

Learning and Development Opportunities

Search Chair Drop-in Hours - Wednesdays from 12-1pm, [Join Zoom Meeting](#)

[Search Advocate Training Workshop](#), multi-day workshop starting May 9

[Getting Things Done \(GTD\)[®]](#), multi-day workshop starting May 9

[Excel Beginner](#), Monday May 9, 1 -3PM

[Administering 2022 IHP TTF Searches: Launch to Completion -Training Resources](#)

[Using LinkedIn Learning for Your Own Professional Development](#), Thursday, May 12, 2PM-2:50M

[Eldercare Discussion Session](#), Wednesday, May 18, 3PM-4PM

Lane County HR Association [Building Intentionally Awesome Cultures](#) presented by Devin Craig, Tue, May 17, 7:30AM

[Three Steps to Concur Travel Success](#), Thursday, May 19 10AM-12:15PM

[Onboarding and Training: Enhancing Your Student Supervision Practice](#), Thursday, May 19, 10AM-11:50AM

[Creating a Workplace Culture that Values Mental Health](#) Canopy HR Webinar – May 25 9AM-10AM

[New Employee Orientation, You & UO](#), Tuesday, June 7, 9:30AM

Agenda

- Legislative updates
Jenna Adams-Kalloch, Senior Director, State Affairs
- Collective Bargaining updates
Chris Meade, Senior Associate Director, Employee & Labor Relations
- Faculty Renewals, Summer Appointments and Deadlines
Catherine Bonomini-Smith, Sr. Associate Director, HR Operations
- Employee Demographic Data Collection
Kaia Rogers, Sr. Director, HR Programs, Services and Strategic Initiatives
- Administering 2022 IHP Tenure Track Faculty Searches
Jenna Rakes, Director, Talent Acquisition
- HR Staff updates

Legislative updates

Jenna Adams-Kalloch, Senior Director, State Affairs (see Jenna's presentation slides here)

- **University of Oregon Investments**
 - The UO received over \$10 million to purchase scientific equipment [Phil and Penny Knight Campus for Accelerating Scientific Impact](#).
 - \$4.5 million was allocated to support the work of Professor Doug Toomey and the [Oregon Hazards Lab](#) Wildfire Camera Network.
 - \$700,000 will support the College of Education's Oregon Child Abuse Prevalence Study expansion
- **Investments for all Oregon Public Universities**
 - \$7.5 million was allocated to continue the [Strong Start / Summer Bridge Program](#)
 - Legislators approved a \$30 million increase to address cost escalations on previously approved capital projects.
 - \$19 million was approved for the Tribal Student Grant Program.
 - The Oregon Department of Veterans' Affairs is giving \$600,000 in grant funding to 15 colleges and universities across the state to support the institutions' Campus Veteran Resource Centers

Legislative updates continued

- **Policy Bills Affecting University of Oregon**

- **SB 1505:** Expanding the Rights of Student-Athletes: In 2021, Oregon became one of the earliest states to clear the way for student-athletes to benefit from the use of their name, image, and likeness (NIL). This bill expands Oregon's NIL law by requiring producers to provide royalty payments to student-athletes if their individual name, image, or likeness is used on a jersey, trading card, in a video game or other such setting. Oregon will become just the second state in the country to provide this benefit to student-athletes.
- **SB 1522:** This omnibus education bill includes in-state tuition eligibility for Afghan refugees, in-state tuition provisions for veterans, provides access to educational programs at correctional facilities, modifies eligibility for Oregon Promise Grant, and modifies requirements for part-time faculty health insurance.

- **Employment Bills**

- **SB 1514: Passed.** This bill delays a provision of the Oregon Equal Pay Act that requires employers to adhere strictly to equity requirements when giving hiring and retention bonuses. It requires employers to do a complex equity analysis before giving bonuses, businesses would end them, harming both employers and employees. When the legislative session began, such analyses would have been required as of March 1. **They will now be delayed until October.**
- **SB 1586: Passed.** Employers and employees may now negotiate the inclusion of settlement amounts in nondisclosure agreements.

