

HR LIAISON NETWORK NEWS



Please make the following information available to employees in your department as appropriate.

October 24, 2016

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PAYROLL REMINDERS

October 26:

- Biweekly PVDs available online

October 28:

- Biweekly Payday

October 31:

- Biweekly EPAs due at Noon
- Supplementals and EPAs due at Noon For Catch-up Supplemental Payday of 11.04.2016

[Processing Schedules](#)

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HUMAN RESOURCES

State and Federal Actions to Challenge Overtime Regulation Changes

Some of you may have seen news media articles about pending actions to challenge the December 1 implementation of the overtime regulations. The U.S. House of Representatives has recently passed a bill to delay the new FLSA salary minimum threshold that is scheduled for implementation on December 1, 2016. The bill, which would delay the implementation by six months, will be considered next by the Senate. Additionally, a group of 21 states filed a lawsuit in the U.S. District Court for the Eastern District of Texas, as well as a request for an emergency injunction to temporarily stop the implementation of the regulations. Although the injunction has been denied, oral arguments in the suit have been expedited and will be heard by the court on November 16.

HR professional organizations and other experts are advising employers to continue with plans for implementation of the new regulations on December 1, as these legal actions are not expected to succeed in changing the December 1 effective date. However, HR is monitoring the status and will keep you updated as more information becomes available.

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FLSA and Pay Plan Information Resources

In preparation for additional distribution of information to departments, some FAQs have been added to the System-wide Pay Plan page at employees.tamu.edu/compensation/pay-plan/faq. In addition, please encourage staff to attend one of the Pay Plan and FLSA informational sessions and FLSA Working Hours sessions as applicable. Schedules can be found at employees.tamu.edu/compensation/flsa/info_sessions_payplanflsa. For further information, please email payplan@tamu.edu or call 979-845-4170.

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Reminder: EPA Blackout Period, November 21–30

The change to a single title code listing on December 1, 2016, requires a technical implementation process that has implications for EPA processing. In order to load the December 1 titles for all employees, there will be a system-wide period in which EPAs cannot be initiated beginning Monday, November 21 through Wednesday, November 30, 2016. During this date range, EPA creators will be able to initiate EPAs for the following actions: End of Term, Eliminate

position, and Terminate employee. All other action types on EPAs will be restricted. This period, which includes the Thanksgiving holiday week, is typically a lower-volume period for EPAs and is necessary to avoid manual correction of load errors and minimize additional EPA creation by departments following the December 1 implementation. Please make note of this date and make plans to initiate EPAs early in November so that they can be cleared in payroll by Friday, November 18, in preparation for this restricted period. If you have any EPA questions, contact Payroll Services at payrollprocessing@tamu.edu or (979) 845-2711. If you have other questions about the Pay Plan or single title code listing, please contact HR Classification and Compensation at payplan@tamu.edu or (979) 845-4170.

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Fostering a Work Culture Welcoming ALL People

As National Disability Employment Awareness Month comes to a close, HR would like to remind everyone that fostering a work culture welcoming of the talents of all individuals, including people with disabilities, promotes workplace success for everyone -- every day. At work, it's what people CAN do that matters. Focus on abilities, not disabilities! #InclusionWorks!



HR encourages you to promote the hiring, retention and advancement of people with disabilities and dispel negative stereotypes about disability and employment.

Learn more at www.whatcanyoudocampaign.org. The site offers posters your department can use to show your support for the campaign. They are not dated so you may leave them posted throughout the year. For posters [print them from the web or order your own sets.](#)

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Please share the following information with employees in your department.

October is Breast Cancer Awareness Month - One Screening Could Save Your Life!

Join us in the annual campaign to increase awareness and encourage action in the fight against breast cancer! While most people are aware of breast cancer, many fail to recognize that the most effective way to fight breast cancer is early detection. Act now - schedule your on-site, state of the art 3-D mammogram brought to you by COVIA Health and **WELLNESS WORKS!** One screening could save your life!

And in honor of Breast Cancer Awareness Month, all women who register with COVIA in the month of October will be entered to win a \$50 gift card! To learn more about COVIA Mobile Wellness Days including eligibility, insurance coverage, and registration process, please visit the [WELLNESS WORKS! website.](#)

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PAYROLL SERVICES

November 2016 Biweekly Pay Dates

Please share this information with employees in your department.

The biweekly payday of Friday, November 11, 2016 has been moved to Thursday, November 10, 2016; the biweekly payday of Friday, November 25, 2016 has been moved to Wednesday, November 23, 2016; both moves are due to our normal Friday paydays being Federal Reserve holidays plus the University Thanksgiving holidays.

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TIP OF THE WEEK

Voting Leave for Election Day

Election day is approaching. Employees may be allowed sufficient time off to vote in national, state, and local elections on Election Day, Tuesday, November 8. Employees wishing to use voting leave on November 8 should notify their supervisor prior to Election Day if they do not have sufficient time to vote on their own time. Supervisors may schedule voting leave by allowing the employee to:

- arrive to work later than normally scheduled in order to allow sufficient time to vote before the workday;
- leave work early without the expectation to return in order to allow sufficient time to vote; or
- take a longer lunch than is normally scheduled in order to vote.

Voting leave is not intended to be used for early voting. For more information, visit employees.tamu.edu/benefits/leave/other/ on the HR website. For details about the elections, visit www.brazosvotes.org online.

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**HR LIAISON
NETWORK MEETINGS:**

- November 16, 2016
- May 16, 2017
- June 26, 2017

HR Liaison Network News (LNN) is distributed weekly to departmental HR Liaisons at Texas A&M University. If you have questions about LNN contact:

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