



From The Chair – Jean Gilreath

Membership growth in CACC this year is very strong, the strongest ever in the 10+ years of our existence. So it got me thinking...the buzzword around the offices and manufacturing floors for several years now has been “value added”. This term is incorporated in our work lives and has spilled into our private lives as well – just look at some of the advertisements out there! I find myself asking my kids what the “added value” is of this or that all the time! So, what is the “added value” of your membership with CACC?

As a member, CACC gives you:

- Membership Meetings with noted professional speakers
- Professional WorldatWork Certification Courses at a \$100 off, reduced rate
- Membership Directory
- Newsletter
- Website
- Meeting Attendance Award for free attendance at a Certification Course
- Membership Logo give-a-way – look for your gift in this week’s mail
- Academic Scholarship Program
- Professional NETWORKING – the biggest added value of all!

As you work and develop in your career, CACC can and is your platform for personal professional growth.

Thank you for demonstrating your continued commitment as a member. See you at our next Membership Meeting on May 7th.

Our Next Membership Meeting: May 7th

The speakers for the May 7th membership meeting will be Ed Locke, Towers Perrin, whose topic will be “Driving Business Performance Through People”; and Arnie Silverman, Coca-Cola Bottling Co. Consolidated, speaking about the company’s unique spot bonus award system.

Meetings begin at 7:45 A.M. with a continental breakfast and networking period. The business meeting starts at 8:15 A.M. and will end by 10:00 A.M.

New Members

- ❖ Stacy Applegate, Charlotte Meck. Schools
- ❖ Sharon Bartshe, SPX Corporation
- ❖ Fran Boling, Millennium InterNetworks
- ❖ Tommy Burton, AAA Carolinas
- ❖ Laura Hadley, Belk Stores
- ❖ Emily Hunter, Creative Resource Solutions
- ❖ Eric McMillan, Mercer HR Consulting
- ❖ Kamilah Mitchell, Ingersoll-Rand
- ❖ Al Nikles, HR Systems Solutions
- ❖ John Onson, Thomas & Betts Co.
- ❖ Marc Pauls, Wachovia
- ❖ Vanessa Stephenson, TIAA-CREF

Member News

- *Kim Pate*, Duke Energy, has been promoted to Director, Compensation Systems.
- After only 9 months with Carolina HealthCare System as a Compensation Analyst, *Fernando Little* has been promoted to Compensation Manager.

Please contact Arnie Silverman, “Compensation Matters” editor for 2003, at (704) 557-4460, with member news that you would like to share.

2003 CACC Perfect Attendance Awards

Up to three CACC members (non-Board members) will have the opportunity to win a WorldatWork seminar certificate for attending all four meetings in 2003. They can use this certificate to attend a CACC-sponsored certification class and exam in 2004 – an \$800 value! Simply attend all four meetings in 2003 and sign the attendance sheet located at the sign-in table where you pick up your name tag before the meeting.

**2003 CACC Board Members
and Committee Chairs**

| | |
|---------------------------------|--------------|
| CHAIRPERSON | |
| JEAN GILREATH..... | 704/944-8805 |
| SECRETARY | |
| KELTY KELLER..... | 704/383-6457 |
| TREASURER | |
| GENIE HARRINGTON..... | 704/799-0988 |
| MEMBERSHIP MEETING CHAIR | |
| AL BLACK..... | 704/331-7121 |
| EDUCATION CHAIR | |
| ROBIN BERNSTEIN..... | 704/329-7740 |
| PUBLIC RELATIONS CHAIR | |
| ARNIE SILVERMAN..... | 704/557-4460 |
| MEMBERSHIP CHAIR | |
| DONNA CRAWFORD..... | 704/940-1524 |
| BOARD MEMBER AT-LARGE | |
| LAURA LOOKADOO..... | 704/373-7572 |
| EX-OFFICIO | |
| ALAN LOWERY..... | 704/731-4224 |
| SPECIAL PROJECTS CHAIR | |
| CHUCK PARKER..... | 704/426-2398 |
| BUSINESS MANAGER | |
| KEVIN GILL..... | 704/442-9247 |

