



Mission
Advocacy
Committee

Meeting Minutes November 18th, 2016

Present: John Brautigan, Eddie Carreon, Julie Myers, and Brian Hurd

After FLSA discussions at the Staff Council Executive Committee on 11/8/16, and the full Staff Council meeting on 11/16/16, the focus of our meeting was the FLSA rules and impact on staff.

Feedback from these two meetings was that there is still confusion and uncertainty about the changes taking place December 1st. Some Staff Council members expressed uneasiness about workload and expectations by those who are moving from exempt to non-exempt, and co-workers of those affected. Although HR has done a good job in explaining the law and steps the University is taking to implement the law, some expressed that information shared through supervisors has been inconsistent.

Eddie and Julie shared their experience and what they have heard from staff about this process. Julie proposed that our Committee facilitate a "Listening Circle" for those affected by the FLSA changes. Campus Ministry has used this model with success in providing a forum for sensitive discussions.

We talked through the issues, and came up with goals of providing a safe space to have voices heard, working toward taking expressed questions and concerns to HR and senior leadership. It was agreed that HR and senior leaders should not be in the room in order to allow a more free flowing discussion. Initial thoughts were to have two sessions: one for those impacted (i.e. co-workers) and those affected by the changes, and one for those who supervise those impacted or affected. Julie offered John Scarano as facilitator. The group agreed that John's pastoral presence and facilitation experience would be most helpful. MAO Committee members would have roles as note takers and be available for process questions. Brian agreed to draft the language to be sent by Staff Council. Once our Committee finalizes the language, we will copy Rich Mausser and Alex Teodosio before sending it out.