WELCOME TO THE SEPTEMBER 2019 HR & ISC ADMIN FORUM!
AGENDA

- 2019 Professional staff salary survey results
- Professional staff 10/1/19 market range adjustments
- 1/1/20 minimum wage increase
- Overtime threshold changes in 2020
- UW Campus Climate Survey
- Washington’s Paid Sick Leave Law: What Have We Learned?
- Labor Update
- Benefits Open Enrollment and Introductions
- Paid Family Medical Leave and Temporary Employment Draft Rules
- The Whole U: Raise the Bar in Review and Upcoming
- Combined Fund Drive
- Distinguished Staff Awards
Professional Staff Salary Survey and 10/1/19 Market Range Changes

Lauren Olson, HR Compensation Consultant
HR Compensation Office

UNIVERSITY of WASHINGTON
Professional Staff Salary Survey

- Milliman consultants conducted the 2019 Professional Staff Salary Survey
- 56 benchmarks were identified in grades 5-11, providing a solid representation of jobs and employees
- Peer groups were identified in higher education and in Northwest and Puget Sound organizations
Survey Observations

> UW cash compensation in general is well aligned with the market Total Cash Compensation 50th percentile (TCC 50th %)
> The University’s employee-weighted average is 8.6% below the market median total compensation level
  > In 2017 the University was 6.0% below the median level
  > Excluding the Research job family the University is lagging the market by 3.6%
> Similar to the previous Professional Staff studies, the results indicate that the University has been able to provide reasonably competitive compensation around the market target
# Prostaff Salaries Compared to the Market by Job Family

<table>
<thead>
<tr>
<th>Job Family</th>
<th>2012</th>
<th>2015</th>
<th>2017</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling/Student Services</td>
<td>-3.4%</td>
<td>-5.0%</td>
<td>-5.6%</td>
<td>-2.0%</td>
</tr>
<tr>
<td>Development</td>
<td>-8.8%</td>
<td>-15.6%</td>
<td>-13.5%</td>
<td>-11.4%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>5.7%</td>
<td>11.3%</td>
<td>10.9%</td>
<td>4.4%</td>
</tr>
<tr>
<td>Manager/Strategic Advisor</td>
<td>-1.2%</td>
<td>-0.9%</td>
<td>1.4%</td>
<td>-3.0%</td>
</tr>
<tr>
<td>Public Information/Communications</td>
<td>-12.9%</td>
<td>-10.8%</td>
<td>-5.0%</td>
<td>-7.5%</td>
</tr>
<tr>
<td>Research</td>
<td>-15.7%</td>
<td>-17.1%</td>
<td>-17.2%</td>
<td>-21.6%</td>
</tr>
<tr>
<td>Information Technology</td>
<td>-7.3%</td>
<td>-5.3%</td>
<td>-4.4%</td>
<td>-5.3%</td>
</tr>
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</table>
Prostaff Salaries Compared to the Market by Grade

<table>
<thead>
<tr>
<th>Grades</th>
<th>2012</th>
<th>2015</th>
<th>2017</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>-7.5%</td>
<td>-9.9%</td>
<td>-4.1%</td>
<td>-14.6%</td>
</tr>
<tr>
<td>10</td>
<td>2.9%</td>
<td>5.1%</td>
<td>9.3%</td>
<td>3.2%</td>
</tr>
<tr>
<td>9</td>
<td>-12.5%</td>
<td>-9.7%</td>
<td>-8.8%</td>
<td>-11.5%</td>
</tr>
<tr>
<td>8</td>
<td>-4.0%</td>
<td>-4.6%</td>
<td>-4.1%</td>
<td>-5.2%</td>
</tr>
<tr>
<td>7</td>
<td>-14.3%</td>
<td>-16.3%</td>
<td>-17.3%</td>
<td>-17.2%</td>
</tr>
<tr>
<td>6</td>
<td>-7.6%</td>
<td>-15.4%</td>
<td>-12.1%</td>
<td>-2.9%</td>
</tr>
<tr>
<td>5</td>
<td>-30.3%</td>
<td>-13.9%</td>
<td>-19.5%</td>
<td>-22.1%</td>
</tr>
</tbody>
</table>
10/1/2019 Market Range Changes

> Based on the 2019 professional staff survey data, market and grade ranges are changing effective 10/1/19

> Ranges were increased by a minimum of 4% or higher, depending on the market data

> Employees who fell below the new market minimums were identified and will be adjusted 10/1
Will we get a list of employees who will receive a market range increase?

