

Joint Communication
FLSA Exemption Changes

To: UMPNC Pay Grades N3 (RSAM)

Date: November 11, 2016

RE: FLSA Exemption Status Regulation Changes

New Fair Labor Standards Act (FLSA) regulations regarding exemption status threshold were announced earlier this year and take effect on December 1, 2016. The final change of the minimum salary test sets the salary compensation rate threshold at \$47,476 per year.

If your annual compensation rate related to your salary and appointment fraction falls below the \$47,476 threshold, you must be classified as a Non-Exempt status. If you are receiving this communication, you have been identified as one of those staff that now qualify as a Non-Exempt staff. You may have received other communications from your manager regarding this issue.

The Association, MNA and UMHS has met and signed an MOU which agrees to the implementation and particular interactions of this new federal FLSA regulation as it applies to those Exempt classifications under the UMPNC collective bargaining agreement.

In general, as a N3 (RSAM), your Exemption status will change to Non-Exempt. Your Pay frequency will continue bi-weekly and all hours worked will need to be reported. You will continue to receive Overtime per the collective bargaining agreement. Although now Non-Exempt, your reporting of PTO hours will remain the same. PTO hours are to continue to be reported in no less than one-half (1/2) day/shift increments.

If you have further questions, please contact your UMPNC representative and/or your Manager.

From: John Karebian, MNA Executive Director
Katie Oppenheim, UMPNC Chair
Lori Pelham, Nursing Lead for Nursing Negotiations
Michelle Sullivan, Director of Labor Relations

Joint Communication
FLSA Exemption Changes

To: UMPNC Pay Grades N4, N5 (CNM), N6 (CRNA, NP-4 (NP)

Date: November 11, 2016

RE: FLSA Exemption Status Regulation Changes

New Fair Labor Standards Act (FLSA) regulations regarding exemption status threshold were announced earlier this year and take effect on December 1, 2016. The final change of the minimum salary test sets the salary compensation rate threshold at \$47,476 per year.

If your annual compensation rate related to your salary and appointment fraction falls below the \$47,476 threshold, you must be classified as a Non-Exempt status. By FLSA regulations, that would mean that you are entitled to Overtime (1.5x) for hours worked beyond 40 in a workweek and that you are paid hourly.

If you are receiving this communication, you have been identified as one of those staff that now qualify as a Non-Exempt staff. You may have received other communications from your manager regarding this.

The Association, MNA and UMHS has met and agreed to an MOU which agrees to the implementation and particulars to this new federal FLSA regulations as it applies to those Exempt classifications under the UMPNC collective bargaining agreement.

In general, your Exemption status will change to Non-Exempt. Your Pay frequency will become bi-weekly and all hours worked will need to be reported. You will qualify for Overtime at 1.5x your hourly rate of pay for hours worked greater than 40 in a workweek. Although now Non-Exempt, your reporting of PTO hours will remain the same. PTO hours are to continue to be reported in no less than one-half (1/2) day/shift increments.

If you have further questions, please contact your UMPNC representative and/or your Manager.

From: John Karebian, MNA Executive Director
Katie Oppenheim, UMPNC Chair
Lori Pelham, Nursing Lead for Nursing Negotiations
Michelle Sullivan, Director of Labor Relations