WHAT’S NEW?

Online 1328 – Time Off Work Form

Human Resources has partnered with select University departments and Business Core Systems to implement an automated Time Off Work (TOWF) process through UC Flex.

Beginning October 1, 2013 benefits eligible faculty and staff will be able to request time off work through UC Flex Employee Self Service (ESS). Paper and other on-line time off work processes will be replaced by this automated procedure. Time off requests will be routed automatically from the employee to the salary or hourly time off work supervisor, the timekeeper and into UC Flex.

Training will begin mid-September in the form of on-line simulated sessions and individual departmental training by request. Hands on Walk-In Centers will also be open in University Hall in October.

Look for E-currents articles for more information on this new feature. From October to December the new TOFW process will be piloted by interested units. Participation in the new process is mandatory beginning January, 2014.

2014 Medical Plan Changes

University of Cincinnati employees will see major changes to their health care plans next year. In a rapidly evolving health care environment, these changes are necessary to preserve quality, affordable care for our employees for years to come. Where required, UC will bargain these issues with appropriate labor organizations.

The medical plans offered to UC employees next year maintain high quality care while improving affordability. The changes reflect the input over 18 months of a broadly representative employee task force. UC will augment revised medical plans with new programs in wellness and care management for chronic conditions such as asthma and diabetes.

The alternatives are frightening. If we do nothing, health care costs - already costing UC nearly $80 million annually – are estimated to increase as much as 10% annually. Penalties imposed by federal health care mandates would exceed $20 million annually in the next decade.

Leading up to benefits enrollment in November, affected UC employees will receive communications describing these changes. Opportunities to meet with benefit counselors will be offered as well.
CONSIDER THESE FACTS

1. UC employees enjoy rich benefits
   - University of Cincinnati employees enjoy health-care plans that are richer and more attractive than other employers in this region.
   - UC’s employees have better coverage, provided at lower cost than many IUC and AAU schools we benchmark against.

2. UC is working to maintain excellent benefits for employees.
   - To maintain high-quality and affordable health care for UC employees, the university will make significant changes to our plan design in 2014.
   - These changes are based on more than a year of planning by a task force comprised of faculty, staff, administration, board member and outside consultants.

3. Specific changes provide high-quality and affordable care.
   - A new High Deductible Health Plan will promote consumerism, quality and transparency.
   - UC will eliminate the expensive HMO option and will retain the more flexible Point of Service plan.
   - UC will augment insurance plans by ramping up wellness benefits and care-management programs for chronic conditions.

4. Doing nothing is not an option.
   - UC’s medical plans already cost almost $80 million a year, and those costs are rising at an average rate of 10% annually.
   - By 2016 our costs will have increased by an estimated $25.6 million.
   - Provisions of the Patient Protection and Affordable Care Act will kick in by 2018 and add an additional $5.7 million in expenses, rising annually to $20 million by 2025.

For detailed information about the changes, please refer to http://www.uc.edu/hr/2014-health-plan.html.
MORE…………..WHAT’S NEW!

OPERS – Student Exemption Form

OPERS has created a new, streamlined version of the Request for Optional Student Exemption Form. A link to the new form is available on the HR Forms site (www.uc.edu/hr/forms). If you stock the OPERS Student Exemption forms for student hires, please destroy any copies you have of the OLD Student Exemption Form and provide the student with the NEW form. OPERS will not accept the old form after October 2013.

Impact Solutions – Frontline Supervisor Newsletter

The August issue of Impact’s Frontline Supervisor newsletter has been posted to the following link:

http://www.uc.edu/hr/benefits/choice_benefits/eap.html

TOOLS YOU CAN USE:

IMPACT SOLUTION HR MANAGEMENT WEBINARS

Please join us for the following Impact Solutions HR Management webinars. Registration is requested, but not required. Register online at: http://www.uc.edu/hrtrainingopp.com. Webinars are archived on the Impact Solutions website (http://www.myimpactsolution.com; password: bearcats) approximately 30 days after the live webinar.

Impact Solutions HR Management Webinars – Third Quarter 2013

Leadership Essentials

October 17, 2013 11 a.m. – noon. University Hall, Room 450

This workshop explores the fundamental concepts of leadership including differentiating leadership from management; discussing the ways leaders influences and motivate employees and establishing trust and credibility.

Leveraging Emotional Intelligence as Managers

November 21, 2013 11 a.m. – noon. University Hall, Room 442

Great leaders understand themselves and the people they manage. They are able to recognize their own feelings and those of others, are self-motivated and understand the needs and motivators of others. This interactive and insightful training workshop focuses on emotional intelligence, self-awareness and relating with others.
Managing Under Pressure: Making Decisions and Communicating

December 19, 2013  11 a.m. – noon  University Hall, Room 450

When times are tough, how do you manage your team? How do you handle pressure? This seminar will equip you with techniques that will strengthen your ability to respond (not react) to high pressure situations. This session also covers tools for making decisions during tough times and communication decisions.