- This was sent to members of the Administration Council. If you are an administrator who would like this information and did not receive it, please email Randy West at rfwest@uw.edu
Reminder: no across-the-board increase for classified staff 1/1/20

> Effective January 1, 2019 there was a 2% across-the-board increase
> There is no such pay action January 1, 2020
> City of Seattle Office of Labor Standards (OLS) to announce a January 1, 2020 minimum wage about September 30/October 1, 2019
## Relation of current minimum steps to 1/1/20 minimum wage

<table>
<thead>
<tr>
<th></th>
<th>2% Guess</th>
<th>3% Guess</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Seattle Min Wage As of 1/1/20</td>
<td>Seattle Min Wage As of 1/1/20</td>
</tr>
<tr>
<td><strong>As of 7/1/18</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monthly</td>
<td>$2,774</td>
<td>$2,829</td>
</tr>
<tr>
<td>Annualized</td>
<td>$33,280</td>
<td>$33,948</td>
</tr>
<tr>
<td>Hourly</td>
<td>$16.00</td>
<td>$16.32</td>
</tr>
<tr>
<td></td>
<td>up 2%??</td>
<td>up 3%??</td>
</tr>
<tr>
<td></td>
<td>Per Seattle CPI-U</td>
<td>Per Seattle CPI-U</td>
</tr>
</tbody>
</table>
January 1, 2020 Minimum Wage Increase Seattle, Bothell and Tacoma

- Except 10888
- City of Seattle, City of Tacoma and Washington state minimum wages go up on January 1, 2020
  - City of Seattle: $16.32? (unofficial)
  - City of Tacoma: $13.50 (official)
  - State minimum wage (except where there are higher city minimum wages): going up 12.5% from $12.00 per hour to $13.50 per hour
  - Federal: $7.25

Note: WA State minimum wage law pre-empts City of Tacoma minimum wage law as of 1/1/2020
# January 1, 2020 Minimum Wage Increases Impact on Employees

<table>
<thead>
<tr>
<th>Location</th>
<th>Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seattle Min Wage</td>
<td>Hourlies from $16.00 to $???.?? (adjust to minimum):</td>
</tr>
<tr>
<td></td>
<td>• Student Assistants, Nursing Techs, Temp Staff Helpers</td>
</tr>
<tr>
<td></td>
<td>• ASE hourlies (Readers/Graders/Tutors) in UAW, adjust from $16.00 to $???.??</td>
</tr>
<tr>
<td></td>
<td>• Applies on Seattle, Bothell and Tacoma campuses</td>
</tr>
<tr>
<td>Tacoma Min Wage</td>
<td>Student Assistant-UWT hourlies in job code 10888 adjust from $12.35 to $13.50. All other jobs at UW Tacoma follow Seattle min wage</td>
</tr>
<tr>
<td>WA State Min Wage</td>
<td>State minimum increases from $12.00 to $13.50, but no impact except on Tacoma Student Assistant hourlies since all UW employees are already higher</td>
</tr>
</tbody>
</table>
2019 Minimum Wage Adjustments Implementation (continued)

> After the January 10 pay date:
> ISC staff will make changes centrally to:
  – Hourly employees;
  – Pay ranges; and
  – Step placement of salaried classified employees
2019 Minimum Wage Adjustments – Tacoma Implementation

> Student Assistant-UWT (Tacoma) will be changed from $12.00 per hour to $13.50 per hour
  – The increase in the state minimum wage will go a rate higher than the City of Tacoma inflation rate would produce.

