



Welcome!

HR FORUM

*October 11, 2016*



Thank you for another successful year!





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

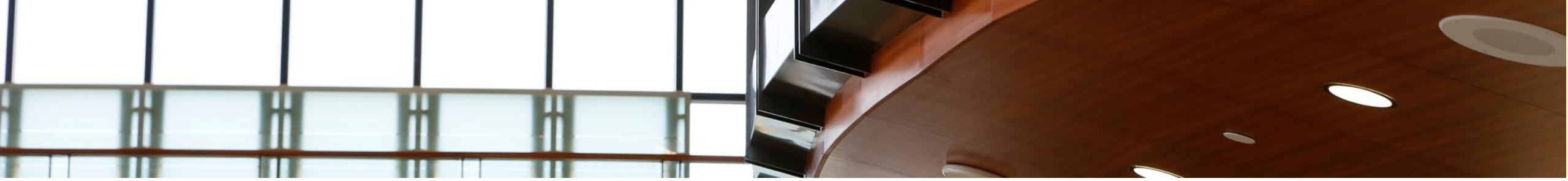
*Be sure and subscribe to the weekly newsletter for updates and great wellness tips.*



# Contact

Rose Trevino | [rt24](#) | 5.2557





# Outcomes of 9<sup>th</sup> 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



# Announcements



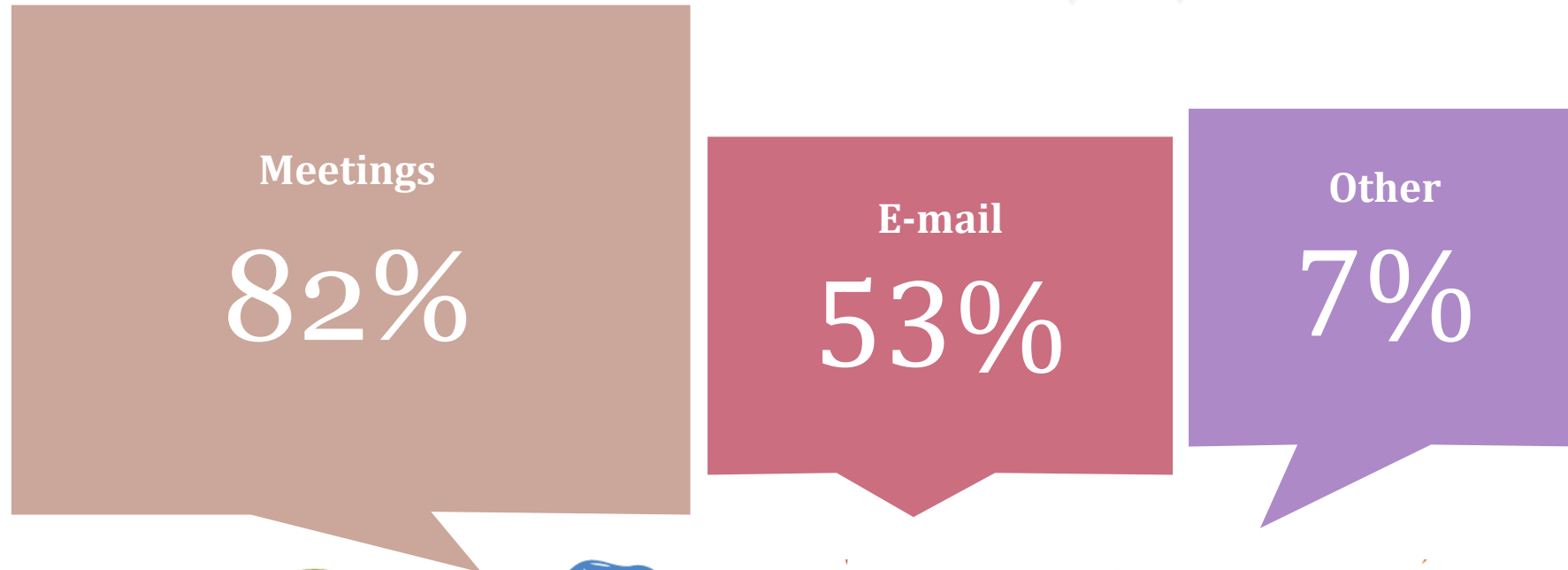




# Open Floor



# *How* do you share information?



# A closer look



# *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?



*Save the Dates*

*January 10, 2017*





# Contact Us

[hrforum@txstate.edu](mailto:hrforum@txstate.edu)

512.245.2557







Thank you!  
HR FORUM

