The purpose of HR Intercom is to reinforce the partnership of the Office of Human Resources with all University departments by keeping the University community informed of HR policies, programs, issues, and points of interest.

**University of Rochester’s United Way 100th Birthday Celebration and Campaign Has Begun**

The 2018 University United Way Campaign is now underway. Employees are encouraged to view the campaign video and UR website to learn more about this important annual campaign. Pledges of any amount make an impact so please consider making a pledge today.

United Way of Greater Rochester’s annual Day of Caring is on May 10, 2018. If your department is interested in participating, check with your supervisor and register online. One hundred years ago, George Eastman had a vision for a thriving community that takes care of its own. Today, United Way of Greater Rochester is keeping that dream alive with the help of thousands of donors like you who care for our community.

**Hiring College Students**

The last day that graduating students may work through student employment is May 20, 2018.

There are three choices to consider when hiring recently graduated, (former UR “students”), non-matriculated or current students. For more information on this process, click here.

**Employees Working Outside of New York?**

The University has an obligation to meet all legal requirements in the state or country where employees perform work. If you have a business need to have an employee (staff, faculty, student or post doc) work in another state or another country, you will need to follow the request for the approval process outlined in policy 132. For more details about employees working outside of NY State contact your HR Business Partner.

**HR Compliance Training Scheduled for Spring**

The University remains committed to compliance and continues to offer compliance training on Federal and New York State labor regulations and its impact on University policies and procedures as well as the Fair Labor Standards Act (FLSA). Two of the three training sessions remain this spring, from 8:30 to 11:30 a.m. on April 18, and May 9. Registration will occur in MyPath by clicking on the following link: HR Compliance Training.

**Travel Time Payment for Nonexempt (Hourly Paid) Staff**

On occasion, nonexempt staff must travel for work purposes. When this occurs, be sure to follow applicable labor laws for compensating staff. Click here for details.

**HR Staff Announcements**

Rachel Carmen (Total Rewards) was promoted to Associate Director of Benefits on 3/1/18. Congratulations!
Total Rewards Highlights

Home Program Fair

The Office of Total Rewards is proud to announce that this March marks the 10th anniversary of the University Home Ownership Incentive Program! To celebrate this milestone, we are inviting employees to attend our Home Program Fair to learn how this program can be a huge asset to you in your search for a new home. A representative from all seven participating lenders, the City of Rochester and the Office of Total Rewards will be available to visit with you. The fair will be held on Wednesday, March 28 from 12:00 – 2:00 p.m. in College Town (44 Celebration Dr.) 2nd Floor-Room 2007AB. Please stop by anytime during the two hours. Register here.

It Pays to Save for Retirement

You may qualify for the Saver’s Credit, a federal tax credit of up to $1,000 ($2,000 if married filing jointly) for contributions you made to your retirement in 2017. Unlike a deduction, a credit is a dollar-for-dollar reduction of your federal income tax liability and this credit can reduce the amount you owe or increase your refund for taxes already paid. Visit IRS.gov to learn more and find out who can claim the Saver’s Credit.

Ease Your Transition into Retirement

If you’re planning to retire soon and don’t know where to begin, join Life-Work Connections/EAP and the Office of Total Rewards from 12:00 – 1:00 p.m. Monday, March 19, to gather with others who are also nearing retirement. This support group, led by a counselor is held monthly and provides support and strategies for the next phase of life. Participants can stop in throughout the hour as their schedule allows. Enroll Here.

Managing Your Health Savings Account (HSA)

The Office of Total Rewards recently partnered with PayFlex (Aetna) and HSA Bank (Excellus) to host two HSA educational webinars, providing employees with an overview of HSAs, along with other valuable information regarding HSA portability, tax filing, and investment opportunities. If you were unable to participate in the webinars, but are interested in learning more about your HSA account, visit the HSA page on the Total Rewards website for the presentation information.

2018 Season of the UR Farmers Market

The UR Farmers Market returned to the Flaum Atrium on March 7 for its 2018 season. Well-U brings the Farmers Market to you every Wednesday from 2:30 – 5:30 p.m. to make it easier to shop local, healthy and fresh. For more information, visit the UR Farmers Market webpage or sign up for the Farmers Market newsletter.

“Become a Runner” Program

Running is difficult when you’re doing it alone. Well-U partners with the YMCA this spring to offer the Become a Runner program, a 12-week beginner training program to give new runners the knowledge and support they need start running or run faster. Informational sessions for the 2018 spring session are being held at 5:30 p.m. on Wednesday, March 14 in the Saunders Research Building and on Thursday, March 15 at Rochester Running Company.

Tough Times? Life-Work Connections/EAP Can Help

As part of your Total Rewards package, the University of Rochester employee wellness program offers you and your immediate family members up to 5, no-cost visits to Life-Work Connections/EAP per person, per calendar year. Whether you’re looking for advice and support with parenting, depression, work, stress, etc., EAP counselors will help you work through your problems in a focused, confidential, and goal-oriented environment. Learn more.

Well-U Facebook Page

Stay up-to-date on all new and upcoming wellness programs being offered to the University of Rochester community by liking the Well-U Facebook page. Your news feed will become populated with interesting health & wellness articles, stress tips, new wellness programs, and more.
Upcoming Wellness Programs  
(Click links to register)

**Self-Defense Class:**  
Thurs., Mar. 15, 12:00 - 1:00 p.m.  
Eastman School of Music

**Ready, Set, Train:**  
Mon., Mar. 19, 12:00 - 12:45 p.m.  
135 Corporate Woods

**Live Cooking Demo:**  
Thurs., Mar. 22, 11:30 a.m. - 12:15 p.m.  
Café 601

**Immune & Mood:**  
Fri., Mar. 23, 12:00 - 12:45 p.m.  
Saunders Research Building

**Working Parents Support Group:**  
Mon., Mar. 26, 12:00 - 1:00 p.m.  
Saunders Research Building

**EAP Supervisor Series: Work-Life Balance:**  
Tues., Mar. 27, 12:00 - 1:00 p.m.  
Medical Center

---

Health Tip:  
Know Your Numbers for a Better Brain

Your numbers count! Evidence suggests that controlling your weight, blood pressure, cholesterol and blood sugar can make an important contribution to your brain health.

**Body Mass Index (BMI)**

Many studies now report that as your weight goes up, the size and function of your brain goes down. Two-thirds of Americans are overweight, making it the biggest brain drain in the history of the U.S.

**Fasting Blood Glucose**

Diabetes is a disaster for brain health. As your fasting blood sugar level goes up, blood vessels become brittle and are more likely to break, thus increasing your risk for strokes, depression, and dementia.

Additionally, a growing body of research suggests that a sugar-heavy diet could increase your risk for developing Alzheimer’s disease. Some researchers have even referred to Alzheimer’s as “Type 3 Diabetes”, suggesting that diet may have some role in an individual’s risk for developing the disease.

**High Blood Pressure**

High blood pressure is the #1 risk factor for stroke. Know your numbers by stopping by the Medical Center’s employee pharmacy, and then take steps to control your blood pressure for a healthy brain.

**Vitamin D**

Vitamin D is an essential vitamin for brain health, mood, memory, and healthy circulation. Low levels of vitamin D have been associated with mood challenges and difficulties with sociability, attention, memory, circulation, and immunity.

This tip is brought to you by **Life-Work Connections/EAP**, providing professional and confidential guidance at no cost for employees and their family members as part of the **YOURhealth employee wellness program**. EAP will help assess issues and provide short-term counseling and referrals as needed.