



Department of Labor Mandate Question:



Recently I had the opportunity to visit with new catechetical leaders during our mentoring process. Questions arose about the recent changes in the Department of Labor policies regarding overtime exemptions for certain salaried positions. Although there were many excellent questions, one in particular that was especially good had to do with flexing time. **“Is there ever a possibility of flexing time instead of overtime? If yes, what are the parameters?”**

The answer revolves around the seven day work week as defined by your timesheet. For ministry purposes, I propose that your parish consider starting your work week on Saturday rather than Monday. This structure gives a bit of flexibility in that the preparation process for your event which will probably be held on a weekend is in one week, while the event is in the next work week. I have attached a sample timesheet to this newsletter to help you.

In this example Holly has an important event on August 28 & 29. For those two days she is working 24 hours. However, she flexed her time at the end of that work week so she stayed within her hours for the week of August 27-September 2. The flexibility in using a work week that begins on Saturday is seen in the previous week of August 20-26. Holly flexed a bit of time on August 22 & 23 (working six hours rather than eight) so she could prepare later in the week where she worked 20 hours on August 25 & 26. This is the beauty of the two week cycle that begins on a Saturday. For those office staff who normally work Monday through Friday it won't affect them at all. For those of us in ministry it can be one way to help keep the overtime down. Although this example worked out beautifully, there may be times when a task takes longer than planned and overtime is required.

For specific information about how the Department of Labor overtime policy change affects you, please contact your parish business manager or your pastor. They are receiving updates from Eileen Valdez at the Pastoral Center regarding this change.

Confirmation Liturgy Dates have been mailed:

Angie Hemmingsen, Bishop Pates' Executive Assistant, has mailed the dates for parish confirmations late last week. If you have not received this information yet, please check first with your pastor. If neither of you have received this information, please let me know and I will make sure you receive another copy of the packet. Bishop Pates and Angie thank you for your patience as they worked hard to fulfill all the requests for 2017.



CLADD Dates for September – Save the Date:

Tom Chapman, Paulette’s husband if you didn’t already know this, will be with us in September to break open *Faithful Citizenship* for those of us in formational ministry. With the approach of the 2016 elections, now is a great time to address “faithful citizenship” and the role of Catholics in the political process. The most important place to share and reflect on the message of the Gospel and the Church’s teaching is in our families. Tom will lead us through an informative presentation and vibrant table discussions on practical ways to raise awareness and engage the family to encounter God through participation in the public arena.



- CLADD South – September 8 at St. Edward parish in Afton
- CLADD East – September 15 at St. Mary of Nazareth parish in Des Moines
- CLADD West – September 20 at St. Michael parish in Harlan

Diocesan Catholic Youth Conference (DCYC) Save the Date – October 23:

Plans are finalizing on the DCYC 2016 – “Peace – Love – Mercy” which will be held at Dowling Catholic High School on Sunday, October 23. Last year’s initial conference went over very well and we are excited to make 2016 even better. DCYC is a one day event for both middle school and high school teens, with separate tracks for grades 6-8 and 9-12.



Some of the things that you youth will be treated to include:

- Great keynote speaker – Paul J. Kim (Sample music video: <https://www.youtube.com/watch?v=b5Cd9N6BISU>)
- Breakout sessions for each track and adults
- Awesome lunch
- Sacrament of Reconciliation
- Mass with Bishop Pates
- Adoration of the Blessed Sacrament (Optional extend the session)

For more information about DCYC go to www.dmdiocese.org/dcyc.cfm you will find:

- Frequently Asked Questions regarding the day
- Promotional flyers and posters (*we also have 13x19 size professionally printed posters- let us know if you need some!*)
- Online registration instructions/deadlines and forms/liability waivers
- DCYC promotional video