

HR Community of Practice

April 7, 2021
2:00 PM-3:00 PM



UNIVERSITY OF
OREGON

Human
Resources

Complicated Grief During Uncertain Times

Wednesday, April 14, 10AM
hosted by Cascade Centers, Inc.

Declare Your Wellness

Thur. April 15, 10AM-11:30AM

Excel Formulas – Basics,

Tuesday, April 20, 9AM-12PM

Lane County HR Association

Creativity in the Workplace

(Virtual Meeting)

Tuesday, April 20, 7:30AM-9AM

Public Records-Supervisor Essentials

Wednesday, April 21, 9AM-11AM

Supervisor Round Table: Managing Logistics

Wednesday, April 21, 2PM-3PM

Deconstructing Whiteness Working Group

Interest Session

Wednesday, April 28, 2PM-3PM

Spring Learning Cafes: Mills International Center

Cross Cultural Understanding

Global Perspectives on Power, Racism and Inequity

For more information email mills@uoregon.edu

Spring Conferences:

- [CUPA-HR Oregon Virtual Conference April 8 & 9](#)
- [CUPA-HR Virtual Spring Conference April 12-14](#)
- [WACUBO Virtual Annual Conference May 24-26](#)

AGENDA

- **Legislative update**

Hans Bernard, Associate Vice President, State and Community Affairs
Jenna Adams-Kalloch, Sr. Director for State Affairs

- **Vaccination update**

Chris Meade, Associate Director, Employee and Labor Relations

- **Fall Planning update**

Kaia Rogers, Sr. Director, HR Programs, Services and Strategic Initiatives

- **Flexible Work Arrangements update**

Kaia Rogers, Sr. Director, HR Programs, Services and Strategic Initiatives

- **Question & Answer**



HR Partners State Affairs - 2021 Update

Benefits and Employment Policies

April 7, 2021

Hans Bernard, Associate Vice President for State Affairs

Jenna Adams-Kalloch, Sr. Director for State Affairs

State Affairs - 2021 Update

2020 Recap

- Pandemic Response
 - OHA guidelines and COVID-19 protocols
 - UO's community response with testing, contact tracing and vaccine distribution
- Three Special Sessions
 - Police and public safety reform
 - Budget rebalance, protecting state funding
 - Funding for Huestis Hall, ShakeAlert, and a research vessel for OIMB

State Affairs - 2021 Update

2021 Legislative Priorities

Budget:

\$900 Million Investment in Public University Support Fund & Increased Funding for University State Programs

An increase of \$63 million in the PUSF, totaling \$900 million, for the 2021-23 biennium would help UO ensure that the University can keep tuition for incoming students as low as possible, and minimize cuts across the university.

In addition to funding for the PUSF, UO is also advocating for a 7.4% increase in funding for University State Programs. The programs at the UO include the Labor Education Research Center, the TallWood Design Institute, dispute resolution programs, the Clinical Legal Education program, and signature research centers like the Oregon Nanoscience and Microtechnologies Institute (ONAMI) and the Oregon Translational Research and Development Institute (OTRADI).

Capital - \$58.5 million to fund the heritage renovation project.

The Heritage Project consists of two of the oldest surviving public academic buildings in Oregon and the West, University and Villard halls. These are the founding buildings of the University of Oregon Campus and the birthplace of public higher education in Oregon. They are in great need of renovation for safety and modernization.

State Affairs - 2021 Update

2021 Legislative Priorities

Policy:

Secure Limited Liability Coverage for Public Universities

Include public universities in liability conversations relating to other education providers/sectors, extending the protections of HB 4402, from Special Session 3.

Support Legislative Efforts to Address Basic Needs of Students

Legislators and stakeholders are working hard to address the basic needs of students, including proposals to address textbook affordability, food security, and housing costs. Tuition is only one barrier that students face, and it is imperative that the state partner with universities to help address the full slate of expenses students face as they pursue a degree.

Change Default Retirement Enrollment for Non Classified Employees (LC 2498)

Change the default presumption for new university employees who fail to fill out retirement enrollment paperwork from PERS/OPSRP to the Optional Retirement Plan (ORP). This would not impact classified employees, and would not limit employee benefits in any way.

State Affairs - 2021 Update

2021 Policy Issues To Watch

Credit Transfer and Common Course Numbering

Legislators have introduced several bills that would dictate how colleges and universities accept transfer credits and require common course numbering across the state. State affairs, the Provost's office, Senate and IFS are engaged in making sure these bills assist students and preserve institutional autonomy over academic policy.

Pandemic Response

As the saying goes "the devil is in the details." UO is working closely with state agencies and the legislature on the implementation of various federal actions to monitor for any unintended and harmful consequences of actions.

