



HR Source

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES



Washington's Long-Term Care Program Payroll Tax Starts on July 10 Paychecks

The state of Washington's Long-Term Care program and the associated 0.58% payroll tax that will fund the LTC Benefit Trust are set to start on the July 10 paychecks.

Exemptions from the program are available under certain circumstances.

Workers who live outside of Washington can now apply for an exemption, as can military spouses/registered domestic partners, workers on non-immigrant visas, and veterans with 70% or more disabilities. To apply for an exemption, visit WA Cares

[continued on page 2](#)

WORKDAY

Elevating Cougs Event: October 19-20, 2023

This two-day conference offered by WSU HRS and Modernization is available for all WSU employees who want to develop their professional skills,

[continued on page 3](#)

BENEFITS

WA Cares Fund Long Term Care tax begins July 2023

The state of Washington's Long-Term Care program and the associated payroll tax that will fund the LTC Benefit Trust are set to start in July 2023. Most employees will see

[continued on page 4](#)

Celebrating PRIDE Month

Raising Awareness About LB-GTQIA2S+ Human Rights

Pride Month means something different to everyone. It is a time for celebration, and reflection. Each June, people throughout the world join

[continued on page 2](#)

Wildfire and Air Quality Reminder

It's wildfire season again, please access information and FAQs available on the [Employee Resources Wildfire and Air Quality FAQ](#) page.

If there is a wildfire near you visit the appropriate WSU

[continued on page 3](#)



Nominate for Crimson Spirit!

[Find more info on the HRS website.](#)



Paydays

Friday, June 9
Monday, June 26





LEARNING OPPORTUNITIES

Juneteenth: Monday, June 19, 2023

Juneteenth was recognized as a U.S. federal holiday in June 2020 but has been around since as early as June 19, 1865, when U.S. Army Major General Gordon Granger arrived in Galveston, Texas, to announce that the Civil War and slavery had ended.

Juneteenth is an opportunity for us to reflect on how we think about racial equity, freedom, and inclusion within our workplace. We believe that we should celebrate the ideas that come from the different perspectives and opinions of our teammates. By embracing diversity, we

can also work toward making sure that all our colleagues feel respected, safe, and supported while at work.

Check out the featured resources and ask yourself:

- How can seeking different points of view improve the work that you do?
- What can you do to make sure all voices are heard and respected?
- How do you practice inclusion in your daily life?

Featured Assets

Channel: [DEI in the Workplace](#)

Watch: [Embedding Inclusion into Everyday Experiences](#)

Read: [Black Fatigue: How Racism Erodes the Mind, Body, and Spirit](#)

Listen: [Why Are All the Black Kids Sit-](#)



[ting Together in the Cafeteria? And Other Conversations About Race](#)

Watch: [Activating DEI Culture Shifts](#)

Watch: [Advancing DEI with Agility](#)

WA Long-Term Care

□ [continued from page 1](#)

Fund: [Apply for an Exemption](#). You will be required to provide documentation to support your request. If approved, provide a copy of your approval letter to WSU Payroll Services, 236 French Admin, Campus Zip, 1024, fax 509-335-1472, or as an attachment to payroll@wsu.edu.

If an exemption has already been submitted, you can confirm your status in the WSU system by selecting the “Benefits and Pay App,” and

then selecting “Tax” under the “Pay” option in the left-hand menu.

There is no deadline to pursue the new exemption options -- they can be pursued at any time. The exemption will be proactively applied the first of the quarter following the submission of the approval to Payroll, with no retroactive refunds.

Individuals who had a private LTC policy in place before November 1, 2021, that were previously approved for an ex-

emption will continue to be exempted and there is no need to reapply.

Information, Videos/Webinars, FAQ's and updates on the LTC Benefit and Program will be posted to [WSU Long Term Care](#) and [WA Cares Fund](#). Questions? [Contact WA Cares Fund](#). ■



Modernization

□ continued from [page 1](#)

become more confident leaders, and learn how their colleagues are successfully using Workday to improve their processes and decision making. Elevating Cougs offers three tracks to choose from: Leading as a Cougar, Developing as a Cougar, and Workday Success Stories. Employees are welcome to follow one track or mix and match sessions across multiple tracks. Visit the [Elevating Cougs 2023 page](#) for more information. Registration will open this Summer.

Updates to Modernization site improve navigation, access to resources

The Modernization website is the home of information about Workday



and related projects at WSU. As the site continues to grow, we're working to improve this resource and meet the needs of the WSU community. Based on community feedback, we've made a [series of updates to the website](#).

New "Request Delegation" ticket in Workday Service Desk

Administrators may now request delegations on behalf of employees who are unavailable to set up their own

using the new "Request Delegation" ticket type in the Workday Service Desk. [Learn more about requesting delegation.](#)

New Workday Concepts guides provide functional overviews

We're working on a series of new Workday Concepts reference guides to provide further insight into specific work functions in Workday. Workday Concepts guides aim to provide greater visibility into process flows, and help employees understand how the tasks they perform function as part of a broader workstream. [Learn more about Workday Concepts.](#) ■

Wildfire & Air Quality

□ continued from [page 1](#)

Alerts website for more 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.](#) ■





BENEFITS

□ continued from page 1

the new 0.58% state tax reflected on their July 10 paychecks. For more information on the LTD Benefit, exemptions, and expanded eligibility, visit [HRS Long Term Care Information](#) or browse the following links:

- [WA Cares Basics: Presentation recording](#)
- [WA Cares Benefits](#)
- [WA Cares Exemptions](#)
- [Earning your Benefits](#)

Save for the future with WA529

College is one of the most import-

ant investments one can make in their lifetime. 529 plans were created to help parents, future students, friends, and family save money tax-free for eligible expenses, like tuition, fees, room & board, books, and supplies. Learn more about the different plan options and how to [get started at WA 529](#).

EAP: Burnout Recovery Roadmap: June 8, 12-12:45 PM

Join a webinar on dealing with burnout hosted by Limeade, the administrator of the SmartHealth wellness platform.

Live captioning is available; this presen-



tation will be recorded.

[Register to attend the Burnout Recovery Roadmap webinar.](#)

Join an EAP Orientation!

Orientations help employees understand:

- How to access EAP services
- What EAP offers to employees
- Who is eligible to receive services
- Client confidentiality policy ■

Pride Month

□ continued from page 1



together to celebrate Pride Month so they do not forget the Stonewall riots that happened in June 1969.

Below are some suggestions to consider as you decide how you want to contribute and participate in Pride Month:

- Complete a Diversity and Inclusion course to create a safe and friendly environment for all employees.
- Participate in an activity that will positively impact the LGBTQIA2S+ community.
- Donate to a charity supporting human rights.
- Volunteer at a local event that will raise awareness of the current issues facing the LGBTQIA2S+ community.

Featured Assets

- Watch: [Leadercamp on Demand: LGBTQ+ Etiquette and Common Bloopers](#)
- Read: [GaYme Changer: How the LGBTQ+ Community and Their Allies are Changing the Global Economy](#)
- Listen: [The Queer Advantage: Conversations with LGBTQ+ Leaders on the Power of Identity](#)
- Watch: [Advancing DEI with Agility](#)
- Watch: [Activating DEI Culture Shifts](#) ■

Human Resource Services
PO Box 641014
Pullman, WA 99164-1014
(509) 335-4521



WASHINGTON STATE UNIVERSITY
Human Resource Services