TOWN HALL
Staff Resources & Opportunities

Human Resources & Staff Assembly
Poll Question

1. I am most interested in learning more about:

A. COVID-19 Related Information/Updates
B. Health & Welfare/Behavioral Health Resources
C. Wellness Information
D. Professional Development
E. Other
Leaves

- **UC Expanded Paid Administrative Leave (PAL)**
- **Extended time to use over the max vacation leave**
- Temporary Approval to use accrued Sick Leave for Child Care Reasons due to COVID19 Extended June 1, 2021
- **Catastrophic Leave Bank**
- Amendments to the California Family Rights Act (CFRA) that became effective January 1, 2021

**Coming Soon**
- **UC’s Pay for Family Care and Bonding program on track for July 1, 2021**
Expired Leaves

• Emergency Paid Sick Leave (EPSL, 80 hrs.) as of December 31, 2020

• Expanded Family and Medical Leave (EFML, 12 wks.) as of December 31, 2020
Health & Welfare/Behavioral Health

COVID 19 Vaccination & Screening

- No Cost for COVID 19 Vaccination for all Health Plan members.
- California Directive - Waived cost for screening and testing of COVID 19
- COVID-19 Vaccination updates - UC’s progress and policy.
- Campus Ready COVID 19 Vaccination Information
- Kaiser Permanente will provide vaccinations to anyone (members and nonmembers) according to the eligibility phases defined by the location or state, by appointment only and as supply allows.
Health & Welfare/Behavioral Health

Behavioral Health Benefits:

- depression
- anxiety
- alcohol or drug abuse
- eating disorders
- medication management
- development disorders

Behavioral Health Benefits

Mental health and physical health go hand in hand, so UC’s medical coverage includes behavioral health benefits for mental health services and substance abuse treatment. Members can use their behavioral health benefits for sessions with counselors, psychologists or psychiatrists to address issues such as:

- Depression and anxiety
- Alcohol or drug abuse
- Eating disorders
- Medication management
- Autism and pervasive developmental disorders
Health & Welfare/Behavioral Health

Telehealth Services

• All UC health plans offer phone and/or video options for getting medical and behavioral health advice and care.
• Health Plan’s Response to COVID 19.
  • UC's health plans have enhanced their telehealth options and benefits for medical and behavioral care in response to COVID-19.
Health & Welfare/Behavioral Health

Health Care Facilitator

The Health Care Facilitator Program can assist you with:

- Understanding your insurance plan evidence of coverage booklet
- Medicare questions and problems
- Navigating your health plan systems
- Quality of care issues
- Escalated billing problems which you have been unable to resolve yourself
- Appeals and grievances
- Denial of treatment issues not related to enrollment/eligibility
Health & Welfare/Behavioral Health

Pandemic relief provisions and updates

• FAQs about changes to UC benefits programs for pandemic relief

Coming Soon

• Discovery Benefits/WEX (UC’s FSA administrator) is exploring a Pandemic relief for participants in Health and/or Dependent Care Flexible Spending Account (FSA) plans for 2020 and 2021. The goal is to help FSA participants avoid forfeiting contributions they made in 2020 and were unable to use due to the pandemic.
Wellness/ Behavioral Health

Insight EAP (Employee Assistance Program)

- Select “Employee Resources” then on the link titled “Visit Personal Advantage” username: UCMerced and password: 10540 for access to thousands of articles.
- The INSIGHT resource specialist can assist you in researching and locating your specific needs.
- Monthly Newsletters posted on site

INSIGHT Employee Assistance Program
Phone: (800) 422-5322
Email: insighteap@insighteap.com
Wellness/ Behavioral Health

- **Psych Hub**: A comprehensive online platform for mental health education.
- **Aunt Bertha**: Find food assistance, help paying bills, and other free or reduced cost programs, including new programs for the COVID-19 pandemic.
Wellness/ Behavioral Health

• Diabetes Prevention Program

Additional Resources:
• Bright Horizon Care Advantage
• Tuition Discounts
• Student Loan Forgiveness Program
• Homeowner/Renter/Auto Insurance
• UC Discounts

Information Session: Tuesday, 3/9/2021 5pm via Zoom
Register at the link here.