> The City of Tacoma minimum wage law will effectively be pre-empted by the 12.5% increase in the Washington State minimum wage.
Overtime Threshold Update – FLSA & WMWA

Katie Bloom, Compensation Consultant
HR Compensation Office

UNIVERSITY of WASHINGTON
Federal Changes to Fair Labor Standards Act (FLSA)

- Proposed effective date: January 1, 2020
- $679/week ($35,308/yr)
- Does not automatically adjust by inflation
- No changes to duties tests
- Not pro-rated for part-time positions

Note: U.S. Department of Labor has not announced the definitive and final version of this change, including the effective date. For now we are assuming January 1, 2020. If a later data is announced, we will adjust this timeline accordingly.
FLSA Communications Timeline

> **Oct or Nov 2019:** DOL expected to publish final version of FLSA regulations

> **Nov 2019:**
>  – Compensation will send major org budget administrators a list of employees below the new proposed salary basis level as of PPE 10/31/2019
>  – Requested actions to preserve OT exempt status must be submitted by end of November
Dec 2019:
- ISC will bulk upload job code changes for employees not meeting the new salary basis threshold
- Overtime eligibility and time tracking begins for employees moved to OT eligible job codes
WA State L&I Changes to Washington Minimum Wage Act (WMWA)

> Proposed effective date: July 1, 2020
> $945/week ($49,140/yr)
> The rate would increase incrementally between now and 2026, starting at 1.75 x min. wage in 2020
> By 2026 a worker’s salary would need to be 2.5 x the state min. wage at that time for the employee to be exempt from overtime
> Updated duties tests to align more with federal standards
> If the state changes take effect, a Washington state threshold higher than the federal would apply
WMWA Communications Timeline

> **June 2019:** L&I released draft final rule and CR-102

> **July 2019:** HR Compensation attended public feedback session

> **Sept 2019:** HR Compensation coordinates joint feedback with other Washington higher ed institutions and public comment period ends (feedback due by September 20, 2019)
## DOL & L&I Proposed Salary Basis Levels in FY 20 (7/1/20 through 6/30/21)

<table>
<thead>
<tr>
<th></th>
<th>Federal (FLSA)</th>
<th>WA State</th>
<th>WA State</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Effective Date</strong></td>
<td>8/23/2004</td>
<td>1/1/2020</td>
<td>7/1/2020</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1/1/2021</td>
</tr>
<tr>
<td><strong>Weekly Threshold</strong>*</td>
<td>$455</td>
<td>$679</td>
<td>$945</td>
</tr>
<tr>
<td><strong>Monthly Threshold</strong>*</td>
<td>$1,972</td>
<td>$2,942</td>
<td>$4,095</td>
</tr>
<tr>
<td><strong>Annualized</strong>*</td>
<td>$23,660</td>
<td>$35,308</td>
<td>$49,140</td>
</tr>
</tbody>
</table>

*WA State threshold applies to employers with 51 or more employees.
## L&I Proposed Salary Basis Levels through 2026

*Threshold applies to employers with 51 or more employees.*

<table>
<thead>
<tr>
<th></th>
<th>July 1, 2020</th>
<th>Jan 1, 2021</th>
<th>Jan 1, 2022</th>
<th>Jan 1, 2023</th>
<th>Jan 1, 2024</th>
<th>Jan 1, 2025</th>
<th>Jan 1, 2026</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Min Wage Multiplier</strong></td>
<td>1.75</td>
<td>2.00</td>
<td>2.25</td>
<td>2.25</td>
<td>2.25</td>
<td>2.50</td>
<td>2.50</td>
</tr>
<tr>
<td><strong>Threshold (weekly)</strong></td>
<td>$945</td>
<td>$1,103</td>
<td>$1,268</td>
<td>$1,296</td>
<td>$1,324</td>
<td>$1,503</td>
<td>$1,536</td>
</tr>
<tr>
<td><strong>Threshold (annually)</strong></td>
<td>$49,140</td>
<td>$57,356</td>
<td>$65,936</td>
<td>$67,392</td>
<td>$68,848</td>
<td>$78,156</td>
<td>$79,872</td>
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</table>
The UW Climate Survey is rooted in the 2017-21 Diversity Blueprint:

- **Goal #1, “Cultivate an Inclusive Campus Climate”:** “The University must actively work to create and maintain learning, working, and living environments in which students, faculty, and staff from diverse backgrounds feel they can thrive. The climate should be inclusive, equitable, and welcoming on all UW campuses.”

- **Recommended priority and suggested action step #1:** “Create a framework to address the University’s challenges by developing, administering, and assessing an inclusive campus climate survey.”

