

## HR pArtNeRs

For information regarding [ANR Staff Personnel](#) and [ANR Academic Personnel](#) visit our webpages!

### UC FAIR WAGE/FAIR WORK PLAN

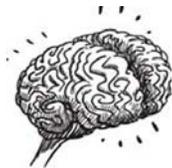
In 2015, University of California President Janet Napolitano announced that the minimum wage for its workers — both direct and service contract employees — will be raised to reach \$15 an hour by 2017. In addition, she directed that all contractors doing business with UC comply with government and university workplace laws and policies. This plan impacts all UC employees 50% time or more (except for student titles) and establishes a minimum wage of:

- at least \$13/hour beginning October 1, 2015
- at least \$14/hour beginning October 1, 2016
- at least \$15/hour beginning October 1, 2017

Under this plan, effective October 01, 2016 the new minimum wage will be \$14 an hour. No ANR employees will be affected this year as they are already above the new minimum wage. Minimal to no effect is also expected next year, however ANR is working very closely with the UC Office of the President on the plan and will be sharing information as it is received.

For more information on the UC Fair Wage/Fair Work Plan, please visit: [ucal.us/fairwage](http://ucal.us/fairwage) or here for more information about how this plan affects ANR specifically <http://ucanr.edu/sites/ANRSPU/files/249259.pdf>

Bethanie Brown, Compensation & Employment Mgr.



### CENTER THE DISTRACTED BRAIN: TOOLS/BEHAVIORS

You're working on an important task to complete by day's end, then a reminder email pops up requesting you respond to a scheduling inquiry.

- As you look at your calendar to respond to the email, a co-worker walks by and asks, "Aren't you joining us for the meeting?"
- You rush to gather your pen and notepad and walk briskly to the meeting.
- You return from the meeting and settle into your task.
- Then you read a few texts: one from your spouse reminding you to stop by the store and another from a couple of friends about meeting after work to plan for a fishing trip.
- You respond to several more emails.

When you check the time you see there is only 40 minutes to rush through your task before you need to leave!

Is this scenario familiar? If it is and you'd like to understand the scattered brain so you can transform it, review the following video and blog:

### TRANSFER VS. LAYOFF

"It is the policy of the University to minimize the effects of indefinite layoffs and indefinite reductions in time on employees in career positions when layoffs or reductions in time are necessary due to lack of funds or lack of work, including lack of work due to reorganization." (UCOP. PPSM 60: III. A.) If a layoff is imminent, hiring authorities should consider the possibility of transfer vs. termination. A transfer is a lateral move into a vacancy that has not yet been designated for open recruitment. It can be a win-win for the employee and the department. If you anticipate a layoff please contact [anrstaffpersonnel@ucanr.edu](mailto:anrstaffpersonnel@ucanr.edu) to explore the possibility of reassignment. Layoff actions require significant notice to the employee. Please reach out as soon as you suspect a layoff may be necessary.

Mary Roberts, Emp & LR

### SPOTLIGHT-JODI ROSENBAUM



*How long have you been with the UC and what do you do?*

Just over 11 years, student recruitment and Leaves Management with WC and Accommodations.

*What was your best ever Halloween costume?* Squirrel

*What are your three favorite television shows of all-time?*

[The Perfect 15-Minute Day](#) (3 minutes; YouTube video)  
[Less-is-more blog](#) (website)

Video and blog produced by Pierre Khawand, founder and principal of People-OnTheGo. His best-selling “Accomplishing more in less time, less effort, and less stress” workshop enables business professionals to better cope with information overload and competing priorities. He has published *The Accomplishing More With Less Workbook*, *Accomplishing More With Google Apps*, and *The Results Curve: How to manage focused and collaborative time!*

[From Scattered to Centered](#) (47 minutes; YouTube video)

"Modern life is making all of us a little scattered and feeling anything but centered." says Psychiatrist, Dr. Alicia Ruelaz Maher. I have been fascinated to watch symptoms that were hallmarks of ADHD now showing up in just about everyone. And this is because the way we are currently using technology is actually changing the ways our brains function and this is generally in a direction that causes us to be less calm and effective."

For training resources on Time and Project Management go to: ANR Learning and Development webpage: [Results Orientation and Execution](#)

Jodi Azulai  
Learning and Development Coordinator

## OPEN ENROLLMENT

UC's annual open enrollment period will begin on October 27. Open enrollment is your opportunity to take advantage of UC's benefits package or make changes to your existing coverage. Full details about the medical plans and other benefits changes will become available on October 24 at <http://ucnet.universityofcalifornia.edu/oe/>. You will be able to make changes beginning 8:00 a.m. Oct. 27 through 5:00 p.m. Nov. 22.

The following story on UCnet is to inform employees about changes to UC's disability insurance options for 2017, and the opportunity for employees to add voluntary coverage during Open Enrollment: [Protect your paycheck — New disability insurance options for 2017 offer greater financial peace of mind.](#)

The story links to a new [2017 Disability Insurance Options page](#) on UCnet, with a video explaining disability options and an overview of what's changing, why this opportunity is important for employees, and how to enroll. More information, including a premium estimator, will be available during Open Enrollment.

Jennifer Crouch, Compensation Analyst

## CONTACT US

To update yourself on our mailing list, please [click here](#).  
Questions or comments? Contact us at [HR Help Center](#).

Amazing Race, Fixer-Upper, ID

*What's something about yourself that you hope never changes?* My appreciation for life

*What's your pick: hang glide, sky dive, bungee jump, hot air balloon, or kite?* Hang glide

*What book on your shelf is dying to be read?* Any book by Catherine Coulter or Nora Roberts

*What's your favorite autumn activity?* Apple Hill

*Name something you cook really well.* Spaghetti

## TIMESHEET REMINDERS

### Biweekly Employees:

**Submit:**      **Approval:**

10/08/16      10/10/16

10/22/16      10/24/16

11/05/16      11/07/16

11/17/16\*      11/18/16\*

\*early submissions due to upcoming holidays

### Monthly Employees:

10/05/16      10/12/16

11/03/16      11/10/16

Ann Pohl, Payroll Asst

## SELECT CELEBRATIONS

### OCTOBER

10—Columbus Day

12—Farmer's Day

17—Boss' Day

14—Flag Day

19—LGBT Ctr Awareness Day

22—Make a Difference Day

31—Halloween

### NOVEMBER

1 & 2—Day of the Dead

4—Stress Awareness Day

6—Daylight Savings Ends

11—Veterans

17—Take a Hike Day

24—Thanksgiving