Classes will start on: Tuesday, 3/16/2021 5pm via Zoom

For more information and to apply visit: recreation.ucmerced.edu/fitness/wellness
Contact us at: DPP@ucmerced.edu
Benefits Contacts

Benefits@ucmerced.edu

Leaves@ucmerced.edu
Poll Question

As we consider the last year of work, with its changing dynamic, shifting environments, and ever evolving priorities, what development have you engaged in or how have you participated in developing yourself and your career? [select ALL that apply]

- accepted or requested additional stretch or temporary assignments
- attended, watched or participated in a UC Merced development offering
- attended, watched or participated in a UCOP/UC systemwide offering
- attended, watched, or participated in a professional society webinar, zoom, discussion, or podcast
- haven't done anything because there's no bandwidth
- haven't accessed anything because my supervisor has not approved development
- haven't used anything because there's nothing offered of interest
- read an article or a book that was related to my current work, professional goals, or career path.
- taken on additional responsibilities or project responsibilities
- taken some time to review professional societies, organizations, or similar sites
What is Talent Development

Development takes many forms – contrary to popular belief, not all of it takes place in a classroom or in concurrent conference sessions.

Stretch assignments
Rotational assignments
Project lead assignments
Job Shadowing
Informational Interviews
Volunteer opportunities
Talent Development offers innovative and accessible learning and developmental opportunities to support employee growth and organizational effectiveness as we work to shape, together, our UC Merced campus community.

https://hr.ucmerced.edu/hr-units/talent-development
TD Offerings – did you know

CDCs – Career Development Connections
Developing Our People
ES - UC Merced Engagement Series [coming 2021]
Keep Calm and Remote On
LIL - LinkedIn Learning
NEWT – New Employee Welcome and Touchbase
NEO – New Employee Orientation
P2 – Peak Pioneers
SCP – Supervisory Certificate Program [ending 2021]
NLO – New Leader Onboarding [coming 2021]
LN – Leadership Now? [coming 2021-2022]
UCOP and Systemwide Offerings

MDP – Manager Development Program
MSAP – Manager Skills Assessment Program
UC CORO – UC Systemwide Leadership Collaborative
UCWI – University of California Women’s Initiative
UC Staff and Leader Development Programs
Conflict can be difficult and stressful for all of us. While we can’t stop conflict from happening, we can help make conflict easier and more productive. The Conflict Resolution Coaching program’s mission is to be a private partner for UC Merced employees to encourage and inspire change and action in times of challenge and conflict.

https://hr.ucmerced.edu/conflict-resolution
Office of the Ombuds

The Office of the Ombuds is a safe confidential and informal place where UC Merced community members can go for informal assistance with managing conflict, complaints, and concerns with a colleague, classmate, supervisor or anyone else on campus. The Ombuds will listen; help identify options; make inquiries and make referrals as appropriate; and/or facilitate resolutions in an impartial manner.

https://ombuds.ucmerced.edu/
Contact Us

HRTraining@ucmerced.edu
Resources You Will Use

Now that you know more about campus support resources around benefits, development, burnout, or work/life balance, which are you planning to use?

*please select ALL that apply*

https://hr.ucmerced.edu/hr-units/talent-development

https://it.ucmerced.edu/CalmApp
Poll Question

Which of the resources covered today will you reach out for assistance, take part, or research for your own need? [select ALL that apply]

- Career counseling
- Conflict Resolution Coaching
- Individual guidance from HR units
- Insight EAP
- Leaves
- LinkedIn Learning
- Office of the Ombud
- Supervisor/Manager for guidance
- UCLC resources/courses
- UC Merced Talent Development offerings (CDCs, Peak Pioneers, Engagement Series, etc.)
Poll Question

Prior to this discussion/overview:
- I knew where to access these resources and information
- I knew where to access these resources, but still have more questions
- This was helpful and new to me
Poll Question

How would you like to continue obtaining more information around these resources?

- Update Articles (Monday Memo, UCM Connect, Etc.)
- Scheduled Workshops
- Current news updates via HR’s website
- Through my supervisor/department
Town Hall Resource Summary

Diabetes Prevention Program
Bright Horizon Care Advantage
Tuition Discounts
Student Loan Forgiveness Program
Homeowner/Renter/Auto Insurance
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Pay for Family Care and Bonding program ~July 1, 2021
COVID 19 Vaccination & Screening
  UC's progress and policy
  Campus Ready COVID 19 Vaccination Information
Behavioral Health Benefits:

Telehealth Services
Health Care FacilitatorPsych Hub
Aunt Bertha
UC Merced Engagement Series
Peak Pioneers (P2)
Career Development Connections (CDCs)
Career Advancement Mentorship Program (CAMP)
Developing Our People
Build Your Network (BYN)
Keep Calm and Remote On
Office of the Ombuds
Conflict Resolution Coaching
UC Systemwide offerings (CORO, UCWI, MSAP, MDP)
About Staff Assembly

Mission
UC Merced Staff Assembly is an organization for staff dedicated to promoting the interests and well-being of all staff members. Staff Assembly supports the University's mission by providing forums for staff at all levels to communicate on issues of mutual concern, helping create educational opportunities and offering exciting activities for interaction among staff employees.

