



MINUTES

Conference Call Meeting

Wednesday, May 18, 2016 – 1 – 2p.m.

Welcome and Roll Call –

UHESA Executive Board

- Sylvia Bradshaw, President –
- Andrea Brown, President-Elect
- Debbie Millet, Secretary
- Brett McKeachnie, Past President
- Vern Bales, Treasurer

Delegates

- Dixie State University – Andrea Brown, Debbie Millet
- Salt Lake Community College – Julia Ellis, David Brower
- Snow College – Jim Kittelsrud
- Southern Utah University – none present
- University of Utah – Jan Lovett, Paul Peterson
- Utah State University – Todd Hugie
- USU – Eastern – Vern Bales
- Utah Valley University – Sherry Harward, Brett McKeachnie
- Weber State University – Jenni Unguren

UHESA Meeting Schedule –

UHESA 2015-2016 Meeting Schedule

- June 15th *Conference Call 1:00-2:00 PM*
- **July 14-15 – Annual Conference @ Utah State** (SUU backup)

Welcome –

Sylvia welcomed everyone to the conference call. She asked each of the schools as they have elections for new officers to please pass the names of the newly election positions on to us for our records. **NOTE****** The outgoing and the incoming delegates are invited to the UHESA summer conference

Minutes & Approval –

The March minutes were approved and passed.
Have James put the minutes on the UHESA website.

Legislative Committee Report –

Sylvia reported some highlights for Clint Moser. The new ruling recently signed into law by Pres. Obama went into place this morning with a final implementation date of December 1, 2016. \$47,476.00 will be the standard salary threshold level they will be using. We discussed this a little at the Spring Conference. Todd said this may have to be debated in Congress. Sylvia said this is the ruling that everyone has been waiting for the information on. Jan said the U of U has been watching what has been going on with this for some time. Sylvia said there is a duties test and a salaries test to determine whether you are an exempt employee or non-exempt. This may cause changes as some of the staff associations in the state. Higher Ed institutions are being treated a little bit different. You can request that it be a comp time pay out instead of an overtime dollar pay out. It is interesting that researchers are not exempt from overtime. Sylvia admonished everyone to check out the links and familiarize ourselves with what this ruling will mean in our staff associations. The links are:

Final rule:

<https://www.dol.gov/whd/overtime/final2016/>

Link to the final rule for Higher Education

<https://www.dol.gov/sites/default/files/overtime-highereducation.pdf>

More Guidance for Higher Education Institutions on Overtime under the FLSA

<https://www.dol.gov/whd/overtime/final2016/highered-guidance.pdf>

There are several ways this ruling can work. We will have to have discussions to see what our individual institutions or all of the USHE schools as a whole decide to implement this.

Jan suggested that UHESA write a letter of interpretation addressed to the Board of Regents, the Commissioner's office and to Liz Hitch. We can ask them whether this will differ at each institution or will it all be universal through the USHE schools. David said that perhaps a general statement sent early in this process to advocate for students and staff would be better than waiting. Jan also feels that we should say we are watching this as it unfolds and will get back in touch as we analyze this situation. David said we need to be proactive. Sylvia feels we need to let them know to include us in any of these conversations. David felt that there were a lot of people that are not aware this has happened. We need to send out information to our own staffs. Jan said they are not allowed to send out emails to their entire staff at the U of U. Sylvia asked that we disseminate this information to those who need to be aware of it. Sylvia provided the links to our Human Resource and Payroll department at Dixie. David said that the more we make them aware, they will realize that other people are aware and concerned. Sylvia is think of asking our HR Director, Travis Rosenberg to speak to us at our Summer UHESA Conference. Travis will serve as the Utah President of CUPA this next year. David said this could be a difficult and sensitive situation. We need to let HR departments know that we can be a resource for

them also. We could co-present with HR. This will all need to be portrayed in a good, positive light. Sylvia asked Andrea to help draft a letter to send.

Treasurer's Report –

There are some outstanding bills from the Spring UHESA conference that still need to be paid. Andrea thought there may have been a check from Utah State come through, but she will work on finding more information about that. Let Vern know if there is something that needs to be paid. All institutions have paid their annual dues. There is a \$4,108.00 reserve balance. Dixie still has some bills to be paid.

BFF Initiative Report –

Utah Education Network (UEN) has contacted Andrea. Ruth Watkins is her contact person at U of U. Katie Garrett from UEN will be working with Andrea. Snippets of individual stories are the most effective. The personal narrative is the most powerful. Our collaboration between institutions has been tremendous. If you have stories, please let us know so we can include them. Let us know if you have referrals, we want to give away BFF T-shirts. Jan asked that we CC her on emails because Karren rolls off the board this summer. Sylvia will send some T-shirts to Jan at the U of U because they weren't able to take any home from the Spring Conference. Brett asked if Sylvia has sent some to a person he was working with and Sylvia said she had sent them.

PR/Media Report –

Todd reported that Gus Calder has been working with the social media avenues. Todd thought that Gus could help us specifically with Facebook, Twitter, Instagram, and Snapchat, etc. We could use these sources to release information about the exempt/non-exempt issue. Todd said that Gus has created something with the social media buttons as part of the email signature. Todd will send this out so everyone can see what it looks like. David asked if we can post things. Todd said that Gus can help us with this also. We should be able to post if we are members of the group. It is the followers and who is following us that is important. Jan said that the U of U was in trouble for something else, but she can't remember exactly what – so be careful about posting. There was a discussion on how we wanted to phrase what we were going to send to the BOR and Commissioner Buhler's office. Something to include that we are interested in this situation, we are following it, and we anticipate being involved in the process. Sylvia and Andrea will work together to come up with a polished statement. Todd asked if there was something that UHESA could write to put on the social media sites. Jan suggested we needed an additional phone call to discuss some talking points. It was decided to have the additional phone call at 4:00 today. Todd will see if Gus can be on the phone call also to help, but then we found out he was out of town today. Jan felt that when we were done, we should send it out to the UHESA Board to vet it. David suggested that we keep it brief, so people will read it. We need to disseminate the links and information to our own institutional presidents from the individual staff associations.

Constitution and By-Laws –

Brett asked what needs to change in the By-Laws and Strategic Plan. This needs to be addressed so we don't spend all of our time at the Summer Conference rewriting the By-Laws. Brett will email everything out again so it is back in our inboxes. *Please go through the By-Laws now so our discussions at the conference won't be so long. Be prepared with what you think needs to be changed or moved, etc. We want to have the details already figured out. When you make changes to the documents, please Reply All so everyone is included in the discussions.* We have three (3) hours assigned for the By-Laws discussion at the end of the day at our UHESA conference.

Summer Conference Information–

Sylvia said we will continue to work on organizing the Summer UHESA Conference at USU in Logan on July 14th and 15th. If you have great ideas or great speakers, please let us know.

Comparison Point / Topical Survey–

Next Month's Discussion Topic -

Action Items -

Please send all election results to Deb at millet@dixie.edu

The outgoing and incoming delegates are all invited to attend.

Be thinking ahead of who you would like to nominate for UHESA Board positions.

Brett said to read the By-Laws regarding this as it will give us guidance and direction.

The conference call meeting was adjourned.

Our next conference call meeting will be June 22nd at 1:00 p.m. *(Note*** this is a new date since some were going to be gone on our regular conference date)*