

# HR Partner Meeting

October 2, 2019

## **IDR Cognos Report User training**

Thursday, October 3, 9AM-10:30AM  
McKenzie Hall Computer Lab, Rm 101A

## **Understanding Implicit Bias**

multiple sessions available starting 10/4

## **Declare Your Wellness - Ambassador Program**

Tuesday, October 8, 2PM-3:30PM, Cedar Room

## **Supporting a Respectful Work Environment – Supervisor Development**

Wednesday, October 9, 9AM-11AM  
HR Training Room

## **IDR Cognos Report Writer training**

Thursday, October 10, 9AM-10:30AM  
McKenzie Hall Computer Lab, Rm 101A

## **HR Orientation for New HR Partners**

Thursday, October 24, 9AM-11AM  
HR Conference Room

## **Workplace Ergonomics and Safety in Motion**

Wednesday, October 30, Noon-1PM  
Redwood Auditorium, Erb Memorial Union

## **Performance Evaluations –Supervisor Development**

Monday, November 4, 9AM-11AM  
HR Training Room

## **ADA Compliance-Supervisor Essentials**

Wednesday, November 6, 9AM-11AM  
HR Training Room

## **Onboarding Best Practices**

Wednesday, November 20, 2PM-3PM  
Gumwood Room, Erb Memorial Union





# Leading Through the Vines

*Strategy*

*Best Practices*

*Communication*

*Regulations*

*Collaboration*

**OREGON CUPA-HR  
FALL CONFERENCE  
FRIDAY, NOVEMBER 8, 2019  
CHEMEKETA EOLA CAMPUS**

# AGENDA

- **Benefits Open Enrollment**

*Cindi Peterson, Associate Director of Benefits, Benefits Office*

- **HR Community of Practice**

*Mark Schmelz, Chief Human Resource Officer and Associate Vice President*

- **Bargaining update**

*Chris Meade, Associate Director, Employee and Labor Relations*

- **New Temporary Employment Pool**

*Nancy Nieraeth, Director, Talent Acquisition*

- **GE Pay update**

*Ben Kane, Payroll Operations Manager, Payroll Office*

# Benefits Open Enrollment

Cindi Peterson, Associate Director of Benefits  
HR Programs and Services

- Mandatory process for **ALL** new, current and returning employees
- Deadline October 31, 2019
- 2 step process
  - Enroll in plans for 2020 and elect HEM participation
  - HEM participation requires completion of Health Assessment

- UO Benefits Open Enrollment website
  - Important events, dates and deadlines
  - Instructions and links to complete the process
  - Plan changes for 2020
  - Plan comparison and enrollment guide
  
- Encourage employees to take action early
  
- Communications
  - Emails from the Benefits Office and PEBB
  - AroundtheO articles
  - Direct Mailings from PEBB



## ➤ UO Benefits Fair

- Thursday October 3, 10am – 2pm
- EMU Crater Lake North/South
- No registration required



# HR Community of Practice

Mark Schmelz, Chief Human Resource Officer  
and Associate Vice President

# Bargaining Updates

Chris Meade, Associate Director  
Employee and Labor Relations

# New Temporary Employment Pool

Nancy Nieraeth, Director  
Talent Acquisition

# Temporary Employee Pool

- Collect resumes/forms in MyTrack
- Units can submit request to Talent
- Hires will be Temporary Classified
- Gathering applications now!
- Additional information on request process coming soon

# Temporary Employee Pool

- Administrative Support
- Financial/Accounting Support
- Custodial
- Information Technology
- Food Service/Hospitality

# Upcoming Webinars from Talent:

- **Mythbusters**

- Wednesday, October 16 from 10-10:30am

- **Faculty Recruitment**

- Wednesday, October 23 from 3-3:30pm

-Sign up in MyTrack (new ones coming soon!)

-Recordings and slides will be published

# GE Pay Update

Ben Kane, Payroll Operations Manager  
Payroll Office

Next HR Partners Meeting  
Wednesday, November 6  
2:00 PM  
HEDCO, Room 220