

X-Change Minutes

Date: December 3, 2012

Location: Southern Oaks Library

Those in Attendance:

Lynda Bahr, Julie Ballou, Kay Bauman, Barbara Beasley, Aaron Bluitt, Janet Brooks, Emily Canniff, Rosemary Czarski, Denyveta Davis, Kellie Delaney, LaVetta Dent, Priscilla Doss, Anne Fischer, Jana Hausburg, Kelley Hoffman, Linda Hyams, Heidi Johnson, Chris Kennedy, Lloyd Lovely, Karen Marriott, Candace McDaniel, Devin McGhee, Todd Olberding, Lori Piccolo, Todd Podzemny, Katrina Prince, John Rahhal, Pauline Rodriguez-Atkins, Debbie Robertus, Anita Roesler, Diane Sarantakos, Stacy Schrank, Kim Terry, Angela Thornton, John Utley, Jimmy Welch, John Wood

Welcome

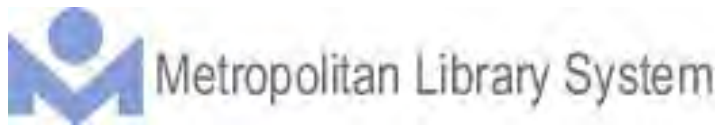
Kay Bauman called the meeting to order at 2:00 pm. Kay welcomed the supervisors to the Southern Oaks Library and X-Change meeting. Kay introduced Lloyd Lovely and Lori Piccolo as presenters. Also introduced were the hires since the last X-Change meeting in February: Aaron Bluitt, Emily Canniff, Devin McGhee, and Todd Podzemny.

State Questions Regarding Property Taxes

Lloyd Lovely shared information regarding the results from **November's** election regarding State Questions 758 and 766 and their impact on the MLS. The impact of the results will not be known until August 2013 when the final Ad Valorem taxes are **given by the county. However, there will be no impact on the current year's budget. In preparing for next year's budget requests, staff should consider prioritizing those requests.**

Regulatory Enforcement by Federal Agencies

- Lori Piccolo shared information on initiatives from the Department of Labor and the Equal Employment Opportunity Commission.
 - DOL continues to focus on increased enforcement of the FLSA (wage and hour) and FMLA.
 - The best way to ensure accuracy of time tracking is to educate employees to practice entering their actual time worked on a daily basis.



- Lori told supervisors that if they do receive a visit from a DOL investigator, they should call HUM immediately. Supervisors do not have any obligation to provide information at that moment; let HUM handle it.
- EEOC continues to focus on recruitment and hiring discrimination.
- EEOC is expanding guidelines on whom and what may be covered under Title VII and the ADA.
- Lori stressed the importance of treating every employee equally and fairly. If there are questions, contact HUM immediately.

Scenarios

Kay had the supervisors split into seven groups. Each group was handed a worksheet with five scenarios and six true/false questions regarding policies and procedures. Each group was given time to complete and discuss the worksheet. Upon completion, each group reported out to all groups on how they would handle a scenario or the true/false question. Lori facilitated discussions on each scenario or question.

Additional Information from HUM

Lori shared additional information on the EEOC and the Oklahoma Human Rights Commission closure/merge into the Attorney General's Office.

Lori shared information on Healthcare Reform/Affordable Care Act and how that will have an effect on the library system next year.

Adjournment

Kay invited supervisors to contact her for submitting ideas and topics for future X-Change meetings. After no further business, the meeting was adjourned at 4:07 pm.