

HR Community of Practice

October 7, 2020

2:00PM-3:00PM



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[Supervision in Times of Crisis](#)

October 8- 11am and October 19- 2pm-3pm

[Performance Evaluations - Supervisor Development](#)

October 14- 10am to noon

[Leadership in Student Supervision](#)

October 15- 1pm to 4pm

[Talent Webinar: Equity and Inclusion in Recruiting and Hiring \(Mythbusters\)](#)

October 20 -2pm-3pm

[ADA Compliance - Supervisor Essentials](#)

October 21- 9am to 11am

LCHRA - [7 Seconds that Change Your Life: Communication & Listening Skills](#)

October 20, 7:15am-9:00am

[Eldercare During the Pandemic -Discussion](#)

October 13- 2pm to 3pm

Parent Connection Sessions

[Birth to age 5- Parent Connection & Discussion](#)

November 5, 10am-10:45am

[K- 5th grade Parent Connection- & Discussion](#)

October 15- 1pm- 1:45pm

[Middle School Parent Connection- & Discussion](#)

October 20, 11am- 11:45am

[High School-Parent Connection- & Discussion](#)

October 16- 2pm-3pm

[UO Parents Helping their Children](#)

[Navigate Online Learning](#)

October 14 -2pm-3pm

AGENDA

- **HR Updates**

Mark Schmelz, CHRO and Associate Vice President

- **Benefits Annual Enrollment**

Cindi Peterson, Associate Director of Benefits

- **COVID-19 Reminders**

Mark Schmelz, CHRO and Associate Vice President

Missy Matella, Senior Director, Employee and Labor Relations

- **Political Issues in the Workplace**

Missy Matella, Senior Director, Employee and Labor Relations

- **Performance Reviews**

Mark Schmelz, CHRO and Associate Vice President

- **Question & Answer**



HR Updates

Mark Schmelz, CHRO and Associate Vice President



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HR Updates

- **Caregivers website:**
<https://www.uoregon.edu/caregivers>
- **Caregiver Networks:**
<https://www.uoregon.edu/caregivers#caregiver-networks>



Benefits Annual Enrollment

Cindi Peterson, Associate Director of Benefits



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Open Enrollment

- October 1 -31, 2020
- Not mandatory!
- No action required
- Current plans will rollover to 2021, except for Flexible Spending Accounts
- Flexible Spending Accounts require reenrollment
- Encourage employees to read all PEBB and UO Benefits Office communications
- Refer to the UO Benefits Open Enrollment webpage for instructions and information



Virtual Benefits Fair

- October 5th – 9th
- Access available on Open Enrollment webpage
 - <https://hr.uoregon.edu/benefits/open-enrollment>
- 20 Vendors participating
- Download resources
- Watch videos
- Chat with vendors
- Attend Webinars



COVID-19 Reminders

Mark Schmelz, CHRO and Associate Vice President

Missy Matella, Senior Director, Employee and Labor Relations



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COVID-19 Reminders

- **Employee Guide to Safety Regulations**
<https://hr.uoregon.edu/programs-services/covid-19-resources/covid-19-safety-regulations-employee-guide>
- **Workplace Checklist**
<https://hr.uoregon.edu/programs-services/covid-19-resources/covid-19-workplace-essentials-checklist-employee-guide>
- **Safety Precautions in the Workplace**
<https://hr.uoregon.edu/programs-services/covid-19-resources/covid-19-safety-precautions-workplace>
- **UO COVID-19 Safety Training (online)**
<https://uomytrack.pageuppeople.com/learning/3027>



Political Issues in the Workplace

Missy Matella, Senior Director, Employee and Labor Relations



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Political Issues in the Workplace

- **Political Activities: An Election Year Reminder**
<https://hr.uoregon.edu/political-activities-election-year-reminder>
- **Political Activities Notice:**
<https://hr.uoregon.edu/employee-labor-relations/employment-policies/political-activities>



Performance Reviews

Mark Schmelz, CHRO and Associate Vice President



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Questions and Answers

Please use the chat function in Zoom to submit questions – default to everyone so your questions are visible to all. Thanks!



**Thank you for attending today's
HR Community of Practice meeting.**

**The next HRCoP meeting is scheduled for
Wednesday, November 2, 2020.**

