

Staff Senate

<http://www.staffsenate.vt.edu/>

October 20, 2016
12:00 Noon – 1:00 P.M
VBI Conference Room

MINUTES

Attendees: Bonnie Alberts, Debbie Breon, LaTawnya Burleson, Dan Cook, Chad Dalton, Lee Ann Ellis, Velva Groover, Anna Hawthorne, Linda Hazelwood, Robena Hughes, Katrina Loan, Sheree Montgomery, Steve Nagle, Alex Parrish, Heather Parrish, Robert Sebek, Amy Splitt, Lenora Stover, Judy Taylor, Sue Teel, James Venable III, Tami Watson, Beverly Williams, Jon Wooge.

Guest: Amy Ingram, Rachel Lester

Excused: Judy Alford, Sue Ellen Crocker,Carolyn Dudding, Kelli Hall-Manning, Brian Huddleston, Rob Jacks, Kevin Martin, Zerita Montgomery, Janet Murphy, Hannah Parks, Tamarah Smith, Ken Wieringo

Call to order by president, Alex Parrish at 12:05 p.m.

Copies of the agenda was presented at the staff senate meeting and sent by email a week before the meeting. A motion made by Anna Hawthorne to accept the agenda with a second by Robert Sebek.

Approval of September Minutes were done electronically.

Staff Senate Standing Committees – Updates

Policies and Issues Committee- is still currently working on the bylaws proposed change and hope to have the proposed changes completed by the next Staff Senate meeting. Katrina Loan was happy to announce that the committee had three new members to sign up at the last meeting. Sheree Montgomery, Amy Splitt and LaTawnya Burleson.

University Council, Commission, Committees – We still need volunteers to serve on the following committee: Communications Chair (Staff Senate Standing Committee, Graduate Studies Commission (University Governance, 1 seat). Alex called for more folks to take the remaining positions. Employee Benefits Committee seat was appointed to Katrina Loan (Physics Department)

Presenter: Kirk Wehner, Interim Assistant VP, HR and Operations

Kirk Wehner explained how the Department of Labor's final overtime rule will affect the Virginia Tech Higher education employees and how we will ensure the Fair Labor Standards Act's (FLSA) intended overtime protections are fully implemented. The salary threshold will raise from \$455 a week (\$23,660 a year) to \$913 a week (\$47,476 a year) will be effective December 1, 2016. He also explained that teachers, professors, adjunct instructors will not be required to meet the salary threshold if their primary role or duties are teaching, tutoring, and instructing.

The new overtime rule could impact up to 600 staff and faculty employees at Virginia Tech, and the dollar amount to implement this change could range in cost from around \$2.6-\$3.7 million.. He stated that Tech has 1,295 classified employees which is approximately 33% of the total staff population. He explained how the University of MI, decided to change all their employees to Non-exempt to save money. If they had not done this, then the cost to have increased salaries for their current exempt employees would have been around \$34 million dollars.

Question: Will the departments be required to use the Time Clock System to keep track of overtime hours?

Answer: This could be a possibility for the departments in order for them to keep track of their employees 'overtime hours. However, nothing has been implemented or set in stone with HR on how the department heads are to keep track of their employees' overtime hours, just for them keep a record of their hours.

Question: Alex Parrish, asked if there any jobs that this will affect in Pay Band 3 or Pay Band 4?

Answer: Since Pay Band 3 is mostly all Non-Exempt most of those jobs will not be affected. However, there will be some jobs affected in Pay Band 4 and they are looking at all staff jobs to see which ones will be affected both non-exempt and exempt.

Kirk also explained how this new rule will affect our Comp time. He stated that the higher education institutions whose employees are treated as state employees under state law, may provide their employees with comp time instead of cash payment for overtime hours. The comp time must be provided at a rate of one-and -one-half hours for each overtime hour worked, instead of cash overtime pay. For example, if the employee worked 44 hours in one week then they are entitled to 6 hours (1.5 times 4) of comp time. When used, the comp time is paid at the regular rate of pay. Employees may accrue up to 240 hours of comp time. Employees engaged in seasonal activities (such as admissions counselors) may accrue up to 480 hours of comp time. An employee must be permitted to use comp time on the date requested unless doing so would "unduly disrupt" the operations of the department.

For further information about the New Overtime Final Rule and Higher Education for salary level employees please go to <https://www.dol.gov/sites/default/files/overtime-highereducation.pdf> .

Speaker: Rector James L Chapman IV, Virginia Tech Board of Visitors

Chapman explained how he earned his bachelors of history in 1979 from what is now Virginia Tech's College of Liberal Arts and Human Sciences, and his law degree in 1982 from Washington and Lee University, School of Law. He told how he was the oldest of five children, all of whom attended Virginia Tech, as did his wife (Alumni 1982) and the couple's two daughters (2010-2012). A former member of Virginia Tech's Corps of Cadets, Chapman served in the Army JAG Corps for four years after finishing law school. He stated that staff employees are key people in the departments. They work with students, faculty and students and he appreciate all that we do. Mr. Chapman went on to explain on what he hopes to see gets accomplished while he is on the board. Which is much needed growth and that more families like his can attend Virginia Tech and not be limited due to lack of funds.

Mr. Chapman went on to discuss the New Incentive Model Budget that will go into effect the year 2018. He explains the differences between the Current budget and the New Budget. Under the current budget the money follows legacy, whereas the new budget will follow activity. Under the new budget the decision about funding would be decided from the bottom up instead of the top down. Under the old model Provost made the decisions however, this would not be the case with the new budget. The new budget would give the department the ability to determine how much funds would be needed to run

the department based on the activity and performances. You will be able to predict the budget year to year using the agreed upon, shared goals of the college.

Question: Tami Watson asked if we will be getting a raise.

Answer: Unfortunately, we will not be getting any raises from the state, however, the university will be giving a 2% merit raise to staff members only, no classified staff will be issued a raise per the government. Employees qualifying for the raise would be hired prior Jan. 25, 2016. James Chapman stated that next year does not look very promising for raises as well from the state.

Question: Anna Hawthorne asked How did he get on the board?

Answer: He was on the Virginia Techs Corp Cadets Alumni and he served on the finance committee, which allowed him to see how the university worked, he decided he wanted to do more. He was appointed by Governor McDonald in 2013.

Question: Anna Hawthorne- What kind of legacy would he like to leave behind?

Answer: He would hope that his contribution will help Virginia Tech move forward and grow. He also wants to ensure that all the students have a great experience while they attend Tech. In closing, he stated that Virginia Tech has never ceased to amaze him and he looks forward to the future.

Alex Parrish:

Explained that the Next meeting will be at VBI and there will be a Chili Cook Off in the lobby, the cost is \$5.00 a bowl. We are welcome to purchase our lunch before the meeting.

Alex made a motion to adjourn the meeting, Anna Hawthorne and James Venable III 2nd the motion.

Adjournment at 12:48 PM

SAVE THE DATE:

Staff Senate Meeting

November 17, 2016

Location: VBI