1. Returned Direct Deposit – Amy McKenzie
Direct deposit funds are returned to the university when an employee account information is entered into myHR incorrectly or because the account has been closed.

Employees who have funds returned, and who have not already attempted to correct the error, will receive a message from the payroll office asking them to update their information in myHR. After the account information is updated, payroll will attempt to process the direct deposit again. If funds are returned a second time the employees will need to visit the payroll office with a voided check for assistance.

2. Hiring Manager Training announcement - Peggy Spiers
The next session for PeopleSoft eRecruit Hiring Manager training for both staff and academic recruiting has been scheduled for November 17, 2015. For more information and to register please visit the PeopleSoft Training page on the HRS website (http://hrs.missouri.edu/training/index.php).

3. Hiring Manager Distribution List - Peggy Spiers
Changes to business processes are being reviewed and information will be sent to PeopleSoft eRecruit Hiring Managers using this distribution list. Please let your recruiter know of any changes you have to members of this list.

4. Union Negotiations and Increases – Jatha Sadowski
It has been determined that negotiations with Local 773 have reached impasse as the parties are unable to reach an agreement.

Though the union has not signed the agreement, the university is proceeding to implement the 1% across the board increase for employees in union titles effective for the pay period beginning October 11, 2015. These increases will be programmatically uploaded by UM System HRIS. No action will be required of the departments.

The university will also proceed with implementing the first phase of the three year plan to move Union Eligible (UE) positions to a merit-based compensation system. Additional information will be presented as the university proceeds with implementation.

5. FLSA Proposed New Regulations – Jatha Sadowski
On June 30, 2015 the US Department of Labor (DOL) proposed new regulations that update the rules for determining which employees are entitled to the FLSA’s minimum wage and overtime pay protections. The proposed changes would increase the salary threshold from the current $455 per week/$23,660 annually to $970 per week/ $50,440 annually in 2016.

The College and University Professional Association for Human Resources (CUPA-HR), along with other higher education associations, submitted comments outlining their concerns with the proposed rules. A primary concern was that the proposed minimum salary was too high.

The comment period closed on September 4, 2015. Final regulations have yet to be published.
We anticipate 60-120 days to implement the changes once the final rules are published. UM System HR has engaged an outside consultant to assist with implementation. MU - HRS will provide updates as we receive more information.

6. Training – Jatha Sadowski
MU will develop diversity and inclusion training for all faculty, staff and incoming students to create an awareness of – and to address – conscious and unconscious discrimination. This training will be in addition to an earlier announcement of a requirement for diversity training for every person responsible for hiring faculty and staff. Additional information will be provided as training is developed.

UM System is reviewing existing training related to harassment, discrimination and mandated reporters to reflect changes required under the Cleary Act and the Violence Against Women Act (VAWA) and to consolidate these trainings into a single module that covers the relevant topics.

7. Thursday, November 5, 8 PM Football Game – Jatha Sadowski
MU Football takes on the Mississippi St. Bulldogs at 8:00 p.m. Thursday, November 5, 2015.

Parking restrictions will be implemented for MU faculty, staff and students that afternoon. Visit http://mutigers.com/thursday for additional information including a map identifying restricted lots. All employees who regularly park in restricted lots must move their cars by 4 p.m. MU staff have been working to identify campus parking accommodations for those students and staff who will have to move their cars; everyone in the specific lots affected will be notified via e-mail regarding parking relocation instructions.

All supervisors, deans, and department chairs are encouraged to adjust work schedules or allow employees to use vacation or personal time so that as many employees as possible leave campus by 3 p.m.

November 5, 2015 New Employee Registration (NER) Services
Please do NOT schedule employees to attend NER on November 5, 2015. Though the service will be available until 5:00 p.m., parking and staff support will be limited.

8. Courtesy ePAF Preliminary Demo – Amy McKenzie
The Courtesy ePAF is nearing go-live. This form is to be used for emeritus, courtesy, and volunteer hires. Training materials will be available. For one-on-one or small group trainings or any questions, Please contact your CAPS representative.

Courtesy appointment job codes will be limited to emeritus, courtesy and volunteer titles. CAPS will be providing a report to divisions regarding existing courtesy appointments for review. Job code adjustments to one of the three titles, and requests for courtesy appointment working titles, will be included in this review.