Upcoming Events/Education

Membership Meetings (mark your calendars):

- September 10th (1/2-day Meeting)
- November 19th
- February 11, 2004 (Annual Meeting)

WorldatWork Certification Courses:

July 14 - 16

- B-5 Managing Flexible and Work/Life Benefits
- C-4 Base Pay Management
- T-2 Accounting & Finance for the HR Professional

September 24-26

- B-4 Strategic Benefits Planning
- C-6 Elements of Executive Compensation
- T-1 Total Rewards Management

*For more information, or to register, contact
WorldatWork Customer Relations at (877)951-9191 or
visit www.worldatwork.org*

New Member Profile – Marc Pauls

Marc Pauls is the HRIS/Project Manager for Wachovia's Corporate & Investment Banking HR Business Partner team and has been with the team for 3.5 years. Marc works with proprietary divisional HRIS products and also provides HR project management support. In addition, he has worked on many enterprise solutions that have employee, manager or HR implications for Corporate & Investment Banking, representing the requirements for the division. Marc has participated on at least 3 enterprise selection committees for \$1M+ technical solutions as part of the functional and technical evaluation teams. Marc has also supported the development of tools and process around the year end performance management and compensation processes. Marc is experienced with reporting tools, data structures, and report design for most functional areas within Human Resources. Overall Marc has 9+ years in the human resources field focusing on the use and integration of technology and processes to develop solutions to HR and business problems. Marc has worked with foreign national and expatriate administration including compensation management specific issues. Marc and his wife Rebekah have been in Charlotte almost 4 years and he enjoys flying and hockey. Marc wants to continue learning and networking in the compensation field and is joining CACC for the resources that it provides in these areas

WorldatWork Building Blocks Locations

WorldatWork produces a series of brief training and professional development booklets called Building Blocks. CACC provides a copy of all Building Block booklets at Johnson C. Smith Univ. Library; UNCC Library, and The Employers Association Library.

Quotes

“If you don’t like change, you’re going to like irrelevance even less.”

*General Eric Shinseki, Chief of Staff, U.S. Army
From a Webinar with Tom Peters*



A Long Time Coming: DOL Proposes Changes in White Collar Exemption Rules

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After having first raised the possibility in 1985, on March 31 the U.S. Department of Labor finally proposed comprehensive changes in the requirements for the Fair Labor Standards Act's so-called "white collar" exemptions. The proposals are not as far-reaching or as straightforward as many would like, but on the whole they could represent a substantial improvement from the standpoint of employers.

The rules for applying the FLSA's executive, administrative, professional, and outside-sales exemptions have remained substantially the same for more than 50 years. Early on, the Bush Administration made revising these provisions one of its top employment-law priorities. Since then, the DOL has been conferring with numerous "stakeholders" to solicit ideas and suggestions (Fisher & Phillips has participated in some of these consultations).

Among other things, the DOL has sought to eliminate jargon and to modernize and simplify the current provisions, and it has succeeded to a considerable extent. Perhaps the most momentous steps in this direction would include 1) replacing the "long" and "short" tests with a single "standard" test for each of the executive, administrative, and professional exemptions; 2) eliminating the specific percentage limitations on nonexempt work which exist under the current "long" tests for exempt executive, administrative, and professional status; and 3) eliminating the 20% tolerance on nonexempt work from the outside-sales exemption. The DOL also proposes to include in the new regulations up-to-date discussions of the duties-related exemption tests, as well as references to specific kinds of positions which would typically be viewed as exempt, and it has solicited more suggestions in this regard.

