



MCC Organizational and Operational Changes in Compliance With the Revised Federal Fair Labor Standards Act (FLSA)

What is the Fair Labor Standards Act (FLSA)?

Most of us are not familiar with the 78-year-old Fair Labor Standards Act (FLSA). The FLSA establishes requirements for minimum wage, overtime pay, recordkeeping, and youth employment standards for most employers. Recently, the Department of Labor released changes in overtime regulations effective December 1, 2016, that significantly increases overtime pay requirements after 40 hours of work in a workweek.

How does the FLSA affect the Boy Scouts and MCC Staff?

The new government rules will require strict adherence to the 40 hour workweek for all those in a non-exempt work position. The National BSA has taken the lead on developing new salary and compensation guidelines for council employees throughout the United States, and has developed a new *non-exempt* support position, **District Associate**. These actions will affect some employee job classifications and potential work schedules to allow for support of evening and weekend events and programs. Here are the professional District and Units support positions, effective December 1, 2016:

Field Director – Exempt

District Director – Exempt (District Key 3 Professional position)

District Associate: - Non-Exempt (District Professional support position)

How does the FLSA affect volunteer support from the MCC Staff?

As with any operational change, we will be working to make this change as smooth and transparent as possible while ensuring continued support to you, the District, and your units. Our hope is once the change has had a chance to settle in, the effect on you and teams will be minimal. However, realize that due to work hour constraints there will be times where individuals who support you may not be available. When you need information or assistance that may be outside of a District Associates regularly scheduled work hours, we will always have a backup person's phone number that you may contact who will be able to assist you.

To help you better understand how these changes will work we have attached a list of **FAQs** that will answer many of your questions. In addition, we will be conducting town hall meetings in each of the FSCs early in January. It's important that all of our key volunteers are made aware of these changes in our operations. I would appreciate it if you would make sure that your committee chairs and their committees receive this information and that you forward any questions they may have to us. Further information on this topic will be available in the About Us: Communications page of the MCC website. Please forward any questions to:

780communications@scouting.org

FAQs: I'm a volunteer, how does this impact me?

Q: Will my **District Associate still be working with me as a Unit or District Volunteer?**

A: Yes. They will be working a 'flex' schedule, when necessary, to allow for evenings and weekends. This means that there may be daytime hours when they are not available, so that they can be present after hours.

Q: Will I still be able to email and call my **District Associate after his/her business hours?**

A: You will still be able to email and call them, however, if they are not working at that exact time of day/night, you will not hear from them until the following work day for them. Their email auto reply will have their 'work hours' in the signature line, so you'll know better when you may reach them. As their hours will fluctuate each week, these will be up to date daily to help you.

Q: What if I need an answer right away and my **District Associate can't email/call me right back?**

A: In his/her email auto reply and voicemail, they will refer you to their supervisor, who will be able to take important after-hours questions and do their best to get you the information you need. You will have a name, phone number and/or email for the person who can help you while your USE is not scheduled to work.

Q: Are these new rules only for BSA employees?

A: No, this is a Revised Federal Fair Labor Standards Act, and many businesses are also making changes to their work plans.

Q: Will there be any additional changes that I need to know about?

A: As the BSA works through how these changes will affect what we do, we will remain vigilant in adjusting our work plans to make certain that we are serving all the needs of our volunteers as best we can. We will communicate these updates with you as they occur.

Q: What will the job responsibilities for the District Associate?

A: New Position / New Job Summary

- This position supports district leadership by performing duties that may include, but are not limited to, Youth Recruitment, Friends of Scouting, and Committee Support. A District Associate will not have direct responsibility for the District Key 3 or nominating committees.
- The specific essential functions for this position will vary by FSC and would include things like ...executing the plan for a fundraising event, executing a recruiting plan, attending roundtables, etc.
- The District Associate will be supported by the District Director or Field Director.
- The emphasis for our Volunteers will be our continued support for District Operations, Journey to Excellence, and Unit support.