Quarterly Human Resources Communication Forum

Tuesday, August 22, 2017
## Agenda

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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](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

nature)yslim®
- Applications August 28-Sept 8
- BMI ≥25
- No participant limit

- Corporate Health Champion Finalist
GuidenceResources®

• 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!
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/Banner HR
Open Discussion
THANK YOU!