## Agenda

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New Staff / Staff Changes

• Anveshi Atul, Programming Analyst
• Kyle Beavers, Benefits Rep. I
• Swoozey Chartier, HR Technician I
• Chelsie Coulter, Benefits Rep. I
• Jennifer Moody, Sr. Director, Total Rewards
• Students
  – Jaden Allen, Julia Aguire, Alexis Gogets
2020 Annual Benefits

• November 1 – 15, 2019
• Employee Information Meetings
  – Oct. 23: 416 Student Union 3 – 4:30 pm
  – Oct. 25: 408 Student Union 10 – 11:30 am
  – Oct. 29: 408 Student Union 2:30 – 4 pm
  – Oct. 31: 416 Student Union 9 – 10:30 am

• [https://hr.okstate.edu/2020-open-enrollment](https://hr.okstate.edu/2020-open-enrollment)

• Questions?
Global Employment

• U.S. vs Global Labor Law
  – Recruitment
  – Payroll
  – Benefits
  – Leave
  – Workers’ Compensation and Unemployment
EPAF Courses

• Online ePAF Training
  – talent.okstate.edu
  – Online training modules

ePAF Training: New Salaried Employee with no Previous Job
Records or Assignments (no end date)
Online Class | OSU-Online Learning | $0.00
This short job aid provides basic log-in, navigation, and ePAF examples for New Salaried Employees with no previous job records or assignments. Prior to using the ePAF system, you should be familiar with employee class codes, your department/college home organization number(s), positions number(s), timekeeping categories, as well as the funding ...

ePAF Training: New Hourly Employee with no Previous Job
Records or Assignments (no end date)
Online Class | OSU-Online Learning | $0.00
This short job aid provides basic log-in, navigation, and ePAF examples for New Hourly Employees with no previous job records or assignments (no end date). Prior to using the ePAF system, you should be familiar with employee class codes, your department/college home organization number(s), positions number(s), timekeeping categories, as well as ...
Faculty Leave

- Annual leave recorded at college level
- Financial liability records
- June 1 deadline
**Holiday Payroll Deadlines**

- Updated Payroll Schedules
- Payroll.okstate.edu
- Monthly Non-Exempt Estimated Hours
  - December 8-14, 2019
  - December 15-28, 2019
- Monthly Exempt Estimated Leave
  - December 8-15, 2019
Holiday Payroll Deadlines, cont’d

• Biweekly Estimated Hours
  – December 8-14, 2019
  – December 15-28, 2019

• Estimated to Actual Adjustments
  – 2020 JB2
  – Details to be communicated by ADMINOF-L
Inclement Weather and University Closings

- [http://hr.okstate.edu/weather](http://hr.okstate.edu/weather)
- Inclement Weather FAQs/Banner
- Timekeeping for Inclement Weather document
New Overtime Rule

• On September 24, 2019, the U.S. DOL announced the final ruling under the FLSA for overtime exemption Standard Salary level of $684 per week ($35,568 per year)
  – Effective January 1, 2020
  – HR will be working with Colleges/Divisions to identify potential changes in early 2020
Open Discussion
THANK YOU!