



EARLY BIRD RATES for Fall 2018

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Register early and save! Special pricing on all LTD courses available now through **September 19th!**

UHR | Connect September 2018

Vol. 4 No.9

Hike The Appalachian Trail



"My fearless idea was to thru-hike the 2,190-mile Appalachian Trail through 14 states from Georgia to Maine in four months. I did it! Thank you UMD & UHR for making this dream possible." *Art Dwight*

Watch Art's journey unfold through his pictures and videos on Facebook page <https://www.facebook.com/monkonthetrail/>



Open Enrollment Fair
Annual open enrollment fair is just around the corner.

Page 2



Lunch & Learns
September Lunch & Learn focuses on healthy food choices.

Page 3



Invitation from Undergraduate Admissions

An information session over lunch to learn about UMD.

Page 3



Maryland Healthy Working Families
Implementation of Sick and Safe Leave

Page 4





Lunch & Learn

September's Lunch & Learn will focus on Eating on the Run – Healthy Food Choices. This

seminar provides options to make healthy choices when your time is limited. You will learn the best choices to make when ordering fast food and making lunches. Lunch & Learn will be held on Thursday, September 6, 2018, in **1101U Chesapeake Building** from 12:00 – 1:00. Please register at training.umd.edu

Open Enrollment Benefits Fair

The annual Open Enrollment Benefits Fair will be held on **Tuesday, October 2, 2018**, in the Colony Room of the Stamp Student Union from 9:00 a.m. – 2:00 p.m.

Open Enrollment Dates

October 15, 2018 – November 14, 2018

Free screenings of non-fasting cholesterol (total and HDL), non-fasting blood sugar (glucose), and blood pressure will be offered. The blood sugar and cholesterol screening is conducted via a single finger stick. Results are obtained in 90 seconds, and participants are coached on the results.

Fruits & Veggies More Many Month

Eating fruits and vegetables has many health benefits. People who eat a healthy, balanced diet with plenty of fruits and vegetables can help lower their risk of:

- Heart disease
- Type 2 diabetes
- Some types of cancer
- Obesity
- High blood pressure

Communities, health professionals, businesses, and families can work together to encourage people to eat more fruits and vegetables. Make a difference: Spread the word about tips for healthy eating and encourage communities, organizations, families, and individuals to get involved.

How can Fruits & Veggies – More Matters Month make a difference?

We can use this month to raise awareness about the importance of getting enough fruits and vegetables.

Here are just a few ideas:

- Spread the word about programs that support local agriculture.
- Encourage families and co-workers to make small changes, like keeping fresh fruit or carrot sticks available and within easy reach.
- Motivate local restaurants, stores, and other businesses to provide quality foods made with fresh fruits and vegetables.

Healthfinder.gov

National Childhood Obesity Awareness Month

One in 5 children in the United States is obese. Childhood obesity puts kids at risk for health problems that were once seen only in adults, like type 2 diabetes, high blood pressure, and heart disease.

The good news? Childhood obesity is preventable. Communities, health professionals, and families can work together to create opportunities for kids to eat healthier and get more active.

Make a difference for kids: spread the word about strategies for preventing childhood obesity and encourage communities, organizations, families, and individuals to get involved.

- Get active outside: Walk around the neighborhood, go on a bike ride, or play basketball at the park.
- Limit screen time: Keep screen time (time spent on the computer, watching TV, or playing video games) to 2 hours or less a day.
- Make healthy meals: Buy and serve more vegetables, fruits, and whole-grain foods.
- Taking small steps as a family can help your child stay at a healthy weight.

How can National Childhood Obesity Awareness Month make a difference?

We can all use this month to raise awareness about the obesity epidemic and show people how they can help work towards a solution.

Healthfinder.gov

Are you 65 or older and planning to retire soon?

If you are retiring soon and you are 65 or older, you will no longer have prescription drug benefits available to you and your Medicare eligible dependent through the State of Maryland. If you are retiring and have dependents who are not Medicare-eligible, they can remain on the state's prescription drug plan until they become eligible for Medicare.

This change won't impact active employees or their Medicare-eligible dependents until the active Medicare-eligible employee retirees.

This change was part of the 2011 pension reform. Medicare eligible retirees will now have to enroll in Medicare Part D as of January 1, 2019.

You can find additional information about this change on the DBM Health Benefits website at <http://dbm.maryland.gov/benefits/Pages/Retirees.aspx>.



Is your son or daughter interested in attending the University of Maryland?

The Office of Undergraduate Admissions

Invites you to an

INFORMATION SESSION

For faculty and staff to learn about the

UNIVERSITY OF MARYLAND

Adele H Stamp Union – Colony Ballroom

University of Maryland, College Park, MD 20742

TUESDAY, SEPTEMBER 25, 2018

12 P.M.

Bring your lunch and join us to learn about:

Maryland's admission process

Honors College and special program opportunities

Merit scholarships and financial aid

For more information or to make a reservation, call 301-314-TERP (8377)

Maryland Healthy Working Families

The State of Maryland has adopted the Maryland Healthy Working Families Act, which requires employers to offer paid sick and safe leave (SSL) to eligible employees who are not already provided equivalent leave benefits under existing policies. The legislation became law on February 11, 2018. The law provides employees who are regularly scheduled to work a minimum of 12 hours per week with paid SSL accrued at a rate of one hour of SSL for every 30 hours worked.