**Executive sponsor:**
Rickey Hall, Vice President for Minority Affairs & Diversity, and University Diversity Officer
CLIMATE SURVEY: TIMELINE

- **Summer/Autumn 2018:** (1) Decision to work with an external consultant, and (2) RFP and selection of consultant, Rankin & Associates (R&A)
- **Winter/Spring 2019:** Tri-campus Climate Study Working Group (CSWG) engaged with R&A to guide the survey development, informed in part by 42 focus groups facilitated by R&A at all three campuses
- **Summer 2019:** Survey testing and finalization
- **Autumn 2019:** Survey administration (October 8 – November 8)
- **Spring 2020:** (1) R&A shares reports with campus communities, and (2) Action plan development begins
- **Summer 2020 and beyond:** Further reporting and planning
DEFINITIONS AND ANALYSES

> **R&A’s definition of campus climate:**
> “The current attitudes and behaviors of faculty, staff, administrators, and students, as well as institutional policies and procedures, which influence the level of respect for individual needs, abilities, and potential.”

> **Typical spheres of analysis include but are not limited to the following:**
> – Comfort with/perceptions of campus climate overall
> – Perceptions of level of respect
> – Perceptions of campus accessibility
> – Personal experiences with exclusionary, offensive, or hostile conduct
> – Observations of exclusionary, offensive, or hostile conduct
> – Personal experience with or observation of unwanted sexual conduct
POPULATIONS AND REPORTING

- **Bothell**: All students, staff, and faculty
- **Tacoma**: All students, staff, and faculty
- **Seattle health sciences**: All students enrolled in an academic program of and all staff and faculty employed by a health sciences school (Dentistry, Nursing, Medicine, Pharmacy, Public Health, or Social Work)
- **Seattle non-health sciences**: All students, staff, and faculty

Therefore, four distinct reports, i.e., one for each population/“campus”
WHAT’S NEXT

> Announcement email from President Cauce on October 2\textsuperscript{nd}
> Invitation email from President Cauce on October 8\textsuperscript{th}
LEARN MORE

> Climate Survey website: https://www.washington.edu/uwclimatesurvey/

> CSWG co-chairs:
  – Jason Johnson, jej@uw.edu, 206-543-2248
  – Jeanette James, nettie@uw.edu, 206-221-8179
Q&A, pt. 1

> How can administrators help?
  – Take the survey yourself, and spread the word!

> Is the survey anonymous?
  – Yes.

> Are there incentives for participating?
  – Yes! Stay tuned for more information.
  > **Note:** If you want to be considered for incentives, you will need to supply your contact information; this occurs outside of the survey website to ensure your survey responses are anonymous.
Q&A, pt. 2

> Does the survey include definitions?
   – Yes, the survey includes a page of definitions (e.g. micro-aggressions) that participants can scan through prior to moving into questions.

> Do participants self-identify themselves as staff, student, faculty?
   – Yes, and the reporting will include that.

> Will we receive info on our participation rate?
   – Yes, but not yet determined how granular they will be. May only be at campus level.
Washington’s Paid Sick Leave Law: What Have We Learned?

Lisa Hanna, Employee Relations Director
Campus HR Operations & Services

UNIVERSITY of WASHINGTON
Overview

> Initiative 1433:
  - required WA employers to provide paid sick time off to those covered by the MWA (generally speaking, nonexempt workers) who do not currently earn at least the minimum amount of sick time off guaranteed by law
  - defined covered uses for sick leave
  - clarified when verification for sick leave use can be required

> Effective January 1, 2018 for hours worked on and after that date

> Codified at RCW 49.46
Labor & Industries Draft FAQ

> Almost two years since implementation
> Dept. of Labor and Industries (L&I) is working on FAQ related to I-1433
> Draft FAQ issued in August 2019
> Not final (L&I seeking feedback), but current draft provides helpful information, especially relating to use of paid sick leave and rules around verification
Frequently Asked Questions

Some frequent questions are:

> What are authorized uses for paid sick leave?
> When can verification for use of sick leave be required?
> What type of verification can be required?
> When can we issue corrective action for excessive absences, including abuse of sick leave?
What are authorized uses?

> To care for themselves or a family member:
  - Mental or physical illness, injury or health condition, or to accommodate the employee’s/family members’ need for medical diagnosis, care, or treatment of medical condition, or for employee’s/family member’s need for preventive medical care

> When an employee’s place of business or the employee’s child’s school is closed by order of a public official for any health-related reason

> When an employee qualifies for leave under the Domestic Violence Leave Act
When can verification be required?

