

***Quarterly
Human Resources
Communication Forum***

Tuesday, August 22, 2017



Human Resources

Agenda

Topic	Presenter
Welcome & Announcements	Jamie Payne
Personnel Updates	Jamie Payne
Benefits Administration	Holli Bonee
Dependent Tuition Waiver	Christa Louthan
Wellness Update	Rachel Shreffler
Business Process Analysis	Christa Louthan
Fair Labor Standards Act Update	Justin Lacy
Electronic Personnel Action Forms	Leslie Robison
Open Discussion	All



New – Justin Lacy

- Director of HR Partner Services
- OSU Graduate
- Juris Doctor from University of Missouri – St. Louis
- High Ed. Experience



New – Lindsey Belcher

- Benefits Representative I
- Recent OSU graduate



Promotion – Mariah McPhail

- From Benefits Representative to Absence Management Specialist
 - Long-Term Disability
 - Workers' Compensation
 - Family Medical Leave



Promotion – Becky Parker

- Accounting Specialist
 - Payments to benefit vendors
 - Account reconciliation
- Promotion from Benefits Technician
- Reports to Liz Tarbutton



Benefits Update

- Benefit Focus – New Benefits Administration System
- Automate enrollment process
- No premium changes for 2018 health
- 2018 dental, vision, life premiums



Open Enrollment
November 1 – November 17

Dependent Tuition Waiver

Eligibility:

Employees of OSU-Stillwater,
OSU-Tulsa, OSU-CHS. Inclusive
of OSU Cooperative Extension
and OSU Experiment Station



Forms, guidelines and flyers at
<http://hr.okstate.edu> –
Click on “New! Dependent Tuition Waiver”

Deadline September 1 for Fall 2017 semester

Wellness



- Biometric Screening and Health Risk Assessment (HRA)
- \$20.00/month premium credit for 2018
- www.timeconfirm.com/okstate

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- Applications August 28-Sept 8
- BMI \geq 25
- No participant limit



- Corporate Health Champion Finalist



Human Resources

GuidanceResources®

- Monthly Webinars
 - Fridays from 1:00-2:00 p.m.
 - News You Can Use
 - Enjoying Your Empty Nest, August 25th
 - Running on E: Adding Energy and Fun to Your Life, September 22
 - When Someone You Love Has Alzheimer's, October 20
 - Hobbies for Mental and Physical Health, November 17
- New Refreshed Look!

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• Anxiety, depression, stress
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• Relationship/mental conflicts

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• Hiring movers or home repair contractors
• Planning events, locating pet care

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• Divorce, adoption, family law, wills, trusts and more
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Business Process Analysis

- Security Access
- Payroll
- Onboarding/New Hires
- Alternate email address
- Automation of Cornerstone



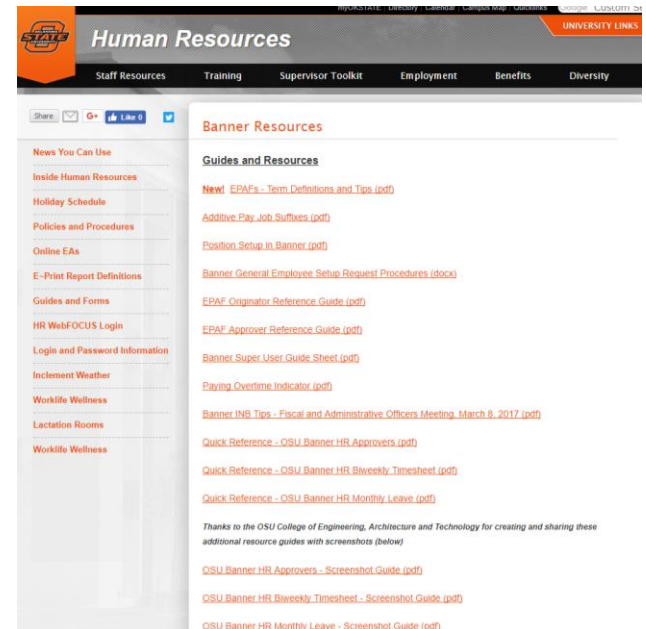
Fair Labor Standards Act

- What is the current status of the proposed changes?
 - Update on Legal Challenge
 - Request for Information
- New Secretary of Labor Alexander Acosta
- Exempt vs. Non-exempt Dual Status
- Staying the Course



Electronic Personnel Action Forms (EPAFs)

- New! *EPAFs Term Definitions and Tips (pdf)*
 - <http://hr.okstate.edu/BannerHR>



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Human Resources

Open Discussion





THANK
YOU!