- **2023 Policy Issues to Watch**

- Expanded Funding for Student Support Services resulting from Student Voices Task Force.
 - Legislators have been touring the State to hear directly from higher ed faculty and students about programs to help underrepresented students succeed.
- Continued Pandemic & Wildfire Response
- Threats to Institutional Governance Authority
 - A governance work group is being created by Senator Dembrow to examine public university boards.
- HR Related Policies
 - Including revisions to paid leave legislation, work week proposals, etc.

- Email Jenna at jadamsk@uoregon.edu with any questions.

Collective Bargaining updates

Chris Meade, Senior Associate Director, Employee & Labor Relations

- **SEIU Collective Bargaining Agreement**

- Agreement effective January 1, 2022, through June 30, 2026
- Economic Reopener is scheduled for October 1, 2023
- We will review updates for Article 21 – SALARY and seven additional articles

- **Important updates to be reviewed:**

- Salary Selectives
- Cash Award
- Bilingual Differential
- Remote Work
- Inclement Weather
- Mutual Respect Article

Collective Bargaining updates continued

- **Salary Selectives -Article 21, Section 3**
 - This does not lead to an immediate increase in most cases
 - Employees who are currently topped out and earning the longevity premium will continue to earn the longevity premium (specifically negotiated) after the selective increase
- **Cash Award -Article 22 -Section 1D**
 - Cash awards for IT employees have existed since 1999
 - Departments cannot unilaterally issue a cash award for an employee
 - Cash awards may be used to recognize “completion of projects or other significant events worthy of monetary recognition”
- **Cash Award Considerations:**
 - This does not replace other options: work out of class, overtime, reclassification, etc.
 - This language was introduced January 1, 2022
 - Send requests or questions to hrclasscomp@uoregon.edu
- **Bilingual Differential – Article 20, Section 3(A)**
 - There are two different differentials:
 - 5% for all hours worked *if a condition of employment*
 - \$1/hr for employees asked (*not in PD, not a condition of employment*)
 - “No less than 30 minutes...”
 - If employee uses bilingual skills for 1-30 minutes, employee receives \$.50
 - If employee uses bilingual skills for 31-60 minutes, employee receives \$1.00
- **Remote Work – Article 50, Section 11**
 - This article does NOT change the university’s ability to approve or deny remote work based on operational needs
 - Remote work requests must be responded to within 14 calendar days
 - If a remote work request is denied, a justification for denial must be provided in writing, describing the impact to the operational needs
- **Inclement Weather – Article 58**
 - Employees receive 24 hours of Inclement Weather Leave through end of this fiscal year; 48 hours each biennium after up to the end of the contract (June 30, 2026)
 - “Essential” employees receive 2.5x pay when required to work on campus during a full-campus closure
 - (1.5x Pay + 1.0 Inclement Weather Pay = 2.5x Pay)
 - Employees working from home receive straight time, however, if working conditions are similarly impacted, may use Inclement Weather Leave

Employee	Access to Inclement Weather Leave?
On Campus (scheduled, but not required to work)	Yes.
On Campus (scheduled and required to work)	Yes, only when choosing to receive double time-and-one half (2.5x) pay or when the President declares the closure or delay as paid time.
Telecommuting or remote working	No. The employee must work their scheduled shift or receive approval to use eligible leave.
Telecommuting or remote working, but whose health or safety inside their remote location is similarly impacted by the same conditions that caused the closure or delay.	Yes.

