



HRAGC

hragc.org

"We are committed to strengthen, influence, and lead organizations by shaping, developing, and advancing the human resource profession through our members, colleagues, and the community."



Notice To All SHRM Certified Professionals

◆ PDCs Auto-Filled on Recertification Portal

SHRM's online Recertification Portal now enables SHRM members with SHRM-CP and SHRM-SCP credentials to automatically upload the professional development credits (PDCs) they earn through national SHRM recertification activities.

◆ New SHRM Certification App Now Available

The SHRM Certification App is now available for iOS devices in the iTunes App Store. Android release is planned for 2017. With the app, SHRM-CP and SHRM-SCP credential-holders can add PDCs under the Advance Your Education section, track activities, and find upcoming approved activities. Search and filter by competencies, date or location to find activities close to you. Watch a video tutorial for navigating the app, then download it from the app store.

Upcoming Events

December

HR North: Mental Health and Substance Misuse in the Workplace

December

Annual Legal Update Game Show

January

The Jerk At Work

For more information and registration visit hragc.org

Welcome New Members

Carrie Amorim
CaroleAnne Baronas
Darlene Delano

Mary Lambert
Jennifer Perkins
Patrick Poirier

Michelle Cutting
Linda Hancock
Penny Touchette

Membership & Volunteer Opportunities

Finance Committee Member

The purpose of the **Finance Committee** is to ensure the continued financial viability of the organization by establishing sound financial operating policies and procedures and monitoring monthly financial activity.

Committee Structure: Treasurer and 2-5 committee members

Meetings: in person every other month; conference calls the alternating months, August – June; second to last Wednesday of each month, 8am-9am

Time Dedication: 0-2 hours per month average

If you are interested in volunteering on our chapter committees, please contact Denise Vallaincourt at dvallaincourt@forestsociety.org

In This Issue

- * SHRM Notice
- * New Members
- * Membership & Volunteer Opportunities
- * FLSA Update
- * Member Spotlight



Member Spotlight



Maria Morais

Overtime Rule Blocked by Federal Court

On Nov. 22, 2016, a federal judge in Texas issued a [preliminary injunction](#), halting the enforcement of the Department of Labor’s (DOL) new [overtime rule](#) until further notice. The rule, which was set to take effect on Dec. 1, 2016, would have increased the salary threshold for the “white collar overtime exemptions” to \$47,476 per year.

The judge’s ruling gives employers across the country a reprieve from having to raise salaries for exempt employees to the new threshold or pay them overtime.

However, an appeal of the ruling is possible. The DOL said in a statement that it was reviewing the court's order and considering any next steps.

The Future of the Overtime Rule

Supporters of the rule remain committed to what they describe as fair increases in the overtime exemption salary threshold. However, the DOL may be facing an uphill battle in implementing changes to the overtime exemptions.

In his written ruling, the judge suggested that he would side with the parties challenging the rule when resolving the case. He stated that, in issuing the rule, the DOL “exceeds its delegated authority and ignores Congress's intent by raising the minimum salary threshold such that it supplants the duties test.” However, further steps need to be taken in the court process before the rule is permanently struck down.

Congress may also take action to stop the implementation of the rule. In September, the U.S. House of Representatives passed [H.R. 6094](#), which would delay implementation of the final rule until June 1, 2017. The bill would have to be passed by the Senate and approved by the president before it becomes law. President Barack Obama had threatened to veto the bill, but any legislation could fare differently once President-elect Donald Trump takes office.

It is also possible that Trump could take executive action to block the rule, but it is not clear at this time what approach he would take to change or undo the rule. If the court strikes down the rule, further congressional or executive action may be unnecessary.

Other Issues for Employers

Although the changes to the overtime exemptions may not take effect for some time, if ever, employers must continue to comply with current regulations. In preparing for the rule change, many employers have discovered that employees may have been misclassified, which is an issue that must be addressed to avoid violating the current FLSA regulations. Please contact your employment counsel or Department of Labor if you need additional information on how to properly classify employees under the current exemption rules.

Maria joined HRAGC in 2011 as a professional member and she was looking to meet HR peers, network, and build knowledge. Maria believes that being part of the chapter gives her access to connect and network with other HR professionals. By renewing her membership each year she is able to continue with professional development. Attending programs that offer HRCI and SHRM credits allows her to re-certify each year. Not only is Maria a member of the HRAGC, but she has also volunteered on the membership and programs committees as well as been on the board since July, 2015.

If your organization would like to sponsor one of our monthly meetings, please email programs@hragc.org for more information. Sponsorship opportunities include: website, books, meal

