

UNC Meeting on proposed FLSA changes
UNC General Administration
Board Room, Spangler Center
October 26, 2015

10:30	WELCOME <ul style="list-style-type: none"> • Introductions • Agenda review 	Jessica Moore Joanna Carey Cleveland
10:45	Background on FLSA and Legal Context for Proposed Changes to the White Collar Exemption	Diane Juffras, Professor of Public Law and Government, UNC School of Government
11:30	FLSA wage-hour case law update	Joanna Carey Cleveland TJ Eaves
12:00	Practical issues and concerns <ul style="list-style-type: none"> • Application of the exemptions to University positions <ul style="list-style-type: none"> ○ SHRA positions ○ EHRA positions • Identifying the universe of potentially affected employees <ul style="list-style-type: none"> ○ To increase salary or not increase salary? ○ Same classifications, different exemption status? • Capturing “time worked” for people who have previously been exempt, including use of electronic/mobile devices outside of work hours • Timekeeping systems and compliance issues • Notification letters 	Jessica Moore Joanna Carey Cleveland
12:45	BREAK	
1:00	WORKING LUNCH Campus Approaches and Best Practices <ul style="list-style-type: none"> • Cross-functional teams • Partnership with legal counsel • Self-audits • Identifying and addressing unique populations <ul style="list-style-type: none"> ○ Post-docs ○ Graduate Assistants, Resident Advisors – other student-focused positions ○ Coaches ○ Others? • Templates and training tools • Checklists • Other things campuses have done 	Adam Beck, UNC-Chapel Hill Kathy Lambert, NCSU Jessica Moore Group
1:45	Open discussion: other concerns, ideas, issues	Group
2:15	Other FLSA issues: independent contractors and “misclassifications”	Joanna Carey Cleveland TJ Eaves Carrie Johnston
2:45	Wrap-up and next steps	Jessica Moore Joanna Cleveland
3:00	ADJOURN	