> For absences “exceeding three consecutive days the employee is required to work,” employer may require evidence that establishes that an employee’s use of paid sick leave is for authorized purpose.

> May not result in an unreasonable burden or expense on the employee.

> Cannot be required if absence does not exceed three consecutive days.

> Corrective action not allowed for lawful use of paid sick time off.
When can verification can be required?

> Employees are not required to provide any details concerning the specific nature of the health condition in order to use sick time off, unless otherwise required by law.

> Employer must have written policy or collective bargaining agreement outlining verification requirements.

> See: https://hr.uw.edu/ops/leaves/sick/
What type of verification can be required?

Acceptable verification may include:
- A doctor’s note or a signed statement by a health care provider indicating that the use of sick time off is necessary to take care of the employee or an employee’s family member
- Notice that your child’s school or place of care was closed by a public official for a health-related reason

Written verification from HCP can be requested

If employee states that obtaining HCP verification would result in unreasonable burden or expense, employee must provide statement explaining:
- use of paid sick leave was for an authorized purpose; and
- how the verification requirement creates an unreasonable burden or expense

Employees should contact their HRC
When can corrective action occur for excessive absences?

- Frequent absences are more difficult to address due to protections for use of paid sick leave
- Generally, corrective action cannot be taken for use of paid sick leave
- Complicated by inability to require verification for absences of three consecutive work days or less where sick leave is used (unless other law, i.e., FMLA or ADA, applies)
Taylor is approved for intermittent FMLA leave 1-3 episodes per month (each episode lasting 1-3 days) for serious health condition. Taylor has used most of their accrued sick leave (SL), so often uses accrued vacation or leave without pay (LWOP).

Taylor also regularly calls in sick 4-7 days per month, stating only they are sick and it is not for FMLA-designated reason. Uses accrued sick leave when it is available; otherwise uses vacation or LWOP.

Called in sick (non-FMLA) from 9/9 through 9/12, and used SL on 9/9; LWOP 9/10-12
What would you do?

- Can Taylor be asked for verification for any of the absences?
- Can Taylor be counseled/issued corrective action for any of the absences?
Tips for managing complex leave use

> Remind employees to track FMLA absences
> Hold employees accountable for complying with call-in/notice requirements
> Track frequent absences in spreadsheet noting:
  – Date
  – Number of hours used
  – Leave type
  – Reason
  – Was it pre-approved (Yes/No)
  – Were call-in/notice procedures followed (Yes/No)
> Contact HRC when attendance issues emerge
LABOR UPDATES

- **Postdocs**: Concluded agreement, working on implementation
- **KUOW**: on-air talent unionized with Screen Actors Guild (SAG)
- **Unfair Labor Practice (ULP)**: complaints regarding skimming (taking away work from bargaining unit and having another party complete). Note: there is no de minimis standard for this.
OPEN ENROLLMENT

Barry Nemeth Jr., Benefits Manager

UNIVERSITY of WASHINGTON
Introduction

> Barry Nemeth Jr.
  > Benefits Manager
  > Benefits Policy
  > Special Benefit situations
  > bnemeth@uw.edu
  > 206-685-3188
PEBB Open Enrollment

- Open Enrollment is November 1 – 30
  - Changes are effective January 1, 2020
  - Changes can be made to:
    - Medical plan
    - Dental plan
    - Medical Flexible Spending Account (FSA)
    - Dependent Care Assistance Program (DCAP)
    - Add previously uncovered dependents
# Changes coming to Medical Plans

<table>
<thead>
<tr>
<th>Kaiser Permanente of Washington</th>
<th>UMP Plus – Puget Sound High Value Network</th>
<th>UMP Plus – UW Medicine ACN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Removing from Network:</td>
<td>Removing from Network:</td>
<td>Adding to Network:</td>
</tr>
<tr>
<td>-San Juan County</td>
<td>-Spokane County</td>
<td>-Spokane County</td>
</tr>
<tr>
<td>Provider Groups Leaving Network:</td>
<td>Provider Groups Leaving Network:</td>
<td>Provider Groups Leaving</td>
</tr>
<tr>
<td>-Multicare</td>
<td>-EvergreenHealth</td>
<td>Network:</td>
</tr>
<tr>
<td>-EvergreenHealth</td>
<td>-Overlake Medical Center &amp; clinics</td>
<td>-Island Hospital</td>
</tr>
<tr>
<td>Provider Groups Joining Network:</td>
<td></td>
<td>-Overlake Medical Center &amp;</td>
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<tr>
<td>-Rainier Health Network</td>
<td></td>
<td>clinics</td>
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<tr>
<td>-The Polyclinic</td>
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## 2020 Monthly Premiums

