

The background features a large, faint watermark of the University of California Merced seal. The seal is circular and contains the text "UNIVERSITY OF CALIFORNIA" at the top and "MERCED" at the bottom. In the center, there is a shield with a book and a torch, and the motto "LET THERE BE LIGHT" is inscribed on a banner below it. The year "2005" is also visible at the bottom of the seal. The seal is partially obscured by a diagonal yellow and white stripe that runs from the top left to the bottom right.

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



UCnet

[HOME](#) [NEWS](#) [WORKING AT UC](#) [COMPENSATION & BENEFITS](#) [TOOLS & SERVICES](#)

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.



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Telehealth Services

All UC health plans offer phone and/or video options for getting medical and behavioral health advice and care. Use the links and contact information below to learn more.

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 Care
Facilitator
Program

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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.



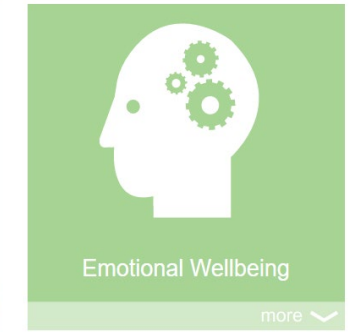
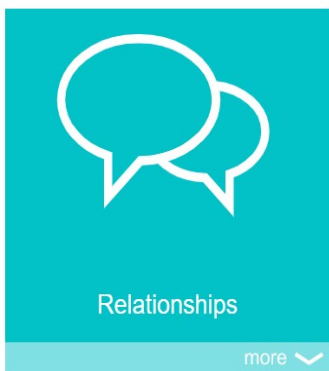
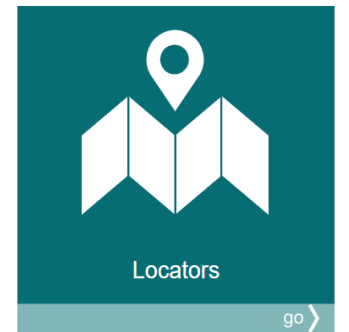
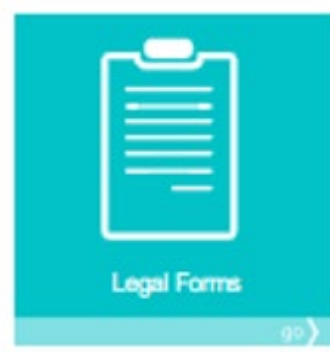
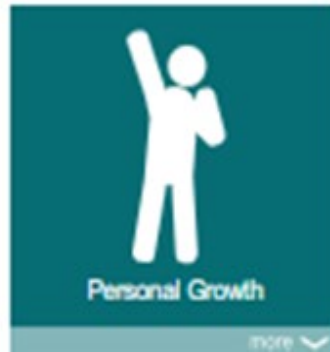
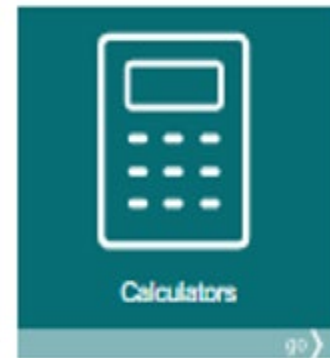
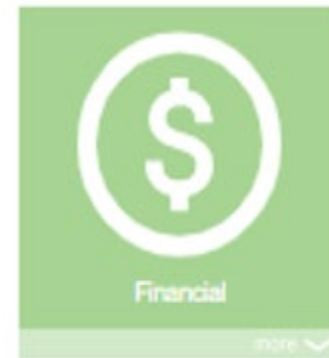
Wellness/ Behavioral Health

