

UCR



Fair Labor Standards Act

Changes December 1st 2016

Oct. 27, 2016

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UCR Human Resources - Total Compensation

Mission | *We provide HR leadership and expertise to create and support a high-performing, inclusive workplace which advances UCR's mission and strategic objectives.*

Vision | *UCR HR is the benchmark in higher education for visionary and innovative HR strategies and exemplary service delivery.*

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What are the FLSA changes

- › Under the Fair Labor Standard Act employees are eligible for premium overtime for work performed beyond 40 hours / week
- › Certain types of work are **exempt** from the overtime provision if they meet two criteria
 - › Duties Test
 - › Salary Basis Test

Who will be Affected?

- > The salary basis the employer must meet to exempt an employee from overtime is
 - > \$913 per week
 - > \$47,476 annual
- > First and second quartile of the salary range
- > Part Time Exempt

How will we navigate?

- > Affected part-time exempt employees may have their FTE increased
- > Affected full-time exempt employees may have their salary adjusted through our current annual equity call
- > Affected part-time exempt employees may be transitioned to **non-exempt** classification
 - > Currently hourly rate & paid bi-weekly
 - > Transition to hourly rate paid bi-weekly

Timeline

- ▶ Human Resources communicated Oct. 25th
 - ▶ Report of employees identified
 - ▶ Plan documents, letters & transition assistance
- ▶ Organizational units respond by Oct. 28th
- ▶ Transition Assistance forms due to payroll by Nov. 10th

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Salary Information



Information concerning salaries and compensation, ranging from classification-related activities to salary reviews can be found at this site, such as

- [> Reclassification process for filled and vacant positions](#)
- [> UC Series Concepts and Specifications that create the structure for job families and the levels within each job family](#)
- [> Salary plans/wage agreements for nine staff bargaining units and the non-represented employee groups](#)
- [> Merit program information](#)
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- [> Senior Management Group \(SMG\) compensation information](#)
- [> Overtime information](#)
- [> Other compensation-related actions](#)

QUICK LINKS

- [HR Tools](#)

- [UC Fair Wage/Fair Work Minimum Wage Implementation](#)

- [President Janet Napolitano's Letter](#)

- [Plan Eligibility Letter](#)

- [Plan FAQs](#)

- [Federal Fair Labor Standards Act \(FLSA\)](#)

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Background

The Fair Labor Standards Act (FLSA) is Federal law, dating back over half a century, that establishes certain minimum standards for wages, premium overtime, and other employment conditions. The FLSA did not apply to the University (i.e., we were not a "covered employer") until 1967 when amendments extended coverage to various government-related agencies. That coverage lasted only a few years before the Supreme Court decision voided the amendments. The coverage was finally re-established in 1985 through another Supreme Court decision and further Congressional action.

The Fair Labor Standards Act covers:

- › Minimum wage
- › Equal pay
- › Child labor
- › Overtime pay
- › Record-keeping

Types of Employees

The FLSA identifies two types of employees: "non-exempt" and "exempt". One of the requirements of the FLSA is for an employer to determine the exemption status of each employee.

Non-Exempt Employees

Non-exempt employees are covered by the minimum wage and overtime provisions of the FLSA and required to account for time worked as well as use of sick vacation

QUICK LINKS

[Definitions of Overtime Terms](#)

[Provisions](#)

[Comp Time Off](#)

[Calculate Overtime](#)

[New FLSA Changes and Pay Transition Timeline](#)

[New FLSA Revised Rules FAQs](#)

[New Transition Assistance Application Form](#)



[UC Emergency Loan Program](#)