Under the proposed rules, the minimum pay level for employees exempted under the executive, administrative, and professional exemptions would increase to \$425 per week (the current minimums, last changed in 1975, are \$155 for the executive and administrative exemptions, and \$170 for professionals, or \$250 per week for the "short" tests). While this is a substantial increase, there has never been any realistic chance that the minimums would stay the same, and in fact the DOL was urged to consider much-higher amounts. To place it in perspective, the proposed Carter-era short-test figure, which was permanently halted by the incoming Reagan Administration, would have become \$345 per week 20 years ago.

One very favorable change, which Fisher & Phillips first pressed for in 1985 (our submission would have required a lower minimum-compensation figure), would be the addition

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Company Spotlight on SPX Corporation

Founded in 1911, SPX Corporation is a Fortune 500 corporation with operations in over 20 countries and over 23,000 employees worldwide. SPX corporate offices moved from Michigan to Charlotte in 2002 and are presently located in the Ballantyne area.

SPX is a global multi-industry company focused on profitably growing its businesses that have scale and growth potential. SPX's strategy is to create market advantages through product and technology leadership, by expanding service offerings to full customer solutions and by building critical mass through strategic acquisitions. One of SPX's largest acquisitions was United Dominion Industries, which was Charlotte-based, in 2001.

The SPX businesses are organized into four strategic segments, Technical Products and Systems, Industrial Products and Services, Flow Technology, and Service Solutions. SPX products and services include fire detection and building life-safety products, TV and radio broadcast antennas and towers, laboratory and life science equipment, power transformers, compaction equipment, cooling towers, compressed air filtration products, valves and fluid handling devices. Products and services also include diagnostics, specialty tools and service equipment, and technical information and services.

SPX stock is traded on the New York and Pacific Stock Exchanges under the symbol "SPW."

CACC Website

Be sure to visit our website at www.caccweb.com
(Members only section: User ID = CACC
Password = GOCACC)

A Thought for the Day

"It's what we learn, after we think we know it all, that really counts."

John Wooden, UCLA Coach



(DOL, continued from page 3)

of a special, easy-to-meet test for highly-compensated individuals. Employees performing office or non-manual work who are guaranteed a total annual compensation of at least \$65,000 would be exempt if they performed as few as one of the exempt duties or responsibilities for the executive, administrative, or professional exemptions. The annualized compensation amount would not be limited to the person's base salary; it could instead also be made up of commissions and/or other nondiscretionary bonuses and compensation.

Unfortunately, the DOL proposes to retain the "salary basis" rule which has caused many problems for employers, particularly in the last decade or so. The requirement is that an exempt executive, administrative, or professional employee must be paid a predetermined amount of pay for every workweek in which he or she performs any work, regardless of how much time the employee worked. The salary cannot be subject to reduction due to variations in the quality or quantity of the person's work (with limited exceptions).

On the other hand, the DOL would include important salary-basis changes benefiting employers. For example, unlike under the current rules, employers could adopt written, uniformly applied policies calling for docking the salary of an exempt employee for unpaid disciplinary suspensions of one or more days imposed in good faith for violating workplace

conduct rules. Also, employers could take steps to implement a new "safe harbor" which would protect them against losing an exemption due to impermissible deductions, at least where the deductions are not repeated or intentional.

The DOL is accepting comments on these proposals through June 30, 2003. Fisher & Phillips believes that, with some adjustments, the revised provisions would be good overall for employers. We urge you to seriously consider making your support and suggestions known. It might be another 50 years before there is an opportunity like this, and the many opponents of these changes can certainly be expected to weigh in against them.

In the meantime, you should continue to be sure that any employee for whom you claim one of these exemptions qualifies under the existing FLSA requirements. **No changes have yet been made;** it could be many months before any revisions become final; and it is possible that whatever is ultimately adopted will be significantly different from what has been proposed; and it is even conceivable that, in the end, few or even no changes will be made.

Fisher & Phillips, LLP is a firm specializing in labor law, with offices in Atlanta, Chicago, Fort Lauderdale, Irvine, Las Vegas, New Orleans, Oakland, Orlando, Portland and San Diego. Their web site is www.laborlawyers.com

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