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

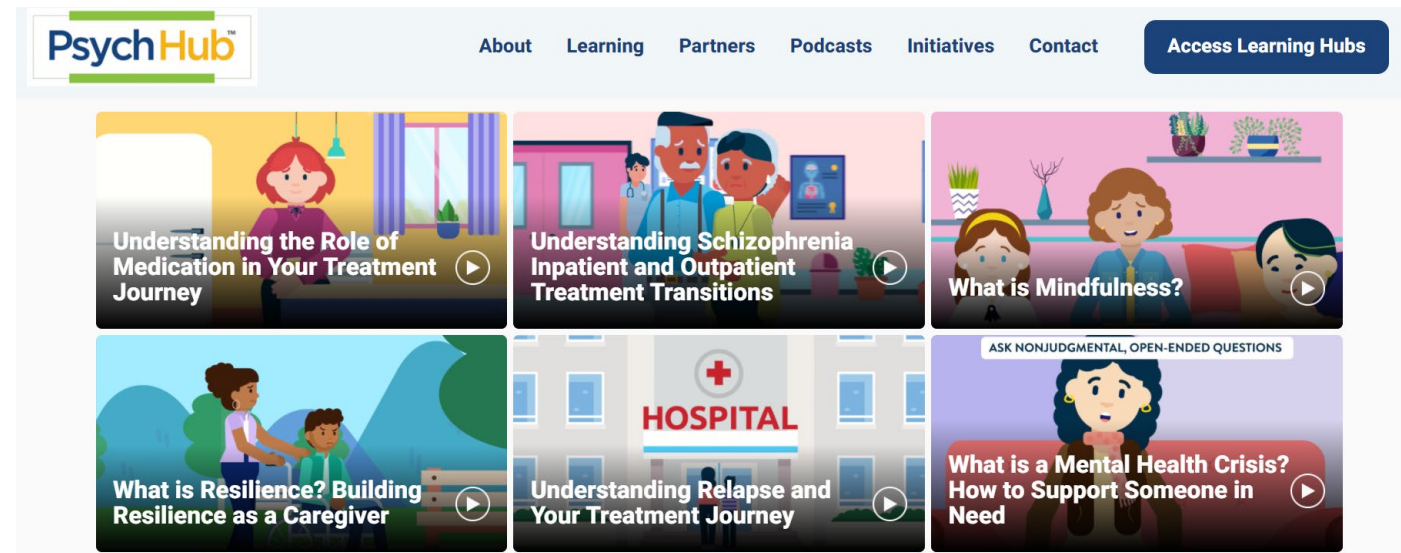
INSIGHT Employee Assistance Program
Phone: (800) 422-5322
Email: insighteap@insighteap.com





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](#)

Say 'not me' to diabetes.

DIABETES PREVENTION PROGRAM



If you have prediabetes are at risk for developing type 2 diabetes, the **UC Diabetes Prevention Program** can help. It's a free, one-year program for all UC employees and their families that teaches you how to make meaningful and lasting changes that can drastically reduce your chances of developing diabetes. Take a one-minute test to see if you are at risk:

[DoIHavePrediabetes.org](https://doi.havprediabetes.org)

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

campus
return meetings normal
new team expectations covid19
health
managing burnout remote person
morale important
coming safety mental issues + workload
balance staff want
change covid less back
support positions work uncertainty
vaccine life care time
community unrealistic family planning

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

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.



We partner
with campus units



We provide
programs, services
and tools



We provide **experiential**
learning opportunities



Log in to the
UC Learning Center (UCLC)
to register for trainings
and complete online courses.

<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

UNIVERSITY
OF
CALIFORNIA Office
of the
President



Conflict Resolution Coaching

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.

Human Resources

Division of Finance and Administration

[About HR](#) [COVID-19 Info](#) [Careers](#) [Employee Resources](#) [Supervisor Resources](#) [HR Units](#) [Forms](#) [Voluntary Se](#)

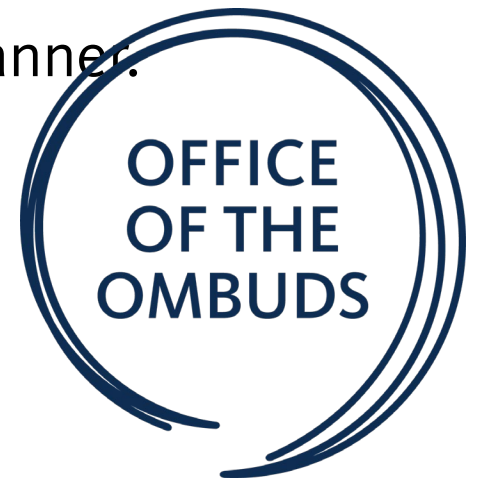


<https://hr.ucmerced.edu/conflict-resolution>

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

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of the
President



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

Talent Development



We partner
with campus units



We provide
programs, services
and tools



We provide **experiential**
learning opportunities

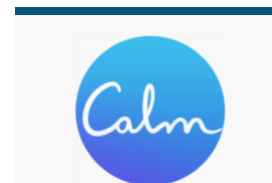


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and complete online courses.

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

Office of Information Technology

[HOME](#) [SYSTEM STATUS](#) [OIT POLICIES & GUIDELINES](#) [ABOUT US](#) [ANNUAL REPORT](#) [UC IT PORTAL](#)



Calm App is Now Free for UC Merced



Calm Premium Access for UC Merced Students,
Staff, and Faculty

<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](#)

[UC Discounts](#)

[UC Expanded Paid Administrative Leave \(PAL\)](#)

[Extended time to use over the max vacation leave](#)

[Catastrophic Leave Bank](#)

[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 \(CORO, UCWI, MSAP, MDP\)](#)

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STAFF
ASSEMBLY

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.