<table>
<thead>
<tr>
<th>Plan</th>
<th>Subscriber</th>
<th>Subscriber &amp; Spouse¹</th>
<th>Subscriber &amp; Children</th>
<th>Subscriber, Spouse¹, &amp; Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kaiser Permanente NW Classic²</td>
<td>$143</td>
<td>$140</td>
<td>$296</td>
<td>$290</td>
</tr>
<tr>
<td>Kaiser Permanente NW CDHP²</td>
<td>$28</td>
<td>$25</td>
<td>$66</td>
<td>$60</td>
</tr>
<tr>
<td>Kaiser Permanente WA Classic</td>
<td>$165</td>
<td>$176</td>
<td>$340</td>
<td>$362</td>
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<tr>
<td>Kaiser Permanente WA CDHP</td>
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<td>Kaiser Permanente WA Value</td>
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<tr>
<td>UMP Classic</td>
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<td>$224</td>
<td>$218</td>
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<tr>
<td>UMP CDHP</td>
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<td>$25</td>
<td>$60</td>
<td>$60</td>
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<tr>
<td>UMP Plus</td>
<td>$50</td>
<td>$69</td>
<td>$110</td>
<td>$148</td>
</tr>
</tbody>
</table>

¹ Includes Family Plan

² Includes Individual Plan
OPEN ENROLLMENT ASSISTANCE

> Contact or visit the ISC for open enrollment help
  - Monday – Friday, 8AM - 5PM
  - Call 206-543-8000
  - Email ischelp@uw.edu (include your Employee ID number)
  - UW Tower, Floor O-2
  - www.isc.uw.edu
Q&A

> Are the new rates online?
  > They will be up within the next week or so.

> IMPORTANT NOTE:
The ISC will be closed the last four days of open enrollment, so be sure to resolve any questions prior to 11/27/2019.
Paid Family & Medical Leave (PFML)

Marisa Graudins & Erin Rice

UNIVERSITY of WASHINGTON
INTEGRATED SERVICE CENTER
Paid Family and Medical Leave

Starting January 1, 2020, family and medical leave are available and benefits payable to qualified workers.

Paid Family and Medical Leave is a statewide insurance program and is funded by premiums paid by both employees and employers and will be administered by the Employment Security Department (ESD).
Key Dates

Benefits will be available on Jan. 1, 2020.

Employees may be immediately eligible on Jan. 1, 2020.
Claiming PFML

- **Minimum claim duration**
  - Eight (8) consecutive hours of leave

- **Maximum claim duration**
  - Up to twelve (12) weeks of paid family or medical leave
  - Up to sixteen (16) weeks when family and medical used in combination
  - An additional 2 weeks of leave available as a result of pregnancy complications
Return from leave rights

- Employees are restored to their position they held before the leave was taken or to an equivalent position with all of the same benefits as before.
  - Employee must have been employed for twelve (12) months or more and has worked for at least 1250 hours during the twelve (12) months prior to the leave being taken.
Outstanding Issues

Awaiting State HR Direction:
- Supplemental benefits
- Definition of single employer
- Interspersal
- Shared leave

UWHR Decision:
- Sick time off use during parental leave for staff
- Impact, if any, to existing policies
Learn More

Email:

> Campus leave specialists
hrleaves@uw.edu

> Employment Security Department
https://paidleave.wa.gov
**Q&A**

**IMPORTANT NOTE:** Employees will have to submit medical paperwork to ESD to get payment for PFML.

> How are remote employees (non-WA state residents) impacted? Are the eligible for PFML?
  > Their work is not localized to UW so they aren't paying into it nor are they eligible for it. They should check to see if they are in a state that does have a similar program, however.

> Are academic student employees covered?
  > Yes, if they are otherwise eligible.
Q&A

> Are there resources for staff that are planning to go out on leave?
  – For PFML specifically, we’re working on it but not yet.

> Can an employee request use of PFML for 1/1/20?
  – They would have to take leave from UW using the same process we use today, and then file with ESD on 1/1/2020.

