Last week, Cynthia Hale, Associate Vice President for Finance and Personnel in the Office of the Senior Vice President and Provost, and I sent out a notice to campus regarding the recent update that the U.S. Department of Labor has made to the Fair Labor Standards Act (FLSA). The FLSA is a federal law that establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in Federal, State, and local governments. This update raises the current salary threshold for which employees are entitled to overtime compensation from $23,660 to $47,476.

What does this mean? Basically, an exempt employee must now make an annualized salary of $47,476 to remain exempt. How will this impact exempt employees who currently earn less than $47,476 a year? That is the complicated part. The amendment includes significant exceptions for higher education institutions. Some of those exceptions are complex and contain detailed and specific regulatory language. In order to thoroughly analyze the impact that these changes will have on our campus, an FLSA Impact Taskforce has been convened to develop a campus-wide strategy for implementation. The taskforce will announce UMD’s implementation and compliance strategy by September 1, 2016. The deadline for FLSA implementation is December 1, 2016.

Please keep in mind that if you ask your supervisor about these changes, he/she will not have the answers, yet. The taskforce will outline their recommendations before we determine how any individual employee will be impacted by these new rules.

Jewel Washington
Assistant Vice President
University Human Resources
Fair Labor Standards Act
WHAT YOU NEED TO KNOW

WHAT IS THE FLSA?

The Fair Labor Standards Act (FLSA) is a federal law which establishes minimum wage, overtime pay, recordkeeping and youth employment standards affecting employees.

WHAT'S NEW

The U.S. Department of Labor released new FLSA regulations that have changed the overtime thresholds for all U.S. employees.

OVERTIME SALARY THRESHOLD

<table>
<thead>
<tr>
<th>PREVIOUS</th>
<th>REvised</th>
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<tr>
<td>$23,660</td>
<td>$47,476</td>
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FLSA TIMELINE

- **2004**
  - The last time salary level for exemption was adjusted
- **2014**
  - President Obama issued memorandum beginning the revision process
- **2015**
  - July—Proposed FLSA regulations released for comment
  - August—Led by CUPA-HR, 800+ universities
- **2016**
  - May—New regulations released
  - December—Compliance deadline
- **Future**
  - The salary threshold will be automatically updated every three years

NEXT STEPS

- University of Maryland’s FLSA Impact Taskforce to conduct impact analysis and develop campus-wide strategy
- Implementation plan to be announced by September 1, 2016
- Campus-wide roadshow and trainings

QUESTIONS? Please contact University Human Resources for staff related inquiries at 301.405.5650 or the Senior Vice President for Academic Affairs and Provost Office for faculty inquiries at 301.405.5292.
One of the most rewarding aspects of working at the University of Maryland is watching students walk across the stage at commencement. Many of us have the good fortune of working with students as they navigate their career paths and think about their personal development. We do our best to prepare students to become successful global citizens for the workplace and in life. Ironically, we seldom find time to deeply reflect on our own aspirations and professional growth. Take some time this summer to do just that.

Here are a few ideas to get you started!

1. **Identify or Reconnect with a Mentor** (or job coach) to discuss your personal and professional aspirations. A mentor is often someone who can help you think about the next steps to take in your professional development. They can also share experiences and lessons learned and encourage networking with contacts in your chosen field.

2. **Take a Skills Inventory Assessment** such as StrengthsQuest, Myers-Briggs, and/or True Colors. These tools can help you learn about your own learning style, how you process information, your approach to working on teams, and how you organize your workflow. Be sure to also review your PRD and identify any areas for potential growth and/or improvement.

3. **Take the Time to Highlight your Accomplishments** on your resume and make sure that your current position and responsibilities are reflected clearly on it. Update the format, if it isn't aesthetically pleasing. Note significant accomplishments and remember to quantify your achievements by including numerical values associated with your work. Do you manage a budget? Supervise staff? Coordinate programs? How much, how many, and how often? Highlight the value you bring to your unit, department, and the institution.

4. **Complete Training**
   Refresh and/or develop your skill set. Sign up for UMD’s professional development training options at [www.training.umd.edu](http://www.training.umd.edu). Take a look at our [training calendar](http://www.training.umd.edu) and see which sessions would benefit you. Supervisor’s Essentials, LDI I, LDI II, and specialized training programs are within your reach and held right here on campus.

Visit [www.lyndatraining.umd.edu](http://www.lyndatraining.umd.edu) for more information about our Lynda courses, which are offered online. There are over 2,500 courses and hundreds of thousands of videos you can watch and learn from – with new ones every week.

The University is a large place and there are many people across our campus who can help you! Strike up a conversation with a colleague you meet at a division, college, or department meeting, seek out staff who work in an area that you’ve always wanted to learn more about or follow up with someone you met while volunteering at Commencement or Maryland Day. Any of these actions can help you learn more about other units across UMD and partake in opportunities for skills transfer or advancement at Maryland.
Virtual Doctor Visits

What can you do if your primary care provider (PCP) isn’t available? Virtual visits allow you to connect securely with a doctor whenever and wherever you want on a smartphone, tablet, or computer. Virtual visits for CareFirst and United Healthcare members cost the same as your PCP sick office visit copay. Kaiser Permanente members do not have a copay. Most visits take about 10–15 minutes and doctors can write a prescription, if needed, that you can pick up at your local pharmacy.

