

HR Partner Highlights  
October 2, 2019

Upcoming Training: Register on the MyTrack Learning and Development module

[IDR Cognos Report User training](#), Thursday, October 3, 9AM-10:30AM, McKenzie Hall Computer Lab

[Understanding Implicit Bias](#), multiple sessions available in October

[Declare Your Wellness - Ambassador Program](#), Tuesday, October 8, 2PM-3:30PM, Cedar Room

[Supporting a Respectful Work Environment –Supvr. Dev.](#), Wed, Oct. 9, 9AM-11AM, HR Training Room

[IDR Cognos Report Writer training](#), Thursday, October 10, 9AM-10:30AM, McKenzie Hall, Rm 101A

[Talent Webinar: Mythbusters](#), Wednesday, October 16 from 10-10:30am

[Talent Webinar: Faculty Recruitment Process](#), Wednesday, October 23 from 3-3:30pm

[HR Orientation for New HR Partners](#), Thursday, October 24, 9AM-11AM, HR Conference Room

[Workspace Ergonomics and Safety in Motion](#), Wednesday, October 30, Noon-1PM, Redwood Auditorium

[Performance Evaluations –Supervisor Development](#), Monday, November 4, 9AM-11AM, HR Training Rm.

[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

[Oregon CUPA-HR Fall Conference](#), Friday, November 8, Chemeketa Eola Campus

Meeting 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 of 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, Benefits Office*

- 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. Use the [PEBB login](#) to start the process.
  - HEM participation requires completion of Health Assessment Questionnaire between September 1 – October 31.
  
- UO [Benefits Open Enrollment](#) website provides employees with the following:
  - Important events, dates and deadlines
  - Instructions and links to complete the process
  - [2020 Plan changes](#) effective for January 1, 2020, are available online for review.
  - Plan comparison and enrollment guide is available on the [Get Savvy About Health Insurance](#) web page.
  
- Communications
  - Emails from the Benefits Office and PEBB will be distributed to employees.
  - AroundtheO articles are scheduled in October
  - Direct Mailings from PEBB will continue throughout the month of October.
  
- 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*

- We are considering new ways to collaborate and connect with our HR Partners. We believe the monthly meetings are an easy way to provide updates and we will continue scheduling these meetings on the first Wednesday of each month.
- In addition to the monthly standing meetings, we will begin to offer professional development opportunities on a quarterly cycle.
- [Onboarding Best Practices for HR Partners](#) is our first professional development session scheduled for November 20, at 2:00 PM. Talent Acquisition representatives and HR Partners from the Lundquist College of Business, Knight Campus and Information Services will share their best practices for onboarding new hires. Register on the MyTrack Learning module.
- We will stagger the professional development and social networking opportunities throughout the year to build and reinforce the community of practice concept.
- I have scheduled open office hours for this term in the EMU Fishbowl. HR Partners have a standing invitation to stop by to discuss their insights and broad HR topics. View the [Open Office Hours for HR Partners](#) web page for more information and updates.

## **Bargaining update**

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

- The Service Employees International Union (SEIU) has rescinded its strike notice. Oregon's public universities and SEIU have reached a tentative agreement on a new contract.
- Key economic terms reached in the new contract can be viewed on the [SEIU Bargaining Information](#) webpage.
- We will be working on implementation of these contract terms in the coming weeks.
- The Graduate Teaching Fellow Federation (GTFF) declared impasse and we are currently in the "cooling off" period.
- Mediation with the GTFF continues during this "cooling off" period.
- Based on the timeline, November 3 is the first day a GTFF strike could occur.
- Please review the [GTFF Bargaining Information](#) page to stay up to date.

## **New Temporary Employment Pool**

*Nancy Nieraeth, Director, Talent Acquisition*

- Talent Webinars Offered in October – Register in the MyTrack Learning Module
- The webinars will be recorded and made available to HR Partners.
  - [Mythbusters](#), Wednesday, October 16 from 10-10:30am
  - [Faculty Recruitment Process](#), Wednesday, October 23 from 3-3:30pm
- **New Temporary Employee Pool**
  - HR Talent is piloting a new online [Temporary Employment Pool](#). The new pool launched October 1 and runs through the remainder of 2019.
  - Individuals interested in temporary employment can submit their interest online.
  - UO departments/units will soon be able connect with HR Talent to access people in the pool for temporary positions they have available. More information on this process is coming soon.
  - Temporary agency hires are still an option – this is just another way to create access for those who want to work at UO temporarily.
  - Applicants select areas of interest such as administrative support, food service, information technology, finance/accounting support, and/or custodial. They also can identify specific skills and experience in each area of interest, i.e. Banner, Microsoft Office etc.
  - Applicant work availability is also part of the application along with the certification statement allowing us to run background check on individuals selected for temporary roles.
  - Hires will still be completed via the Request to Hire and PRF process.
  - Applicants can return to their pool application and update their information with as they learn new competencies.
  - Feedback will be collected from all units about this process and new feature.
  - Talent is hopeful that this new process will help to develop employment pipelines for retirees, recent graduates, friends and family members.

- This is a new campaign and appears at the bottom of the [job listing](#) web page. Here is the language from the web page:

#### **Temporary Employment Pool 2019**

The University of Oregon is seeking Eugene area candidates who are interested in temporary employment. Temporary employees can be asked to provide temporary support to various departments at the University of Oregon based on their availability and areas of interest provided in their application. Temporary positions are often for administrative support; however, there is occasional need for food service/hospitality, information technology, or other specialized roles. The minimum qualifications will vary by position, as will the duties involved.

#### **GE Pay Update**

Ben Kane, Payroll Operations Manager, Payroll Office

- A number of Graduate Employees (GE) were not paid in September due to late paperwork submission.
- Payroll is working to pay these employees as quickly as possible.
- Payroll anticipates processing all pay by early next week for these GEs.

**The next HR Partners meeting is Wednesday, November 6, at 2PM, in HEDCO, Rm 220.**