

## 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](https://go.wsu.edu/CrimsonSpirit).

### Paydays

Friday,  
September 10

Friday,  
September 24

Human Resource Services  
PO Box 641014  
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509-335-4521  
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### Expanded Vaccine Requirement and Mask Mandate

Washington Gov. Jay Inslee announced Wednesday, August 18, that he will require all school employees in the state, including those working at colleges and universities, to be fully vaccinated against COVID-19 by Oct. 18. **Vaccination verification information, the Workday verification and exemption processes, and frequently asked questions are available on the HRS website at [hrs.wsu.edu/covid-19/vax-verification](https://hrs.wsu.edu/covid-19/vax-verification).**

Effective Monday, August 23, 2021, in accordance with Gov. Jay Inslee's [Proclamation 20-25, Washington Ready](#), everyone, regardless of vaccination status must wear face coverings/masks covering their nose and mouth in most indoor settings [20-03.4](#).

Human Resource Services is excited to announce applications for the 2021-2022 WSU system-wide Staff Mentoring Program are now available. HRS will be accepting applications through **11:59pm PT on September 17th, 2021.**

**For more information and to apply, please visit: [hrs.wsu.edu/staff-mentoring](https://hrs.wsu.edu/staff-mentoring).**

*The purpose of the WSU Staff Mentoring Program is to develop relationships and facilitate interaction among staff, resulting in a stronger, more collaborative environment. Specifically, the goal is to provide new and existing staff with a valuable resource, a mentor, who offers support and encouragement, and is the point of reference for many additional resources.*



### Benefits Reminders

#### Long Term Care Tax

Beginning in January 2022, all Washington state employees will be subject to a new Long Term Care (LTC) Tax associated with the WA Cares Fund program unless alternative LTC coverage is in place by November 1, 2021. Exemption requests may be submitted to the Employment Security Department beginning October 1, 2021. More information and resources can be found at the [WSU LTC webpage](#).

#### Pre-Retirement Presentations

To help kick off the new academic year, in September Human Resource Services and TIAA will be co-hosting Benefit Refresher and Pre-Retirement presentations. Mark your calendar, and watch next month's HRS newsletter for the location and time of the events.

# Modernization Initiative

Check back next month for new updates!

New and current employees can continue to utilize the Modernization Workday training resources available on the [Modernization Training webpage](#)

- [Workday Training Catalog](#)
- [Workday Knowledge Base](#)
- [Training Recordings and Materials\\*](#)

\*Training recordings are provided through Microsoft Stream. To receive credit in your online learning account through Skillsoft, login to your [Online Learning Account](#) and search "Workday". Select the "Custom" tab for online trainings.

## Learning Opportunities

### ILTs this month - via Zoom

You may be required to login with your WSU network ID and password

- [Best Practice: Integrating Career Advising with Academic Advising](#)
- [Electronic Forms System Training](#)
- [Introduction to WSU Employment Policies](#)
- [Mindfulness and Advising](#)
- [Proposal Submission, Review, and Acceptance](#)
- [Purchasing Card: New Cardholders](#)
- [Research Administration Introduction and Update](#)
- [Successful Delegation](#)
- [Supervisor as Safety Manager](#)
- [UndocuAlly Training](#)

### Questions?

Call 509-335-4521

or send an email to [hrstraining@wsu.edu](mailto:hrstraining@wsu.edu)

### Featured Online Course

#### [Professional Networking Essentials: Finding Opportunities To Make Connections](#)

*This course demonstrates the basics of establishing a relationship through networking.*

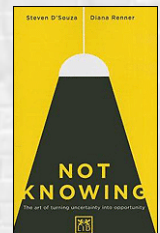
*From choosing the proper venue to developing mingling skills for the real and virtual worlds, this course shows you how to make an impact on professional contacts and strategically develop a flourishing professional network.*



### Featured Online Book

#### [Not Knowing: The Art of Turning Uncertainty into Opportunity](#)

*Our need for certainty, to know what's going on, to have all the answers, exerts strong pressure in our lives. This book argues that it is by not knowing that we in fact develop an exploratory mindset, and discover, engage, and create new*



### Inclement Weather

Fall and winter are just around the corner! The following personnel processes will help you stay prepared:

Resources for information regarding personnel processes during times of inclement weather and/or periods of suspended operations are available via the [Inclement Weather webpage](#).

Please review the relevant Business Policies and Procedures (BPPM) (BPPMs [50.40](#), [60.40](#), [60.56](#), and [60.57](#)) and plan and prepare for how your campus, area or department will address inclement weather and suspended operations. Additional inclement weather resources:

WSU ALERTS • [Pullman Alerts](#) • [Spokane Alerts](#) • [Vancouver Alerts](#) • [Tri-Cities Alerts](#) • [Everett Alerts](#)

\*Sessions for Inclement Weather Suspended Operations are forthcoming for both [employees](#) and [managers](#).