

One Community. Big Ideas.

HR Partners Meeting June 5, 2019



MyTrack Engagement. Experience. Excellence.

Register on the MyTrack Learning Module

<p>New Employee Orientation Monday, June 10th, 8:15AM-11:45AM Ford Alumni Center</p> <p>Project Management Fundamentals Tuesday, June 10th, 8:30AM-12:00PM HR Training Room</p> <p>Influencer Series June 25th, 26th & 28th HR Training Room</p> <p>Coping with Job Loss Wednesday, June 26th, 12:00PM-1:00PM Gumwood Room - EMU</p> <p>Tuesday, July 9th, 12:00PM-1:00PM Straub Hall Room 254</p>	<p>Crucial Conversations Starting Thursday, July 11th Multiple dates and times. HR Training Room</p> <p>HR Orientation for New HR Partners Thursday, July 11th HR Conference Room</p> <p>Emotional Intelligence in the Workplace Wednesday, July 17th Straub Hall Room 145</p> <p>HR webinar resources www.cupahr.org/events/webinars/ http://www.cascadecenter.com/HR-Webinars</p>
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AGENDA

- **Legislative update**
Libby Batlan, Associate Vice President, State & Community Affairs
Hans Bernard, Assistant Vice President, State Affairs
- **Oregon Equal Pay Act update**
Nancy Nieraeth, Director, Talent Acquisition
- **Layoff Process update**
Missy Matella, Senior Director, Employee and Labor Relations
- **Update to MyTrack PD Module**
Jenna Rakes, Associate Director, Talent Acquisition
- **PD Update Timeline for OA Job Family Framework**
Kaia Rogers, Senior Director, HR Programs, Services, and Strategic Initiatives
- **Workplace Harassment and Discrimination Prevention training**
Tiffany Ray, HR Compliance and Training Officer

Welcome!

Mark Schmelz
CHRO and Associate Vice President





2019 Legislative Session
Benefits & Employment Policies
UO Government & Community Relations | June 5, 2019

Workplace Harassment

- **SB 478** - Prohibits payments through a nondisclosure agreement (NDA) relating to workplace harassment from campaign contributions or public moneys.
 - Not yet passed.
- **SB 479** - Requires public employers to have a written policy to prevent workplace harassment; prohibits requiring employees to enter into NDAs as a condition of employment if it prohibits the discussion of workplace harassment or sexual assault.
 - Not yet passed.
- **SB 726** – Creates new unlawful employment practices related to workplace harassment and sexual assault, applying to public and private employers.
 - Not yet passed.

Employee Benefits, Compensation & Bargaining

- SB 852 - Establishes that a part-time faculty members are eligible for health care benefits, and requires the employee to pay 10% of the premium. Directs the state to pay for the costs of insurance premiums out of state funds appropriated to the Oregon Educators Benefit Board (OEBB).
 - In Ways & Means, unknown if it will pass.
- HB 2266 – Requires Oregon Health Policy Board to study changes in health care coverage in Oregon since implementation the ACA.
- The -5 amendment repeals the elimination of “double coverage,” for PEBB/OEBB dependents, which was removed via SB 1067 (2017). The amendment restores double coverage and opt-out provisions for OEBB and PEBB, and enacts a surcharge on any public worker who elects coordinated coverage for their families.
 - Not yet passed, lawmaker’s are still considering the -5 “double coverage” amendment.

Employee Benefits, Compensation & Bargaining

- SB 123 – Amends the 2017 Oregon Pay Equity Act, including modifying standard applicable to award of compensatory to punitive damages and prohibits use of employer’s implementation of equal pay analysis as admission of liability.
 - Not yet passed.
- HB 2016 – Makes changes to PECBA. Repeals the statute mandating that employees provide written notice to employers when authorizing or revoking payroll deductions for union dues; makes changes to authorized activities and compensation of designated representatives; union access to employees included in a bargaining unit; and union use of employer facilities and equipment.
 - Not yet passed.
- HB 2005 – Establishes a paid family and medical leave program for the State of Oregon.
 - Not yet passed.

Hiring Practices

- HB 2216 – “Rooney Rule,” repeals sunset on law that requires public universities to interview qualified minority candidates when hiring head coaches.
 - Passed; Governor signed.
- SB 332 – Requires a public employer to interview every qualified veteran who has applied for a position performed by only one person within the organization even if the public employer used an eligibility list to rank applicants.
 - Not yet passed.

