

HR Partner Meeting

December 4, 2019

IDR Cognos Report Writer Training

Thursday, December 5, 9AM-10:30AM
McKenzie Hall Computer Lab 101A

Travel Policy and Concur Overview

Monday, December 9, 8:30AM-3:00PM
Thompson University Center Room 305

Suicide Prevention Training and Resources

Monday, December 9, 9AM-11AM
Straub Hall Room 251

Title IX –Supervisor Essentials

Wednesday, December 11, 2PM-4PM
PeaceHealth North Building, HR Training Room 478

Campus Security Authority Training

Thurs., Dec 12, 3PM-4:30PM
Friday, December 20, 1PM-2:30PM
PeaceHealth North Building, HR Training Room 478

Grievances, Discipline and Unions Supervisor Essentials

Wednesday, January 8, 9AM-11AM
PeaceHealth North Building, HR Training Room 478

Declare Your Wellness

Tuesday, January 14, 2PM-3:30PM
Miller Room 107, Erb Memorial Union

HR Orientation for HR Partners

Thursday, January 23, 9AM-11AM
PeaceHealth North Building, HR Training Room 478



AGENDA

- **HR Updates**

Mark Schmelz, Associate Vice President and Chief Human Resource Officer

- **Pregnancy Accommodations (HB 2341)**

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

- **Fair Labor Standards Act update**

Stephanie Neuhart, Director, Classification and Compensation

- **HR Partner Poll**

Sue Russel, Executive Assistant/Strategic Initiative Coordinator

- **Making Connections Activity**

Jen Mirabile, Senior Programs Coordinator

HR Updates

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

HR Staffing Updates

New Role within University HR:

- **Emily Cambra moved to an on-going HR Specialist position in the HR Service Center. Congratulations, Emily!**

Current Searches

- Learning & Development Manager
- Compensation Analyst (2 openings)
- Affirmative Action/ADA Specialist

University HR Transitions

Annie Herz, Associate Director, Employee and Labor Relations

Tiffany Ray, HR Compliance and Training Officer

Pregnancy Accommodations (HB 2341)

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

Pregnancy Accommodations (HB 2341)

- Effective January 1, 2020
- 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

Pregnancy Accommodations (HB 2341)

- Workplace Accommodations Notice to be posted with the other required workplace notices by 1-1-20
- Notice to new employees at time of hire
- Notice to existing employees by end of June
- Notice to employees who notify supervisor/HR of pregnancy within 10 days of notification

Fair Labor Standards Act (FLSA)

**Stephanie Neuhart, Director
Classification and Compensation**

Reminder: FLSA Salary Threshold Change

FLSA overtime rule determines whether employees are exempt or eligible for overtime pay.

- Effective January 1, 2020 the minimum exempt salary threshold increases
 - From \$23,660 annually to \$35,568 annually
 - From \$455 per week to \$684 per week

Any person not earning this amount is now eligible for overtime and must continue to meet the duties test.

FLSA Change

ACTION STEPS:

HR has list of impacted employees and has engaged with division and unit leadership to discuss options for achieving compliance.

Options include –

1. Possible salary adjustments to meet or exceed threshold
2. Employees in positions that are changed from exempt to non-exempt under the new ruling will be required to report time worked on an hourly basis and receive overtime pay for each hour worked over 40 in a work week.

Following discussion and determination by division and unit leadership employees and supervisors will be notified on how to proceed.

HR Partner Poll

Sue Russell, Executive Assistant and
Strategic Initiative Coordinator

Work together at your tables to answer the poll!

Question 1

George who:

- A. George Washington
- B. George Clooney
- C. George Lopez
- D. Curious George

Question 2

Which of the following is the acronym for the act that establishes wage and hour regulations for employers?

- A. FSLA
- B. FFLA
- C. FLSA
- D. FALA LA LA LA-LA LA LA

Question 3

Favorite Hogwarts' house:

- A. Gryffindor
- B. Ravenclaw
- C. Slytherin
- D. Hufflepuff

Question 4

Why does onboarding matter?

- A. Supports positive 1st impressions
- B. Supports communication of core values and expectations
- C. Supports commitment to success
- D. All of the above

Question 5

You are in a car with Adele. Do you...

- A. Sing along with her
- B. Listen quietly as she sings
- C. Request she sing specific songs
- D. Adele who?

Question 6

Employee and Labor Relations

- A. Processes employment action forms
- B. Serves as the University representative in union contract negotiations
- C. Manages the university's benefits
- D. Verifies and reviews Banner entries

Question 7

A. Star Wars

B. Star Trek

Question 8

Employees receive free admission to:

- A. Jordan Schnitzer Museum of Art
- B. Museum of Natural and Cultural History
- C. Both
- D. Neither

Question 9

What is the approximate distance from Eugene to the Chemeketa Eola campus? (Oregon CUPA 2019!)

- A. 70 miles
- B. 250 miles
- C. 40 miles
- D. 10 miles

Question 10

How many student groups and organizations are there at the UO?

- A. 245
- B. over 300
- C. 500
- D. 25

Build Community and Connection Activity

1. Share with the group something we might not know.

Where you are from? What your hobbies are? How many siblings you have?

2. Audience members that have a connection – raise their hands to show they share that connection.

3. Audience members that have a connection and want to share more about that connection and themselves can enthusiastically wave at the speaker.

4. Our goal is to hear from 20 or more HR Partners

5. Practice Round

Next HR Partner Meeting

Wednesday, January 8, 2:00 PM
Gumwood Room, Erb Memorial Union