What are acceptable uses for SSL?

- To care for or treat the employee's mental or physical illness, injury, or condition;
- To obtain preventative care for the employee or the employee's family member;
- To care for employee's family member with a mental or physical illness, injury, or condition;
- Maternity or paternity leave; or
- The absence from work is necessary due to domestic violence, sexual assault, or stalking committed against employee or employee's family member when the leave is used: (1) to obtain medical or mental health attention; (2) to obtain services from a victim services organization; (3) for legal services or proceedings; or (4) because employee has temporarily relocated as a result of domestic violence, sexual assault, or stalking

How does SSL affect University employees?

The following employment categories that have no equivalent paid leave benefits may be eligible for SSL based on eligibility criteria and hours worked:

- Hourly Staff
- Hourly Faculty
- Hourly Undergraduate and Graduate Student Employees

The following employment categories that already earn equivalent leave benefits may utilize SSL as part of, not in addition to, existing sick leave provided by the University:

- Regular Faculty
- Regular Staff
- Contractual Salaried Staff
- Post-Doctoral Scholars and Associates
- Other Salaried Faculty

Graduate Assistants do not earn paid leave benefits, but are eligible for "time away from duties" as outlined in the Graduate Catalog under Policies for Graduate Assistantships.

How will SSL be implemented at the University?

Beginning pay period 6 (September 2, 2018), eligible hourly employees will have SSL available to record on their electronic time records based on their accrued balance. The SSL balance will reflect earnings since February 11, 2018. SSL will accrue in each future pay period at a maximum rate of 1 hour for every 30 hours worked based on the employee's total hourly FTE. Employees may view accrued SSL balances and previous pay period usage through their electronic time records. Time records utilizing SSL will continue to require bi-weekly supervisor approval.

The SSL law also includes the following guidelines:

- Employees may not earn more than 40 hours of SSL in a calendar year;
- Employees may not carry over more than 40 hours of accrued SSL into the subsequent calendar year;
- Employees will stop accruing biweekly SSL once their accrued SSL bank balance reaches 64 hours at any time during the calendar year;
- Employees may not use more than 64 hours of SSL in a calendar year;
- Employees may not use SSL for the first 106 calendar days of employment; and
- Employees are entitled to have any unused SSL reinstated if they are re-employed within 37 weeks of termination.

Where can I find more information?

SSL recording procedures, frequently asked questions and administrative guidance can be found at UHR.UMD.EDU.

In addition, information about the SSL law is available on the Maryland Department of Labor, Licensing and Regulation's website:

<https://www.dllr.state.md.us/paidleave/paidleaveposter.shtml>

Any additional questions should be directed to the UHR Support Center at 301-405-7575.

Great leadership creates great work environments!



Leadership Development Initiatives (LDI)

Who should attend: This course will help almost any supervisor, but is especially helpful for supervisors with less than five years experience

Upcoming Dates: September 25 , October 2, 9, 16, 23, 30, November 6

Time: 9:00am-12:30pm

Location: 1101U Chesapeake Building

Learning Fee: \$50

Register: Training.umd.edu



**UNIVERSITY
HUMAN RESOURCES**
LEARNING & TALENT DEVELOPMENT

IMPORTANT UPDATE

SECU Offers Banking Options at STAMP

After the Capital One Bank* STAMP branch Aug. 17 closing,
plans continue to locate another financial institution.

In the interim, SECU reps will be at STAMP to discuss banking needs
and open accounts for interested individuals as well as
Student Organizations at the start of the academic year.

SECU INFORMATION SCHEDULE

| DATE | LOCATION | TIME |
|-------------|--|------------|
| AUG 23 – 24 | Student Involvement Suite (Ground Floor) | 11am – 2pm |
| AUG 27 – 31 | Student Involvement Suite (Ground Floor) | 10am – 3pm |
| SEP 1 | Student Involvement Suite (Ground Floor) | 11am – 2pm |
| SEP 4 – 8 | Student Involvement Suite (Ground Floor) | 11am – 2pm |
| SEP 10 – 14 | Student Involvement Suite (Ground Floor) | 11am – 2pm |

COMING Late Fall 2018: NEW Bank Branch at STAMP

*Capital One ATMs continue to be available outside of STAMP,
South Campus Dining Hall, and Ellicott Hall PLUS inside The Clarice
during the transition to a new bank branch.

Permanent Capital One ATMs located at Xfinity and Maryland Stadium.

STAMP



**REGISTER
TODAY**

September

| Mon. | Tue. | Wed. | Thu. | Fri. |
|--|--|---|---|------|
| 3 | 4 | 5 | 6 Lunch & Learn | 7 |
| 10 UHR Benefits: New Employee Benefits Enrollment and Q&A | 11 Design Thinking | 12 Performance Review: Process & Tools | 13 Parental Leave Training | 14 |
| 17 New Employee Orientation & Welcome | 18 | 19 | 20 | 21 |
| 24 UHR Benefits: New Employee Benefits Enrollment and Q&A | 25 LDI 1 of 7: Leading a High Trust Workplace | 26 | 27 Keys to an Engaged & Empowered Workplace (1 of 3) | 28 |
| <div>UHR has all of this and more!</div> <div>The full catalog</div> | | | | |



Dates and Times Subject to Change. Please visit the [training calendar](#) for up-to-date course listings