

Dear Juniata Community,

The U.S. Department of Labor recently issued final rules on revisions to the Fair Labor Standards Act (FLSA). The revisions pertain to the definitions and requirements at all nonprofit and for-profit employers related to the requirements regarding exempt (salaried) and nonexempt (subject to time and half pay for hours over 40 in a work week) employee status.

The Department of Labor has mandated that administrators whose annualized salary is less than $47,496 must be considered nonexempt and eligible for overtime (40+ hours per week) pay. The prior standard had been an annual salary at the lower rate of $23,660. Aside from salary level required, other standards exist to determine if a position is exempt or nonexempt, particularly related to duties.

In our February 2016 open forum, we responded to a question about the proposed change. We shared that we began planning and budgeting for this change last year when it first became a significant possibility. Human resources has met with the SLT to determine how best to comply with the FLSA requirements with the limited number of employees affected by this change in overtime laws.

Our discussions continue, and we plan to implement any needed changes in a careful and considerate manner that best supports our employees, our community, and our financial resources while meeting compliance with the law. This summer, we are meeting with supervisors to review job descriptions and work on individual plans for employees affected by the new rules. We will also review any discrepancies in benefits to work on an equitable policy. We have no intention for anyone to see a reduction in their current allotment of vacation days or other benefits because of the change in the FLSA act.

I ask for your patience as we examine fully the new rules and their interpretation. We are committed to choosing the best way to serve our mission and strategic plan, our employees, and our stewardship of financial resources. We will communicate with supervisors and affected employees through the process. We also will provide training opportunities to all supervisors and affected employees on Kronos and wage and hour regulations.

 I firmly believe that the professional contributions of everyone at Juniata contribute to the successful delivery of our mission to serve our students, regardless of what we need to do to comply with the law within our budget constraints.

Our Director of Human Resources, Gail Leiby Ulrich, will lead this implementation. Please feel free to contact her with any questions.

 Warm regards,

 President Troha