Threats to Institutional Governance Authority

A handful of bills have been introduced that would impact higher education governance in Oregon. Issues range from tuition and fees to the composition of the HECC.

Other Legislation UO Is Supporting

SB 551 / HB 3007

Provides health care benefits for part-time faculty members at public institutions of higher education.

HB 2835

Funds benefits navigator position at Oregon colleges and universities to assist students in determining eligibility and applying for federal, state and local benefits programs.

SB 554

Gives Board of Trustees the authority to further restrict firearms on campus. Also applies to local governments, ports and community colleges.

Paid Leave, Unemployment Insurance, Pandemic Response

HB 2474 Changes to Oregon Family Leave Act – amendments are being negotiated that would create allow for earlier eligibility (30 days vs. current 180 days) in a public health emergency. Would also allow employees to use OFLA if child's school or childcare was closed due to a public health emergency. HB 2474 also provides a right to return – if employee leaves employment and returns within 180 days they resume eligibility where they left off.

HB 3389 UI Tax fix – makes several changes to address the UI tax increases employers faced with their 2021 bills. Will return employers to pre-pandemic rates. Adjusts solvency formula. Forgives up to 1/3 of 2021 tax for certain employers. Changes the lookback period to for needs assessments to 20 years from current 10 years.

SB 483 Presumption of Retaliation – creates a presumption of retaliation if the employer took action against an employee within 60 days of the employee filing a safety-related complaint.

Workers Comp / Wage Security

HB 2818 Wage Security Fund – allows employees to be paid out of wage security fund for unpaid wage claims with a final order from BOLI.

SB 489 Workers' Comp Time-Loss benefits – removes provisions requiring employees to get reauthorization by physicians within two weeks.

SB 801 Self-Insurance in Workers' Comp – the -1 amendment would require self-insureds to use SAIF for all claims processing. A new amendment would create a taskforce to study self-insurance and claims processing.

Other Employment Bills To Watch

HB 2938 Age Discrimination Taskforce – creates a taskforce to study age discrimination.

SB 489 SB 169 Noncompete Agreements – makes changes to noncompete agreements so that they are void, until proven valid by the employer. Certain requirements apply including the requirement that the employee subjected to the agreement made at least \$100,533.

SB 569 Drivers Licenses – prohibits employers from requiring a drivers license unless driving is an essential element of the job.

State Affairs - 2021 Update

Looking Ahead – Key Dates

- **April 13, 2021:** 1st Chamber Work Session Deadline
- **May 19, 2021:** Quarterly Revenue Forecast Released
- **May 28, 2021:** 2nd Chamber Work Session Deadline
- **June 18, 2021:** Target Sine Die
- **June 27, 2021:** Constitutional Sine Die

State Affairs - 2021 Update

Glossary of Legislative Terms	
Work Session	A committee meeting held for the purpose of voting a bill out of committee. In a work session, public testimony is not taken.
Floor Vote	A vote of an entire chamber—House or Senate after the bill's Third Reading.
First Reading	The recitation on the Chamber floor of the measure upon introduction of a measure. After the First Reading, the measure is referred to committee by the President or Speaker.
Second Reading	Like the First Reading, a recitation of the measure. Second Reading occurs after the measure has been referred to committee, worked on, and reported back to the floor for a vote.
Third Reading	As in First or Second Readings, a recitation of a measure on the floor before a final vote by either Chamber.
Engrossed Bill	A measure that is printed with its amendments included.
Gut and Stuff	A slang term that refers to removing the text of a measure and inserting entirely new language which, while it may change the nature of the measure completely, still must fall under the measure's title, also known as the "relating-to" clause.
Quorum	The minimum number of members of the House or Senate that must be present at any of its meetings to make the proceedings of that meeting valid. 20 Senators are required for Quorum. In the House, 40 members are required.

Vaccination update

Chris Meade, Associate Director, Employee and Labor Relations



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Vaccination update

- **Employees only**—family members are not able to get vaccinated at UO
- **Ways to encourage employees:**
 - Inform and remind employees that they should have received/will be receiving registration emails (other options for those who do not regularly use email)
 - Provide flexibility with time off, modifying work schedules, etc.
- **Vaccinations during work hours paid; vaccinations not on work time not paid**
- **Registration link:** coronavirus.uoregon.edu/vaccine



Fall Planning update

Kaia Rogers, Sr. Director, HR Programs, Services and Strategic Initiatives



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Flexible Work Arrangements update

Kaia Rogers, Sr. Director, HR Programs, Services and Strategic Initiatives



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Questions and Answers

Please use the chat function in Zoom to submit questions – default to everyone so your questions are visible to all. Thanks!



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**Thank you for attending today's
HR Community of Practice meeting.**

**The next HRCP meeting is scheduled for
Wednesday, May 5, 2021.**



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