

October 18, 2016

To: Department Chairs, Directors, and Business Officers (via SBCHR-L, SBDIR-L, and SBADM-L)

From: Cindy Doherty, Director
Academic Personnel

Re: Fair Labor Standards Act Ruling Training Sessions

As previously announced, the Department of Labor (DOL) has published a new ruling regarding the Fair Labor Standards Act (FLSA), effective December 1, 2016. The final rule will increase the minimum salary threshold to remain an exempt employee to \$913 per week or \$47,476 per year. Employees who have the primary duty of teaching (Senate faculty, Lecturers, TAs, Associates, and other teaching titles) are not impacted by the ruling. Students engaged in research (Graduate Student Researchers) are also not impacted by the ruling.

Effective November 20, 2016, the following changes will be implemented:

- Employees in the Junior Specialist title will be transitioned to hourly, bi-weekly paid status.
- Salary scales for Assistant Specialist steps I and II will be increased to rates above the \$47,476 threshold.
- Part-time employees in affected titles will be classified as non-exempt, and will be paid on an hourly, bi-weekly basis, if their prorated earnings (annual rate times the appointment percentage) fall below the threshold rate.

In addition, as an outcome of bargaining, Postdoctoral Scholars will receive a pay increase effective December 1, 2016 raising all Postdoctoral Scholar salaries above the threshold rate of \$47,476. Training sessions regarding the recently ratified Postdoctoral Scholar contract will be announced separately.

To assist the campus with transitions associated with the DOL Ruling, training and information sessions will be held as listed below. All sessions will be held in the MSI auditorium (MSI room 1302). Pre-registration is not required. Department staff will be provided with a list of their impacted employees at the training sessions. Academic Personnel will be sending an information packet to each impacted employee, including notification of the information sessions.

Department staff training

Tuesday, October 25 3:00-4:30

Wednesday, October 26 2:00-3:30

Information session for Chairs, Directors, and PI

Tuesday, November 8 9:00-10:00

Information sessions for impacted employees

Monday, October 31 1:00-2:00

Friday, November 4 1:00-2:00

Cindy Doherty

Director

UCSB Academic Personnel

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