> Will ESD notify UW or verify that a leave of absence is taking place?
  – Process is not fully detailed out yet though may function similar to an unemployment verification.
HB 2669
Temporary Employment

Marisa Graudins, Director
HR Policy Office

UNIVERSITY of WASHINGTON
INTEGRATED SERVICE CENTER
Proposed Temporary Employee Rule Changes

On August 22, State HR proposed informal draft rules redefining staff temporary employees as follows:

- Limits temporary appointments to 1,050 hours total
- Requires a six month break between temporary appointments once 1,050 hours are reached
- Removes the exception rule so that an appointment cannot be beyond the 1,050 hours

Similar rules with a 1,500 hour limit were proposed in August 2019.
**HB 2669: Temporary Employee Rule Change**

<table>
<thead>
<tr>
<th>Current Temporary Rules</th>
<th>Proposed Temporary Rules</th>
</tr>
</thead>
<tbody>
<tr>
<td>Must work less than 1,050 hours in a 12-month period from the anniversary of the original temporary employment date</td>
<td>Must work less than 1,050 hours from 1/1/19 or their most recent date of hire without a “reset”</td>
</tr>
<tr>
<td>Each individual temporary appointment may not exceed 12-months. A temporary appointment may be extended past the current end date by up to 12 months.</td>
<td>After 1,050 hours are reached, a 6-month break is required before an individual can be appointed to another temporary job.</td>
</tr>
<tr>
<td>UW holds an exemption to the 1,050 hour limit for its per diem registered nurses and mariners on oceangoing research vessels</td>
<td>Removes the ability to work past any hours threshold by special request</td>
</tr>
</tbody>
</table>
What We’ve Done

> **Rule Comments** – Provided rule feedback about impact, costs, degree of operational change.

> **Partnership** – Working with State HR to discuss implementation timeline and transformation.

> **Implementation** – Discussing implementation work, impacts, and impact mitigation strategies.
Timeline

> September 25, 2019 – Rule comments due to OFM
> TBD – Rules take effect
> TBD + 1050 hours – First impact to employees
Currently, overtime hours are exempt from tracking. Is this still the case?
– Yes, overtime hours will still be exempt.
The Whole U: Raise the Bar Success & Autumn Quarter

Anna Tegelberg, Public Information Specialist
The Whole U

UNIVERSITY of WASHINGTON
INTEGRATED SERVICE CENTER
Raise the Bar Summer Wellness Challenge

- 6 weeks, 126 teams
- Weekly Challenges
  - Week 1: Miles Exercised - over 10,000
  - Week 2: Minutes Exercised - over 120,000
  - Week 3: Vegetables Eaten - 4,300
  - Week 4: Minutes Meditated - 116,112
  - Week 5: Steps Taken - 10,820,416
  - Week 6: Items Donated - over 1,500
- UW Pantry Drive - 1,827 pounds donated
Autumn Quarter – What’s New

Flu Shots & Benefits Fairs

> 17 Flu Shot Clinics
  – New this year: Open to all faculty, staff, and students
  – September through November

> Benefits Fairs
  – HUB, Harborview, Health Sciences
  – Over 35 vendors per location
Autumn Quarter – What’s New cont.

Financial Seminars, Speaker Series & #NewToTheU

> Financial Seminars
  – Committed to offering 4 financial seminars per month
  – One at each campus each month

> Women in Tech Series, and Diversity Series

> New to the U Social Media
  – Highlight a new UW employee each day all September long
Autumn Quarter – What’s Returning

Yoga Month 2019

> Yoga Month – October
  > 6th year
  > 2019 theme is Inspiration
  > Free yoga classes on all campuses
  > Free classes across Puget Sound
COMBINED FUND DRIVE

> This year’s campaign runs Oct. 2-Dec. 6, 2019
> Featured charity is “Be the Match”
  – They manage the largest and most diverse marrow registry in the world.
DISTINGUISHED STAFF AWARDS

> We need your recommendations to fill vacancies on the DSA selection committee
  - Great opportunity to gain exposure across divisions, and learn more about the great work of our UW staff!
  - Look for an email this afternoon asking for your recommendations from the committee chair
THANK YOU FOR ATTENDING!

Find an archive of previous meetings at:
https://isc.uw.edu/admin-corner/campus-meetings-archive