

HR Partners Meeting
April 4, 2018 Highlights

HR Training Announcements:

- Offers Refresher and Recruitment Module trainings are scheduled in April. View and register for these trainings on the MyTrack Learning Module.
- Please let Jen Mirabile know if you have new staff with HR responsibilities who would benefit from attending our April HR Orientation for New HR Partners. The orientation is scheduled for April 26th from 1PM to 2:30 PM in the HR Conference room.
- A few openings are available in the upcoming BOLI trainings in June. Trainings include Wage and Hour, Recordkeeping, and Discipline. Contact Ashley Malan, at amalan@uoregon.edu if you are interested.
- The [Retirement & Lifestyle Expo](#) is scheduled for Tuesday, April 10th from 10AM to 2PM in the Crater Lake Rooms. Visit the exhibit hall or attend a seminar.
- There is an opening in the upcoming Crucial Accountability training. Please contact Ashley Malan, amalan@uoregon.edu, if you are interested in attending this training.

Agenda:

Legislative Update, *Hans Bernard, Assistant Vice President, State & Community Affairs*

HR Staffing Updates, *Kaia Rogers, Director HR Programs & Services*

Courtesy Renewal Process, *Jen Mirabile, Sr. HR Programs Coordinator*

Talent Acquisition Update *Nancy Nieraeth, Director and team members*

OR CUPA-HR Conference, *Jenna Rakes, Sr. HR Recruiter & Jared Haddock, HR Manager, Information Services*

Fair Share Update, *Missy Matella, Senior Director, Employee & Labor Relations*

HR Staffing Update, *Kaia Rogers, Director HR Programs & Services*

- We have two 1-year HR Project Managers positions open. These two positions will be responsible for managing new HR projects.
- We are also searching for a Learning & Development Manager who will report to me in the Programs and Services unit.
- An Office Specialist position is open in the HR Service Center and information about this position will be posted soon.
- Talent Acquisition has an opening in the Compensation and Classification area and this position will be posted soon.
- We have a new position titled: Campus Policy Implementation and Training Officer. This position will be responsible for training and compliance related to the new Title IX required reporting policy, The Clery Act, and Workplace Harassment Prevention. We are currently reviewing the title and position description and hope to have this position posted in the near future.
- If you know of anyone with expertise in any of these areas, please let them know about these current and upcoming openings. As always, we appreciate your help.

Courtesy Renewal Process, Jen Mirabile, Sr. HR Programs Coordinator

- A few changes have been made to the Courtesy Renewal Process for AY 18/19. In May, Human Resources will send a Cognos report to those departments with active courtesy appointments along with instructions ([Instructions can also be found on HR Operations' Courtesy web page](#)).
- Departments will review their report for renewals and terminations.
- Terminations can be processed without approval from your Vice President/Dean's Office. A new form has been created to end courtesy appointments and it is called the [Unpaid Appointment Termination Form](#). It can be found on forms.uoregon.edu website.
- Departments will submit their [renewal list](#) to their Vice President or Dean's Office.
- Vice President or Dean's Office will approve department lists. Once your renewal list is approved, you can email or mail renewal notifications to your courtesy appointments.

Approved Courtesy Appointment Renewals:

- No action is required for those courtesy appointments with no end date.
- Submit an [Unpaid Appointment Form](#) for those courtesy appointments with an end date.

Courtesy Terminations:

- **To terminate a courtesy appointment use the [Unpaid Appointment Termination Form](#)**

Talent Acquisition Update Nancy Nieraeth, Director and team members

- Talent Acquisition Call in Hours:
 - Mondays 4:00PM-5:00PM
 - Wednesdays 10:00AM-11:00AM
 - The call number is X6-5512
- This is a pilot for the spring term and we will be monitoring the effectiveness of this program. In addition, if you do use the "Call in Hours" we will be asking for your feedback.
- One of the benefits of scheduling specific times for calls is the ability to have an HR Partner schedule a conference with a Department Manager to call in together.

OR CUPA-HR Conference, Jenna Rakes, Sr. HR Recruiter, Jared Haddock, HR Manager, Information Services

- The OR CUPA-HR spring conference was well attended by HR professionals from higher education institutions from all over the state.
- The networking event was a success. It was nice to see some colleagues outside of the work environment in a casual setting.
- We had a full agenda with a lot of good content. The conference website now has all of the [presentations](#) available for your review.
- Please reach out to Jared or Jenna if you are interested in speaking with an HR Partner who attended one of the sessions. We would be happy to facilitate a meeting to discuss the information.

- We were also able to recognize Roberta Thompson, in Talent Acquisition, for her HR HERO nomination. If you see Roberta please congratulate her on her nomination.
- The Oregon CUPA-HR chapter has been a great way to meet other professionals in the HR area and to discuss problems, concerns and solutions in our respective offices. CUPA-HR is a valuable resource and we hope you will all consider attending our fall conference, getting involved as a volunteer or running for a board position.

Fair Share Update, Missy Matella, Senior Director, Employee & Labor Relations

What is Fair Share?

- 1) Public employees in a bargaining unit are required to pay dues. Some employees in the bargaining unit are in the union and pay full union dues. Some employees in the bargaining unit elect to opt out of the union and only pay “fair share” dues. Fair share dues are generally those dues that support the union’s administrative costs associated with bargaining, grievances, etc., but do not include costs associated with political action
- 2) The U.S. Supreme Court is currently deciding a case that challenges the constitutionality of requiring public employees to pay fair share dues. This review is based on the argument that an employee required to pay a fair share fee is essentially being compelled to speak.
- 3) The U.S. Supreme Court took oral arguments on this case in late January and we expect a decision in late June. Based on the current composition of the Supreme Court, experts predict that the court will determine that requiring public employees to pay a fair share fee is unconstitutional and therefore prohibited.

We anticipate that fair share will be ruled unconstitutional and will be discontinued for those employees who elected to opt out of the union.

What does this mean?

- 1) Unions and other outside groups will likely be communicating with employees regarding the fair decision over the next several months;
- 2) Unions may increase their efforts to sign up new members and/or increase their efforts demonstrate value to their members; and
- 3) If the decision comes out as predicted, unions will not be able to collect fair share dues from their members.

What you need to know:

- Employee and Labor Relations will develop a Frequently Asked Questions (FAQ) information sheet outlining how and when the Unions or Freedom Foundation can communicate with your employees.

The next HR Partners Meeting is Wednesday, May 2nd, at 2:00 PM, in the Crater Lake Room South, EMU.