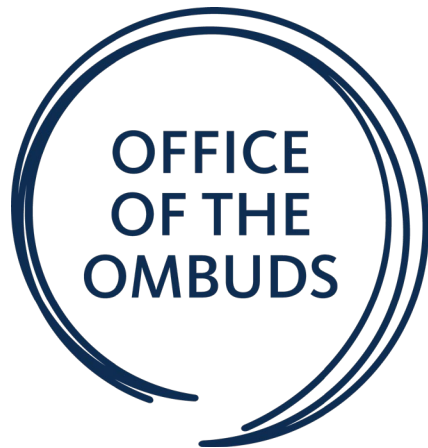
*The UC Merced Staff Assembly does not function as a collective bargaining unit.

Campus Resources

Office of Equity, Diversity and Inclusion

[Meet the Associate Chancellor & CDO](#) [About](#) [Values](#) [Accountability](#) [Events](#) [Funding](#) [Resources & Partners](#) [COVID-19 Resources](#)

[Racial Trauma Resources](#) [Learn more](#) [Initiatives](#) [Affinity Groups](#) [Advisory Groups](#) [EDI Newsletters](#)



Staff Opportunities -Campuswide Committees/Workgroups

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

Staff Opportunities - Staff Assembly Committees

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.

Dress Up: UC Merced Day - Show Your Bobcat Pride!



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Contact:
Ashley Summerset-
asummerset@ucmerced.edu
Molly Elazier -
melazier@ucmerced.edu

Staff Assembly Executive Board

Apply to be on the Executive Board

- Self-Nomination forms will open early April

Executive Board



Yesenia Curiel

President
Campus Advocacy, Resources & Education (CARE) Office
ycuriel2@ucmerced.edu



Alvin Cha

Vice President
Office of the Registrar
acha2@ucmerced.edu



Vanessa Hauser

Finance Officer
Housing
yhauser@ucmerced.edu



Lorena Magana-Aguilar

Finance Officer
Graduate Division
lmagana-aguilar@ucmerced.edu



Brenda Rojas

Co-Chair for Communications
Office of the Registrar
brojas2@ucmerced.edu



Austyn Smith

Co-Chair for Communications
School Of Social Sciences, Humanities And Arts
asmith37@ucmerced.edu



Ashley Summerset

Co-Chair for Programs, Events, and Outreach
Recreation and Athletics
asummerset@ucmerced.edu



Molly Elazier

Co-Chair for Programs, Events, and Outreach
Chancellors Office
melazier@ucmerced.edu



Ian Cooke

Secretary
Finance & Administration
icooke@ucmerced.edu



Priya Lakireddy

Past President
Contracts and Real Estate
plakireddy@ucmerced.edu

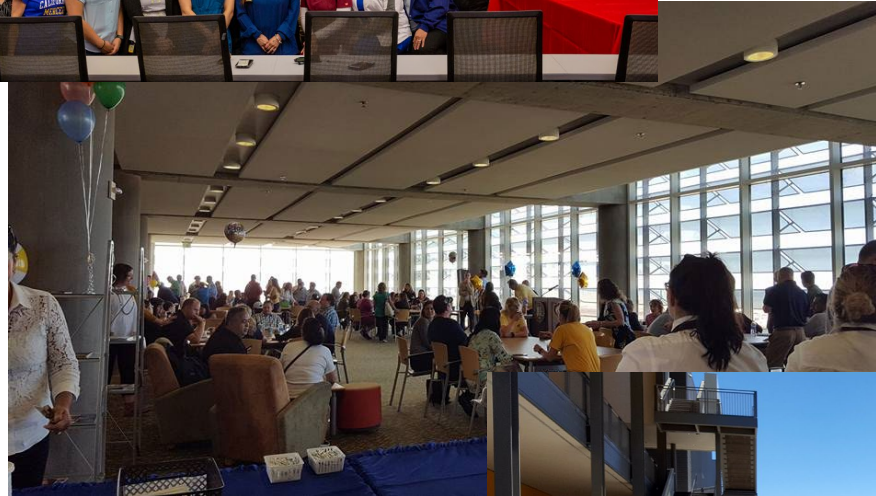
Get Involved!

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!
- ☐ Im 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

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STAFF
ASSEMBLY

staffassembly.ucmerced.edu