CUCSA
Staff Assembly is a branch of the Council of University of California Staff Assemblies (CUCSA), which was formed in 1974 to improve communications between UC administration and staff. Our president and vice president represent our campus on CUCSA, which presents staff perspective and recommendations on university initiatives to the Office of the President. CUCSA has also made presentations to the Regents on various issues such as fee waivers for staff and their families, domestic partner benefits, diversity, succession planning and the staff advisor to the Regents.

Objectives
The UC Merced Staff Assembly is officially recognized by the Office of the Chancellor as an independent advisory body to the University administration on issues of concern to staff.* The purpose of the UC Merced Staff Assembly is to:

- **Promote effective communication between campus employees.**
- Participate in decision making regarding issues of interest to staff.
- Foster professional contacts and mentoring among staff.
- Recognize and celebrate the rich diversity of backgrounds and contributions that staff offer in support of the University's mission.
- **Encourage professional growth and advancement.**

*The UC Merced Staff Assembly does not function as a collective bargaining unit.
In support of Staff Assembly’s mission to participate in decision making on issues and matters of interest to staff, the UC Merced administrators contact the Staff Assembly to request nominees to serve on various campus committees.

2020-2021 Committees / Workgroups

- Chancellor’s Advisory Committee on the Status of Women - Representative: Sarah Hopkins-Chery
- Child Care Advisory Council - Representative: Lauren Brackett
- Equity, Diversity and Inclusion Grant Committee - Representative: Yazmin Colin
- Transportation and Parking Advisory Committee - Representative: Katherine Brown
- Chancellor’s Advisory Committee on Land Use - Representative: Alvin Cha
- Police Advisory Board - Representative: Priya Lakireddy
- Campus Advisory, Resources and Education (CARE) Advisory Board - Representative: Soceek Tchouboukjan
- People’s First Workgroup - Representative: Yesenia Curiel & Alvin Cha
It is through your support and volunteerism that Staff Assembly is able to offer events to the entire campus community. Although participation beyond general membership is not required, we encourage all of our members to get involved in one of the following committees below. Get involved today!

- **Staff Appreciation Week Committee:**
  Involvement March to June. Committee members help coordinate Staff Appreciation Picnic (food, decorations, location), tours, door prizes, t-shirts, events such as the dodgeball tournament and ice cream social, flyers and announcements.

- **Staff Excellence Award Committee:**
  Involvement February to June. Committee members duties include: coordinate selection committee meetings, manage nomination submissions, notification of Staff Excellence Award nominees, recognition during Staff Appreciation Week.
Staff Opportunities - Staff Assembly Committees

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Contact:
Ashley Summerset-
asummerset@ucmerced.edu
Molly Elazier -
melazier@ucmerced.edu
Apply to be on the Executive Board

- Self-Nomination forms will open early April
Get Involved!

Why?
- We want to hear from you

How?
- Sign up for early notification for staff representation
- Join a Staff Assembly Committee
- Volunteer to represent Staff Assembly on a Campuswide Committee
Get Involved in Staff Assembly

We invite you to get involved by volunteering for a Staff Assembly committee or volunteering to represent Staff Assembly in a campus wide workgroup, taskforce, or committee. Your participation in these opportunities are a great way to network and develop your skills as well as giving back to the campus community through activism and decision making.

First Name *

Last Name *

Email Address *

Contact Phone

Volunteer as a Staff Assembly Representative

In support of Staff Assembly’s mission to participate in decision making on issues and matters of interest to staff, the UC Merced administrators contact the Staff Assembly to request nominees to serve on various campus committees. Staff can opt into a mailing list to receive notification of request for a staff representative on search committees, taskforce, campuswide committees and workgroups.

☐ Yes, sign me up for this list!
☐ I'm a bit busy but will come back when I'm ready.

Volunteer for a Staff Assembly Committee

Staff Assembly committees are made up of staff members who care about their colleagues across campus and decide to get actively involved. They are people like you. It is through your support and volunteerism that Staff Assembly can offer events to the entire campus community. Get involved today!

☐ Staff Appreciation Week Committee
☐ Staff Excellence Award Committee