PERS Reform

- SB 1049 – Makes changes to PERS benefits for public employees. The bill changes the amortization period for select liabilities, modifies benefits, and removes restrictions on PERS retirees' ability to be hired after retirement. Additionally, the bill makes investments in the Employer Incentive Fund established in 2018.
- Combined, it is expected to reduce system-wide employer contribution PERS rates by 5.43% and reduce employer contributions by between \$1.2 and \$1.8 billion per biennium beginning in 2021-23.
 - Passed; Governor will sign.

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State Affairs Team
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 Hans Bernard | hbernard@uoregon.edu



Oregon Equal Pay Act Update

Talent Acquisition is now using the OA Short-Term Task Force's work on common and non-common jobs as a jumping-off point in evaluating OA positions and setting hiring ranges

The Task Force considered:

- The primary function of the position
- Types of OA jobs commonly recurring across campus
- Whether the broad area in which the work is performed as an important differentiating factor
- Whether there are common levels or further subcategories within groups that would be considered work of comparable character for purposes of pay equity

Provided categorization to Sibson for review



Oregon Equal Pay Act Update

- Talent is validating and modifying identifications as position descriptions are submitted for recruitment or pay actions
- Opportunities for units to provide feedback on OA categorization will occur through the OA Job Family Framework Project
- Next steps: streamlining approvals, OEPA Ongoing OA Subcommittee



Layoff Process Update

- Layoffs and reassignments were sent to Vice Presidents and Deans last week
- OA layoffs and reassignments need to be delivered to OAs between June 18th and June 20th
- SEIU layoffs needs to be delivered on June 20th
- Talking points were distributed with approvals



Career Transition Resources

Two Employee Support Sessions:

Coping with Job Loss

Wednesday, June 26th, 12:00PM-1:00PM Gumwood Room –EMU

Tuesday, July 9th, 12:00PM-1:00PM, Straub Hall, Room 254

Career Transition Resources


- Career and Financial Counseling
- WorkSource Oregon
- Online Resources
- Job Search Resources
- Community Resources
- EAP Webinars



Update to MyTrack PD Module

Why change the PD?

- Job Family Framework Project
- Oregon Equal Pay Act
- Changes from user feedback
- Realignment for usability




Update to MyTrack PD Module

POSITION DESCRIPTION

If you need more information on completing a position description please see the following links:

- Job Family Framework Project
- Oregon Equal Pay Act
- Changes from user feedback
- Realignment for usability




Update to MyTrack PD Module

DECISION MAKING & FISCAL RESPONSIBILITY

For full definitions of terms in these dropdown lists please see the following links:

- Job Family Framework Project
- Oregon Equal Pay Act
- Changes from user feedback
- Realignment for usability



Update to MyTrack PD Module

Preferred Name Change

- Importing preferred names into first name field
- If no preferred name, defaults to legal name
- No more "Jenna Jenna Rakes" in the blue box
- Will impact how you search for approvers and users



Update to MyTrack PD Module

Timing

- Sunday, June 9th
 - New PD installed into LIVE environment
- Monday, June 10th
 - Preferred Name programming change activated
 - Webpage guidance updated

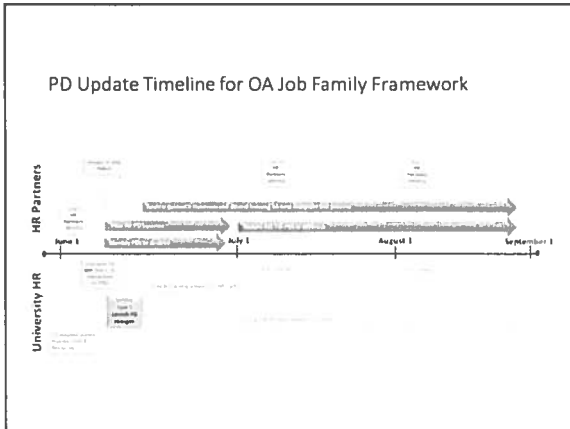


Update to MyTrack PD Module

What to know now

- Delay PD entry if possible
- Can see new PD in training/test environment
- Look for updated PD guidance online
- Recruiter outreach on items pending
- If trouble searching for approvers, use last name only





Workplace Harassment and Discrimination Prevention update

- Current Completion is 71%
 - Classified Employees – 87%
 - Officers of Administration – 82%
 - Faculty – 48%
 - Graduate Employees – 48%

We have developed a new report to allow supervisors to view their direct reports status

Reports

We ask that you continue to help us encourage staff to complete the training.

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Next HR Partner Meeting

Wednesday, July 10th
2:00 PM

HR Partner Check-In and Networking

Location: Living Learning Center South Performance Hall

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