Get treatment for uncomplicated, non-emergency health concerns including but not limited to:

- Bronchitis
- Cough/sore throat
- Sinus Infection
- Diarrhea
- Fever
- Pinkeye
- Cold/flu
- Respiratory infection
- Migraine/Headaches
- Bladder infection/Urinary tract infection

Virtual visits aren’t good for:

- Anything requiring an exam or test
- Complex or chronic conditions
- Injuries requiring bandaging or sprains/broken bones

When to use Virtual Visits:

- Your doctor’s office is closed
- You are on business travel or vacation
- You have children at home and can’t take them to the doctor’s office
- You feel too sick to drive

How to Access

CareFirst Members
Register today so you will be ready when you want to visit.
There are two easy ways:

1. Visit www.carefirst.com/needcare and click on any of the Video Visits links
2. Download the CareFirst Video Visit app from your favorite app store

United Healthcare Members
Log in to myuhc.com and choose from provider sites where you can register for a virtual visit. After registering and requesting a visit you will pay your portion of the service costs according to the plan, and then you will enter a virtual waiting room. During your visit, you will be able to talk to a doctor about your health concerns, symptoms, and treatment options.

Kaiser Permanente Members
Kaiser members should call the Advice Nurse who will send a message to the member’s selected personal provider to schedule a video visit. The member can send his/her personal provider an email to request a video visit. The nurse or PCP will provide a log-in link via email to the member to connect with the personal provider.

June is Men’s Health Month

June’s Lunch & Learn will focus on Men’s Health. The Lunch & Learn will be held on Friday, June 10th in 1101U Chesapeake Building from Noon – 1:00pm, register at www.training.umd.edu.

What are the risks for heart disease, prostate cancer, and diabetes for men? Learn the facts about these diseases and how simple lifestyle changes can help avoid them. Register at www.training.umd.edu.
Fort Meade Job Fair
On May 4, 2016, UHR along with 50 other organizations, participated in the Fort Meade Military Spouse Job Fair. Both Brinda Williams and Coleridge Collymore (pictured right) served as UHR’s representatives. We wish to continue to provide support to our veterans and their families by recruiting top candidates through outreach programs such as Job Fairs and Social Media Sites.

Mini-Wellness Fair
On Tuesday, April 26, 2016, UHR hosted a Mini-Wellness Fair. Over 400 employees were in attendance. Health vendors provided blood pressure screening, glucose screening, and massages. They also discussed Virtual Visits, Disease Management, and Healthy Weight Loss. The vendors donated items that The Department of Budget Management raffled off. See the winners below!

Raffle Winners on April 26, 2016

<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>Mary Collins Baugher</td>
<td>ENGR – Mechanical Engineering</td>
<td>Kaiser Permanente Gym Bag</td>
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<td>PeiLei Chow</td>
<td>CMNS – Cell Biology &amp; Molecular Genetics</td>
<td>Delta Dental Electric Toothbrush</td>
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<td>Kenneth Ecker</td>
<td>VPAF – Public Safety</td>
<td>CareFirst Fitbit</td>
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<td>Carrie Jacobs</td>
<td>VPSA – UHC – General Medicine</td>
<td>CareFirst Chair</td>
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<td>Bernie Khoury</td>
<td>BSOS – Dean – Office of Academic Computing Services</td>
<td>Kaiser Permanente Gym Bag</td>
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<tr>
<td>Michael Paszkiewicz</td>
<td>ENGR – Civil &amp; Environmental Engineering</td>
<td>Kaiser Permanente Gym Bag</td>
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<td>Violeta Rivera</td>
<td>VPSA – Dining Services – Stamp Union Food Court</td>
<td>CareFirst Chair</td>
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<td>Laura Rodriguez</td>
<td>VPSA – Dining Services – Stamp Union Food Court</td>
<td>Kaiser Permanente Gym Bag</td>
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<td>Leslie Stubbs</td>
<td>VPSA – Office of Student Conduct</td>
<td>Kaiser Permanente Gym Bag</td>
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<td>Whitney Whitfield</td>
<td>BMGT – Dean – Office of Finance &amp; Accounting</td>
<td>United Healthcare Gym Bag</td>
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# June 2016

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<td>9:00am-Noon: Supervisor’s Essentials: Role of a Supervisor</td>
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<td>1:30pm-4:30pm: Supervisor’s Essentials: Getting Things Done</td>
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<td>9:00am-10:30am: Performance, Review, &amp; Development Process (PRD) for Supervisors and Non-Supervisors</td>
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<td>10:45am-4:30pm: Supervisor’s Essentials: Staff Relations Resources</td>
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<td>8:15am-4:30pm: New Employee Orientation &amp; Welcome</td>
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Register for our professional development programs at [www.training.umd.edu](http://www.training.umd.edu)

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Let Us Know How We Are Doing
UHRConnect@umd.edu

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June 1
9:00am – Supervisor’s Essentials, Role of a Supervisor
1:30pm – Supervisor’s Essentials, Getting Things Done

June 8
9:00am – Performance, Review, & Development Process (PRD) for Supervisors and Non-Supervisors
10:45am – Supervisor’s Essentials, Staff Relations Resources

June 10
12:00pm – UHR Employee Benefits: BYOL (Bring Your Own Lunch) Brown Bag Seminar

June 13
8:15am – New Employee Orientation & Welcome

June 27
8:15am – New Employee Orientation & Welcome

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Today is All About You

Let Us Know How We Are Doing

UHRConnect@umd.edu