Collective Bargaining updates continued

- **Mutual Respect – Article 64**
 - Outlines inappropriate behavior in the workplace
 - Employees are supposed to report behaviors to supervisor or an appropriate person within supervisory chain
 - Issue must be addressed within 30 days, otherwise employee/union may file complaint with University Human Resources, who then has 30 days to address
- The current agreement can be accessed on the HR website:
<https://hr.uoregon.edu/employee-and-labor-relations/uo-bargaining-units-cbas/service-employee-international-union>

Faculty Renewals, Summer Appointments and Deadlines

Catherine Bonomini-Smith, Sr. Associate Director, HR Operations

- **Faculty Renewals**
 - Departments should process renewal RTOs for faculty with upcoming appointment end dates.
 - Follow the usual process of submitting RTOs for approval. Review the [deadlines](#) from Human Resources and your dean's office (If applicable).
 - Further [guidance on renewals](#) is available on the HR Operations website
 - A Faculty Appointment and Renewal Report is available in Cognos! The report provides 3 tabs:
 - *Faculty Appts (non-tenured)* – lists all non-tenured faculty with appointment information. Includes ongoing career faculty annualized FTE and bargaining unit status
 - *TTF Renewals* – lists all tenure track faculty who need a renewal RTO for the next AY.
 - *Career Renewals* – lists career faculty excluded from the bargaining unit who need a renewal RTO for the next AY
- **Renewal Deadlines**
 - Deadlines can be found on our [website](#).
 - 12-month Faculty -May 1st for July 1st renewals, or two months prior to start of the renewal appointment.
 - 9-month Faculty Fall Term - August 1st
 - Law School Fall Term - June 1st
- **Summer Appointments**
 - Summer appointments will use the same process as last year
 - Detailed [guidelines and instructions](#) are available on the HR Operations website
 - Summer term appointment forms are due to HR by:
 - May 15th for June appointments or by the 15th of the month prior to the appointment start
 - The [HR: Summer Appointment Upload form](#) should be used to submit all summer appointments.

Employee Demographic Data Collection

Kaia Rogers, Sr. Director, HR Programs, Services and Strategic Initiatives

- **Background**
 - Collecting gender identity and sexual orientation information is required by the Oregon Senate Bill 473
 - UO has been voluntarily collecting this information from new employees for several years
 - Other demographic data voluntarily collected include veteran status, disability, ethnicity, and race
- **Update**
 - Coming soon: existing employees will be able to voluntarily report their gender identity and sexual orientation in DuckWeb
- **What you need to know**
 - Providing demographic information is voluntary
 - UO collects demographic information to comply with federal and state laws and requirements mandated by the State of Oregon Higher Education Coordinating Commission (HECC)
 - This data helps inform projects related to employee success, increase recruitment and retention rates of communities of employees, and build programs that meet their needs
 - Employees will also be able to voluntarily report preferred pronouns in the future
- **What you need to do:**
 - Once the reporting option is launched, you can help raise awareness with employees and supervisors, and provide them with resources
 - HR will send an email to all employees to notify them of the DuckWeb update and invite them to voluntarily report their gender identity and sexual orientation
 - The email will have the instructions on how to take action in DuckWeb and will provide a link to additional information on the HR website
 - Employees are also encouraged to review all of their demographic information and add information or update as necessary
 - Employees can review and update their mailing address and emergency contact information
 - Take action to report and update your information, if you so choose

Administering 2022 IHP Tenure Track Faculty Searches

Jenna Rakes, Director, Talent Acquisition

- Talent Acquisition hosted Administering the 2022 IHP Tenure Track Faculty Searches training for the first time since 2019.
- Anyone who is assisting or administering a Tenure Track Faculty Search this year can view the training materials here:
<https://hr.uoregon.edu/recruitment/hiring-faculty-and-staff/hiring-faculty/2018-institutional-hiring-plan-tenure-track>

New HR Staff

- Welcome to the following new University HR staff:
 - Jennifer Maynard, Benefits Coordinator, Benefits Office
 - Harmony Stobaugh, Classification & Compensation Analyst, Classification & Compensation
 - Mollie Peterson, Recruitment Specialist, Talent Acquisition
 - Tang Tumbahangphe, Recruitment Specialist, Talent Acquisition

The next HR Community of Practice meeting is scheduled for Wednesday, June 1, 2022.