

HR Partner Meeting

September 11, 2019

I-9 Employment Eligibility Workshop
optional International Hire Document training

Thursday, September 12
10AM-12PM, Thompson Training Room

Incident Response Training-Cyber Threats

Wednesday, September 18
1PM-3PM, HR Training Room

HRIS Electronic Approval Forms (EPAF)

Thursday, September 19
9:30AM-11AM, Thompson Training Room

Search Process Advocate Training

September 19, 20, 24, 8:30AM-1:30PM

Suicide Prevention Training and Resources

Tuesday, September 24
2PM-4PM, Room TBD

New Employee Orientation

Tuesday, October 1
8:15AM-12:00 PM, Ford Alumni Center

Understanding Implicit Bias

multiple sessions available in October

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

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

AGENDA

- HR Mission, Vision, and Strategic Principles

Mark Schmelz, Associate Vice President and Chief Human Resource Officer

- OA Job Family Framework Project

Kaia Rogers, Senior Director, HR Programs, Services and Strategic Initiatives

Nancy Nieraeth, Director, Talent Acquisition

- Bargaining update

Missy Matella, Senior Director, Employee and Labor Relations

- Electronic PRF Project update

Sonia Potter, Director, HR Operations

- Legislative update

Jeslyn Everitt, Assistant General Counsel, Office of the General Counsel

HR Mission, Vision, and Strategic Principles

Mark Schmelz, Associate Vice
President and Chief Human
Resource Officer

HR Mission, Vision, and Strategic Principles

HR is committed to fostering a campus Human Resources community of practice. Through collaboration and connection, we work to strengthen HR functions and practices within this community as we all support university leadership and institutional priorities.

We will build and enhance connections throughout the network of Human Resources professionals and practitioners on campus and leverage relationships among this community and campus constituents.

Strategic Principles

Our daily work is guided by the following strategic principles:

1. Continuously improve, develop, and provide support and training for HR practices, systems and processes to maximize effectiveness and efficiencies and deliver thoughtful strategic outcomes that support a diverse and inclusive University and contribute to University success.
2. Lead engagement of the campus workforce to enhance the employee experience and foster an inclusive environment connecting members of the campus community to institutional priorities and contributing to University success.

Strategic Principles

(continued)

3. Engage HR professionals and practitioners on campus to enhance HR knowledge, skills, and abilities. Leverage the strength of the full HR community in delivering campus HR services with shared core values.
4. Reinforce and augment HR's partnership with UO leadership in the implementation of strategic initiatives.

OA Job Family Framework Project

Kaia Rogers, Senior Director
HR Programs, Services and Strategic Initiatives

Nancy Nieraeth, Director
Talent Acquisition

OA Job Family Framework Project

- Approx. 1,400 of 1,600 OA PDs have been submitted to Sibson
- Thank you for your hard work to make the OA PD Update Initiative a success!

OA Job Family Framework Project

Next steps:

- Sibson is reviewing PDs
- Sibson will recommend job family and job categories
- OA Compensation Philosophy

OA Job Family Framework Project

- University HR will take care of submitting OA PDs that are currently under review in HR to Sibson. No action is needed by units.
- University HR will submit the PD that is currently in MyTrack, if an updated PD was not submitted.

OA Job Family Framework Project

Reminders:

- To launch a search, PD needs to have been through HR review (regular approval process)
- Focus on PDs submitted now for immediate recruitment or other pay action—HR will compare with last approved version

OA Job Family Framework Project

Reminders:

- Getting PDs “recruitment ready”—please submit in phases, may need to be prioritized after PDs for “live” pay actions
- Consult with Talent if you have concerns or unique needs

Bargaining Updates

Missy Matella, Senior Director
Employee and Labor Relations

Electronic PRF Project

Sonia Potter, Director
HR Operations

Legislative Update

Jeslyn Everitt, Assistant General Counsel
Office of the General Counsel

Legislative Update

- Long-session adjourned June 30, 2019.
- Changes to equal pay act, workplace fairness, paid family and medical leave, collective bargaining, sexual harassment policy requirements, campus security officers, tuition/funding.

HB 2593 Pregnancy-related rest periods

- Employee must provide “reasonable notice” that they intend to express milk upon returning to work.
- Employee entitled to a “reasonable rest period to express milk each time the employee has a need to express milk.” (previously up to 30min each 4hr period)
- Break is unpaid, and should be taken at the same time as rest/meal periods, if feasible.
- Effective September 29, 2019.

HB 2593 Pregnancy-related rest periods

Updated HR website,
<https://hr.uoregon.edu/worklife/children-elders-family/lactation-support>, includes:

- Location info for lactation support rooms
- Request a sign or fridge
- Other resources



HB 2341 Pregnancy-related accommodations

- Employers may not discriminate/retaliate or fail to make accommodations to job applicants or employees **relating to pregnancy, childbirth, or related condition including lactation.**
- Notice to employees: in writing and posters.
- Private right of action.
- Effective January 1, 2020.

October HR Partners Meeting

Wednesday, October 2

2:00 PM

Gumwood Room, Erb Memorial Union