

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES

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Nominate someone for the Crimson Spirit award today!

The Crimson Spirit Award is a special commendation for Washington State University faculty and staff who have provided superior customer service. To learn about recent honorees and their contributions to the WSU community, or to submit a nomination, please visit go.wsu.edu/CrimsonSpirit.

Paydays

Friday,
July 9

Monday,
July 26

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Juneteenth, an Opportunity to Reflect & Grow

Juneteenth officially became a federal holiday June 17, 2021, and will become a recognized holiday for the state of Washington in 2022—let it be a day that we all reaffirm our commitment to foster a deeper understanding of the lived experiences of our Black faculty, staff, and students. As members of the Cougar family, and as members of the nation and the globe, we honor the anniversary of Juneteenth, and we let it serve as a reminder of the responsibilities we have to one another and the promises of freedom for which we continue to strive.



A group photograph at a Juneteenth Celebration in Emancipation Park in Houston's Fourth Ward in 1880

Wildfire and Air Quality Reminder

Wildfire season is quickly approaching. In the event there are wildfires impacting the air quality near you, please review/save these specific resources for reference.

Information and Frequently Asked Questions

[Employee Resources | Wildfire and Air Quality](#)

[WSU Office of Environmental Health and Safety | Wildfire Smoke and Air Resources](#)

WSU Alerts

If there is a wildfire near you, visit the appropriate WSU Alerts website for further information:

Pullman: [WSU Pullman Campus Alerts](#) or the Hotline 509-335-2345

Spokane: [WSU Spokane Campus Alerts](#)

Vancouver: [WSU Vancouver Campus Alerts](#)

Tri-Cities: [WSU Tri-Cities Campus Alerts](#)

Everett: [WSU Everett Campus Alerts](#)



Employee and Employer Contribution Rates

Employee and employer contribution rates will be changing for Washington State Health Care Authority and the Washington State Department of Retirement Systems. These changes will automatically go into effect July 1, 2021.

Retirement Plan	Employee Rate	Employer Rate
PERS 1	6% No change	10.25% Down from 12.97%
PERS 2	6.36% Down from 7.9%	10.25% Down from 12.97%
PERS 3	EE election	10.25% Down from 12.97%
LEOFF 2	8.53% Down from 8.59%	8.71% Down from 8.77%

Modernization Initiative

Sick Leave Accrual for 9 month Faculty Working Over the Summer

In Workday, 9 month faculty do not automatically earn sick leave over the summer.

If a 9 month faculty member is eligible for sick leave during the summer months based on the policy in the [Faculty Manual](#), please have the department administrator submit a ticket through the Workday Service Desk using the ["Leave Balances or Leave Accrual is incorrect" button](#) at the end of each summer month for HRS to manually update the sick balances for the faculty member.

Resource for New Employees

Here's a list of [Workday tasks new employees](#) can complete themselves, along with descriptions and links. It's also available to download.

Fiscal Year End

Fiscal year end for 2021 is June 30. Find resources and a timeline of due dates on the [Fiscal Year End](#) web page.

ILT Trainings this month - Via Zoom

View more information below, this may require you to log in with your WSU network ID and password.

Trainings this month are available through Zoom videoconferencing.

[WSU Return to the Workplace Planning Guidance-Employees](#)

[Nonresident Employee Taxation Forum](#)

[Hostile Intruder Training](#)

[Understanding the University Operating Budget](#)

[myWSU: BI-Data Warehouse 12g Analytics \(OBIEE\)](#)

[Purchasing Card: New Cardholders](#)

[Customer Service at WSU](#)

[myWSU: Query Foundations](#)

[myWSU: Advanced Query Techniques](#)

[WSU Return to the Workplace Planning Guidance-Supervisors](#)

Questions?

Call 509-335-4521
or send an email to hrstraining@wsu.edu.

Featured Online Training

[Learning from Failure](#)

Library ID: bs_apd19_a01_enus

In this course, you'll learn how to embrace failure by developing an attitude of learning from setbacks. You'll learn about the cycle of success when developing people, and you'll also explore failure in greater detail, its potential benefits, as well as key strategies for embracing it.

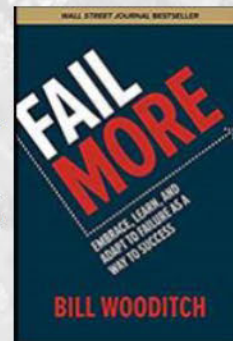


Featured Online Book

[Fail More: Embrace, Learn, and Adapt to Failure as a Way to Success](#)

Library ID: 144449

The most underrated tool for success is failure. This one-of-a-kind guide teaches you how to take active, strategic measures to turn the sting of failure into the reward of growth.



[July is Herbal/Prescription Interaction Awareness Month](#)

"From vitamins to herbs, dietary supplements have become increasingly popular in recent years, particularly among Americans age 60 and older."

- "What's the big deal, you might be thinking? After all, supplements are made of natural ingredients, so they must be safe—right? Not necessarily. Not only can supplements have potentially harmful effects, but when taken in conjunction with prescription medications the ensuing interactions can prove very dangerous."
- Keep "an up-to-date record of all prescription and over-the-counter medications you consume, as well as of all vitamins and/or herbal supplements you take."
- Share "this information with your health-care professional. If he or she okays your supplements and prescriptions, be sure to follow dosing instructions carefully."
- Watch for "any unusual signs or symptoms that you could be experiencing a potentially dangerous drug interaction, such as rapid heart-beat and/or changes in blood pressure."

Tell your doctor and pharmacist about all the vitamins, supplements, and other nonprescription products you take!



Quotations and image from a post on the [ATRIO Health Blog](#), ATRIO Health Plans