

Subject: Instant HR/Payroll: Fair Labor Standards Act Changes, New Date for the Faculty/Staff Lounge Celebration, Employee Well-Being Month Resources, Individual Retirement Counseling Sessions, and Outdoor Adventures Equipment Rental

Date: Tuesday, June 14, 2016 at 1:14:16 PM Eastern Daylight Time

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Fair Labor Standards Act (FLSA) Update

As you may have heard, the [Department of Labor \(DOL\)](#), through the Fair Labor Standards Act (FLSA), is increasing the minimum salary for an employee to remain exempt from overtime from an annual salary of \$23,660 to \$47,476 on December 1, 2016. This change is quite significant and the Workforce Planning team will be using the next few months to address those faculty and staff who will be impacted by the change.

As a first step, the Workforce Planning team will be reaching out to you shortly with a list of impacted people they will need to review. Some faculty may qualify to remain exempt under the expanded teaching exemption included in the FLSA changes, other situations can be addressed utilizing a variety of options, including their becoming non-exempt (i.e. overtime eligible) employees. Please note that the increase in the FLSA minimum does not mean that the university will automatically move everyone to the new minimum salary threshold.

The Workforce Planning team will be working with each unit/school during this process to ensure Mason is in compliance by DOL's December 1st deadline.

During this summer (June – September), please ask your department to begin to evaluate, review, and distribute workloads to minimize overtime for impacted employees. We will continue to share information as it is available through future Instant HR/Payrolls and on the [HR & Payroll website](#). In the meantime, if you have any questions or for more information, please contact workplan@gmu.edu.

NEW DATE - The Future Is Bright: Celebrate Summer in the Faculty/Staff Lounge

There is a new date for the Faculty/Staff Lounge celebration. June 30 is out and July 7 is in!

Please join us in the Faculty/Staff Lounge in the Johnson Center (formerly the Bistro) on **July 7** from 11:30 a.m. - 1:30 p.m. as we celebrate summer and look forward to a bright future together at Mason. Bring your lunch or just come for dessert and enjoy some free giveaways while supplies last.

Reminder: Employee Well-Being Month Opportunities

June is National Employee Well-Being month! Visit the Life/Work Connections homepage at <http://hr.gmu.edu/worklife> for information and resources. Keep movin' Mason!

Well-Being: Individual Retirement Counseling Sessions

Healthy finances are a cornerstone of your own personal well-being. It's always important to be saving for your longer term goals – retiring student debt, buying a car or home, saving for the kid's or grandkid's college education, and the big one retirement. No matter your age, retirement is one of everyone's long term goals. To help you with your plans, take advantage of on-campus individual retirement counseling sessions offered by TIAA, Fidelity, and ICMA-RC. For dates and times, please visit <http://hr.gmu.edu/benefits/retire/tiaa.php>.

From Our Colleagues in Mason Recreation: Outdoor Adventures Equipment Rental

Are you planning an outdoor adventure this summer and need gear but don't want to purchase it?

Mason's Outdoor Adventure program can help. They offer a full line of rental equipment; so whether you need a tent, sleeping bag and pad, pots and pans, cooking stove, or trekking poles, they can help you out.

Rental gear and prices are listed at <http://recreation.gmu.edu/outdooradventures/outdoor-adventures-equipment-rental/>. All rentals are on a first come-first serve basis and reservations are required.

Please contact Ryan Murphy at rmurph14@gmu.edu or Susan Johnson at sjohnsoi@gmu.edu with questions or to make your reservation.