



FPHRA E-News

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UNITED STATES DEPARTMENT OF LABOR

All HR Professionals are always looking for resources to fact check. What better place than the Department of Labor to get facts on many topics. If you have not been to the DOL website lately, it's time to revisit the site. They have made many improvements, including FAQ sheets which break down sometimes confusing topics, such as Exemption rules. Below are a few links to some of the sites useful resources.

<http://www.dol.gov/compliance/guide/index.htm>

This link will bring you to a page with an entire table of contents or guide provided by the Office of the Assistant Secretary.

This Guide describes the major statutes and regulations administered by the U.S. Department of Labor (DOL) that affect businesses and workers. The Guide is designed mainly for those needing "hands-on" information to develop wage, benefit, safety and health, and nondiscrimination policies for businesses.

Statutory and regulatory changes will occur over time, which may affect the information in this Guide. For the latest information on all laws check this site periodically.

Another useful link, is the DOL poster website. Have you updated all your mandatory posters lately? Check this site for the newest updates of the FMLA, USERRA and other mandatory postings.

<http://www.dol.gov/oasam/boc/osdbu/sbrefa/poster/matrix.htm>

If it has been a while since you last reviewed the status of your exempt vs. non-exempt staff, you may want to do a quick audit. The rumor is that exempt status qualifications may be changing soon. Better to re-familiarize yourself with the categories and the limits of each category now so you are prepared for any upcoming changes.

http://www.dol.gov/whd/overtime/fs17a_overview.htm

Finally, just to bring to your attention:

On February 12, 2014, President Obama signed Executive Order 13658, Establishing a Minimum Wage for Contractors. The Executive Order seeks to increase efficiency and cost savings in the work performed by parties that contract with the Federal Government by raising the hourly minimum wage paid by those contractors to workers performing on covered Federal contracts to: (i) \$10.10 per hour, beginning January 1, 2015; and (ii) beginning January 1, 2016, and annually thereafter, an amount determined by the Secretary of Labor (the Secretary) in accordance with the Order.

The Executive Order directs the Department of Labor to issue regulations to implement the requirements of the Order by October 1, 2014. This Notice of Proposed Rulemaking (NPRM) therefore establishes standards and procedures for implementing and enforcing the minimum wage protections of Executive Order 13658.

As required by the Executive Order and to the extent practicable, the proposed rule incorporates existing definitions, procedures, remedies, and enforcement processes under the Fair Labor Standards Act (FLSA), the Service Contract Act (SCA), and the Davis-Bacon Act (DBA).

Comment Period

The NPRM published on June 17, 2014 (79 FR 34568) in the Federal Register and invited interested parties to submit written comments on the proposed rule at www.regulations.gov.

On July 8, 2014, the U.S. Department of Labor's Wage and Hour Division published a notice to extend the comment period (See [79 FR 38478](http://www.federalregister.gov)). Comments must be received on or before July 28, 2014. Only comments received during the comment period identified in the Federal Register published version of the Notice of Proposed Rulemaking are considered part of the rulemaking record.

The comment period is now closed. Comments received may be viewed at www.regulations.gov.



Help employees understand the importance of saving for their future. ICMA, an exhibitor and supporter of FPHRA, has a link provided below to help you educate your employees or pass along useful tools and information to them.

<http://www.icmarc.org/retirement-week/for-plan-sponsors.html>

Its never too early to start to save for retirement. Pass along the link and spread the word.

- Other Public Sector HR News Tid Bits -



2015 Conference Updates

The 2015 FPHRA annual conference will be at the Ft. Lauderdale Hilton Marina Hotel. If you haven't budgeted yet for the conference, be sure to do so! Early booking at the Hilton will get you a better room rate and free internet in your room. Click here to take a closer look at the hotel and amenities.

http://www.fortlauderdalemarinahotel.com/default-en.html?WT_srch=1

Certification through FPHRA

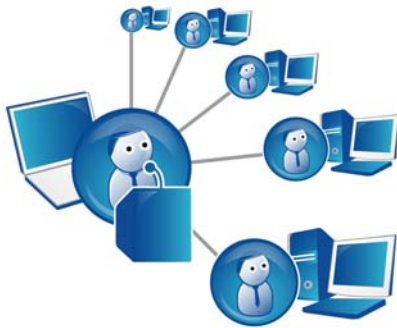
PPP Certification is one more way to distinguish yourself from other HR Professionals. Certification requirements are listed on the website. Full pre-conference Foundations attendance is mandatory along



with 3 of the 5 most recent main conferences. An additional 24 hours of other approved training is required, which can consist of Webinars, Regionals, or full attendance to the Masters or Focus pre-conference seminars. If you are already certified, please be sure to track when you are due for your recertification. See recertification requirements on the website.

Remember to check your membership profile page for accuracy of information including your email address, name spelling, title, and attendance dates.

FPHRA Webinars



FPHRA will have available to all paid members Webinars on various topics. All participants will get credit towards their certification/recertification hours for participating in the webinar session.

Be on the lookout for announcements and sign up for upcoming programs.

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