**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.

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.

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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.

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**WSU Staff Mentoring and Professional Development Program**

**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.

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.

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**Paydays**

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<th>Date</th>
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<tr>
<td>Friday, September 10</td>
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<td>Friday, September 24</td>
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**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 hrtraining@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.