

**Date:** November 7, 2022

**Time:** 11:00am to Noon

**Location:** Microsoft Teams

- **WorkdayHR update**

- *WorkdayHR training for specified roles began October 31*

Staff that have HR-related duties within your departments and/or units should have received communication to register for role-specific training sessions that will review the HR actions they will need to make in the new WorkdayHR system. We highly encourage that staff register and attend all training sessions they receive in their communication(s).

- *Data conversion begins November 18*

To ensure successful data conversion to WorkdayHR, PeopleSoftHR will be view-only to all employees November 18-December 31, 2022. There will be little to no impact on employee self-service actions such as address changes, leave requests, or bank changes. New employees or employees who experience a qualifying life event after November 18, must contact their Benefits Specialist to complete enrollment. Several guidance communications have been sent to LFOs and UBM's regarding the recruitment process during this time.

- *WorkdayHR all-campus training begins December 2*

The WorkdayHR project team will host HRtalks: Workday Overview December 2 and December 9 where employees will see the system and review self-service actions that will be completed in WorkdayHR. The actions shown in the HRtalks will have videos and quick reference guides on the Workday website and will serve as important resources for employees who need assistance completing the actions in WorkdayHR after go-live. General office hours will also be available for all employees after go-live.

Please contact [WorkdayHR@louisville.edu](mailto:WorkdayHR@louisville.edu) if you have any questions and continue to review UofL Today and the [Workday website](#) for WorkdayHR related information.

- **Benefits update**

- *2023 Open enrollment recap*

- *Kari, what can we provide here?*

- *Policy Updates*

- *Effective December 31, 2022*

the University of Louisville will no longer offer U.S. Legal Services, Manhattan Disability Income Plus and Manhattan Income Protector as a voluntary benefit. Impacted employees have received communication with these updates.

- *Effective January 1, 2023*

staff who retire with accrued sick leave, will be paid out in a lump sum, up to a maximum of 30 days. Additionally, a policy enhancement will add one additional month of medical coverage for all faculty and staff at the active employee rate after the employee's retirement effective date. Staff with accrued annual vacation leave can still use up to 44 days or choose a lump sum payment upon retirement.

- *New Employee Assistance Vendor: Anthem*

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- Thank you to Pat and Virginia for their participation during the RFP process. UofL is meeting with Anthem to discuss announcement communication, so please refrain from discussing with colleagues until we have officially announced. We will also let employees who are currently utilizing our current vendor know what this transition for them will look like in the future.
  - *2023 \$40 Get Healthy Now monthly premium incentive deadline is November 30*
    - Employees must complete the required 200-point PHP and the additional 280 points by November 30, 2022, to earn the 2023 \$40 Get Healthy Now monthly incentive. Some point opportunities require daily logins to receive points, so we encourage you to complete all point opportunities by Friday, November 25, 2022. Visit the [Get Healthy Now website](#) for more information. Trouble registering or logging in? Contact [Health Advocate at 866-799-2731 and they can assist you in the registration process.](#)
  - **Compensation & Total Rewards Study update**
    - The staff job classification phase of the project that has taken place over the summer is now complete. The project team met with VP/Deans throughout the month of September to review the proposed job architecture. The next phase of the project is the benefits study and faculty and staff market assessment this fall/winter. Additional information about the Total Rewards Study can be found on the website at: <https://louisville.edu/hr/compensation/compensation-and-total-rewards-study>.