DOL) announced upcoming changes impacting overtime pay eligibility. President Obama directed the Secretary of Labor in March 2014, to make changes to the regulations governing overtime pay requirements. As a result, in July 2015, the DOL issued proposed rules changing certain aspects of the Fair Labor Standards Act (FLSA) regulations. The announced changes will be effective December 1, 2016.

In general, the changes to the FLSA will impact overtime eligibility. Currently, employees who are paid on a salary basis, earn at least \$455 per week and meet the "Primary Duties" test, as defined by the DOL, are ineligible for overtime pay. Based on the recent announcement, the weekly earnings will increase to \$913 per week beginning December 1, 2016. The other requirements remain the same.

There are currently other special FLSA

Human Resource Services (HRS) has been communicating regularly to Area Personnel Administrators and Senior Leadership regarding the upcoming changes and have hosted webinars and provided other training. HRS continues to work with Area Personnel Administrators regarding impacted positions, as well as the Graduate School and other areas on defining processes to be used once the change becomes effective. In some instances, positions currently ineligible for overtime pay may become eligible.

Further communication and training will be forthcoming. In the meantime, please check out the following link to [DOL handouts and other helpful information](#) or you may contact HRS at 509-335-4521.

Voluntary Retirement Plans

June is *Men's Health Month*. Make a commitment to your health. Here are a few things that you can do to take control of your health.

Get a checkup! Preventative health coverage is covered by all Public Employee Benefits Board (PEBB) health plans, with additional screenings available to at-risk men at no extra cost.

Eat Better, Get in Shape! Nutritional counselling is now covered under PEBB plans.

Quit Smoking! Tobacco Cessation programs are available through your PEBB health plan or through community resources.

Have a Responsible Boy's Night Out! Social interaction and activities can reduce anxiety and improve your mood.

Get Some Sleep! It is important to get at least 7-8 hours of sleep a night to recharge your body.

With tax season recently completed, did you find yourself having to pay more in Federal Income Tax than you would have liked? If so, participating in a Voluntary Investment Plan could help!

Washington State University offers employees two different Voluntary Investment Plans.

- Department of Retirement Systems (DRS) Deferred Compensation Program (DCP)
- TIAA-CREF Voluntary Investment Program (VIP)

These accounts are offered primarily to provide a way for you to save additional retirement funds for the future. However, contributions to these plans can be done on a tax-deferred basis, which may benefit you now by lowering your taxable income. They are also very flexible, allowing you to start, stop, or change your con-

tribution at any time throughout the year. The minimum amount you can contribute is \$30 per month, with the maximum being up to \$18,000 for those under 50, and \$24,000 for those age 50 and over! Unlike your mandatory retirement contributions, the voluntary accounts are not matched by WSU.



If you have questions or need any additional help getting started or making changes, please contact Human Resource Services at 509-335-4521 or visit: <http://hrs.wsu.edu/Voluntary+Investment+Plans>.

Smart[]Health



Activities for June:

Plant a Garden – 50 points

Have a Walking Meeting – 50 points/week

Turning on Excitement in Your Job – 125 points

More Information:

smarthealth.haca.wa.gov

Are You In Need Of Child Care Over The Summer?

Bright Horizons offers Washington State University employees a portal to find in-home caregiver services, including babysitters, full and part-time nannies, pet sitters, tutors, and individual senior caregivers.

WSU recognizes employees may have a need for these services due to being new to the area, or having changes in their family/home situations. It may be difficult to find individuals or facilities to provide these services or care. In light of this identified need, WSU offers this benefit, which consists of a portal where local service providers can be found and hired to help with a variety of family needs. And, **WSU pays for your membership**, allowing for free access to find the provider of your choice. You can find a degree of assurance in the Bright Horizons programs, as background checks are performed on listed providers, and you are able to view feedback and reviews of customers who have used a specific provider. You are responsible for making all arrangements including selecting providers and the cost of the actual care. WSU does not endorse or recommend individual caregivers.

Please visit Bright Horizons website at: <https://www.sittercity.com/wsuv> or WSU's website at: <http://hrs.wsu.edu/Sittercity> to find out more information or to register for an account. Through Bright Horizons, you will create a profile by providing basic personal information and your WSU ID. After the account is created,



the search for caregivers can begin! Questions? Please contact Human Resource Services at (509) 335-4521 or hrs@wsu.edu.

June Featured Book

Time Management Manifesto: Expert Strategies to Create an Effective Work/Life Balance

What if you could accomplish more in a forty-hour work week than your current fifty, sixty, or seventy-hour work week? This book reveals the power of routines and people, while teaching you how to effectively deal with "fire drills" that will reduce stress, increase success, and ensure that you sleep better at night knowing your life is in control.

To access the book. login [HERE!](#)