



## TOP NEWS

### Upcoming FLSA Changes: Key Updates for Employers

The Department of Labor's (DOL) Fair Labor Standards Act (FLSA) outlines salary and duties tests to determine employee exemptions from overtime pay. Recent updates to the overtime salary thresholds highlight important changes effective July 1, 2024, through January 2025. This includes the Standard Salary Thresholds and Highly Compensated Employees.

The salary thresholds will adjust automatically every three years starting July 2027. Misunderstandings often arise, as salary alone does not grant exempt status. Both salary and duties tests must be satisfied, covering executive, administrative, and professional roles, with varying specific criteria.

For employees earning between the standard and HCE thresholds, employers must assess whether to increase their pay or reclassify them as nonexempt, requiring overtime pay for hours worked beyond 40 in a week.

#### Misclassification risks penalties, so employers must:

- Audit employee classifications for compliance.
- Adjust pay or reclassify employees when necessary.
- Train HR teams on updated regulations.
- Stay compliant to avoid costly disputes and ensure fair pay practices.

## UPCOMING EVENTS....



7th December

### Honoring Excellence

We proudly celebrate an extraordinary milestone for Hope Malveaux as she will be awarded an Honorary Doctorate of Christian Leadership. This distinguished honor recognizes her unwavering commitment to servant leadership, visionary guidance, and her profound contributions to cultivating excellence in workplace culture.

With over 15 years of dedicated service, Hope has consistently exemplified the principles of Christian leadership through her work, inspiring others to lead with integrity, compassion, and a steadfast commitment to uplifting communities. Her ability to foster positive change and create thriving environments speaks volumes about her leadership philosophy, which aligns with the highest standards of servant leadership.

This honorary degree is a testament to her remarkable journey and the legacy she continues to build in her career and community. As we approach this special day, let us extend our heartfelt congratulations to Hope Malveaux for this well-deserved recognition. We are excited to celebrate this incredible achievement with her.

7th December

### Smart CEO Program Graduation

Join us in congratulating Hope Malveaux, CEO of VPS, and Miracle Semien, COO of VPS, as they celebrate their graduation from the renowned Smart CEO program.



Hope Malveaux

Miracle Semien

# EVENT RECAP

## Women of Inspiration 2024

VPS CEO Hope Malveaux attended the Women of Inspiration (WOI) event hosted by WISE Houston on November 21, 2024, at The Four Seasons Hotel. This inspiring evening celebrated outstanding women in the business of sports and featured networking opportunities, member recognition, and a keynote address by Olympic icon Mary Lou Retton.

Events like WOI continue to foster meaningful connections and celebrate the achievements of women in sports and business.



## HR TREND PICK OF THE MONTH

### Breaking Age Bias in AI-Leaning Jobs

As AI reshapes industries, mid-career and older workers face significant hurdles in securing AI-related roles. Despite their proven strengths in judgment, problem-solving, and leveraging AI tools, hiring managers often favor candidates under 35, perpetuating age bias in recruitment.

#### Key Challenges:

- **Bias in Hiring:** Many job descriptions and AI-driven HR tools embed age-related stereotypes.
- **Training Gaps:** While 90% of employers claim to offer AI support, only half provide formal training, limiting opportunities for older workers.

#### The Value of Experience:

Workers over 45 excel as “power users” of AI, enhancing productivity and decision-making. Organizations that fail to tap into this talent miss critical opportunities for growth and innovation.

#### Recommendations for HR & Organizational Leaders:

- **Eliminate Bias in Hiring:** Revise job descriptions and train hiring managers on the value of diverse experience.
- **Expand AI Training:** Provide accessible, formal training tailored to empower mid-career and older workers.
- **Foster Collaboration:** Create mentorship programs and encourage cross-generational teamwork on AI projects.
- **Audit Recruitment Tools:** Identify and address age-related biases in AI-driven HR tools.
- **Promote Inclusion:** Train managers to counter ageist stereotypes and build a culture celebrating all age groups.
- **Leverage Strengths:** Design roles that emphasize decision-making and problem-solving skills where experienced workers excel.
- **Measure Progress:** Track inclusion efforts and seek feedback from employees of all ages on AI integration.

By addressing age bias and leveraging the strengths of experienced workers, organizations can unlock the full potential of AI while creating an equitable workplace for all.

## BUSINESS COMPLIANCE UPDATE

### FEDERAL PTO PROPOSAL: A GAME-CHANGER FOR U.S. WORKERS

A recent proposal from the Hamilton Project at The Brookings Institution suggests amending the Fair Labor Standards Act (FLSA) to guarantee up to 80 hours of paid time off (PTO) annually for all U.S. workers. The plan includes a flexible accrual system and protects employees from retaliation, allowing leave for vacations, caregiving, or health needs without requiring documentation.

#### Why This Matters for Businesses and Organizations:

1. **Stay Ahead of Compliance:** Align your policies early to avoid scrambling if this becomes law. Standardizing PTO now can streamline operations, especially for multi-state businesses.
2. **Attract and Retain Talent:** Federal PTO could become a must-have for employees. Offering it early shows you're a forward-thinking, supportive employer, giving you an edge in competitive hiring markets.
3. **Meet Employee Needs with Flexibility:** PTO in smaller increments empowers employees to manage work-life balance, fostering loyalty and productivity.
4. **Simplify Management:** Automate PTO tracking to save time, reduce errors, and ensure compliance, keeping your business focused on growth.

This standardized approach could reduce turnover, simplify multi-state PTO management, and position companies competitively in the labor market. Early adoption demonstrates a commitment to employee well-being and compliance readiness.



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