New York State announces health plan rates

The State of New York Department of Civil Service has announced the Option Transfer Period, December 2–31, 2010.

The three kinds of options during the Option Transfer Period concern:

- **Health plans:** During this period, you can change health plans; change from family to individual coverage, or cancel your health plan coverage. If you choose to remain with your health plan for next year, you will automatically be rolled into 2011 at the same coverage level you have now.
- **Select Benefits:** Cornell uses the dates of the Option Transfer Period every year to hold an annual open enrollment period for Select Benefits for contract college faculty and staff. If you wish to participate in Select Benefits, you need to sign up every year. Enrolling allows you to use pre-tax dollars to pay medical expenses.
- **Child care:** If you have been notified that you are a recipient of a Child Care Subsidy Grant for 2011, you need to enroll in the Select Benefits Dependent Care Account to claim your grant money in 2011. Enroll in Select Benefits Dependent Care Care via ebenefits at ee.ohr.cornell.edu. For more information on Select Benefits, go to hr.cornell.edu/benefits/open_enrollment.html and www.hr.cornell.edu/benefits.

Take the time now to update your personal and emergency contact information

Cornell Police would like to encourage everyone to keep your personal and emergency contact information current. Faculty and staff can go to Employee Essentials ee.ohr.cornell.edu to update all of their contact information. Click on the “Personal” tab and select links for the EMN Phone Number (a phone number, voice or text, used for the university’s Emergency Mass Notification (EMN) alert system), Emergency Contacts (designate who to contact in case of an emergency involving you), and Phone Numbers (your university telephone number).

Women’s hockey team with United Way for a winning combination

Junior Catherine White scored a pair of goals to push the Cornell Women’s Hockey team to a 3-0 victory over Clarkson on December 4 at Lynah Rink. The win, played in front of a record crowd of 2,326, sent the top-ranked Big Red to 13-1 on the year and 8-0 in ECAC Hockey action.

Approximately $3,000 was raised for United Way, including a $1 per attendance donation from a group of donors, more than $600 from a raffle of about a dozen donated items and $140 from a 50/50 raffle sponsored by the Cornell Hockey Association. The benefit game was both a try on-campus and off-campus supporters to the winning hockey team and a fundraiser for the United Way drive.

Members of the Cornell community can still pledge their contributions to the Cornell University United Way drive by filling out their pledge cards or by accessing online.

www.cornell.edu.

Winter holidays begin December 24

The six paid winter holidays for 2010 are December 24, 27, 28, 29, 30, and 31. For these dates, all regular full and part-time nonacademic staff members and benefits-eligible temporary employees are eligible to receive holiday pay.

In addition, since December 25 and January 1 fall on Saturdays, the university will pay nonexempt staff members one and one-half times (1-1/2) their hourly rate for hours worked on December 25 and January 1, respectively. However, nonexempt staff members who work on either of those days are not entitled to any additional holiday compensatory time off. Supervisors are encouraged to contact their human resource representatives if they have any questions.

Skorton emphasizes increased communication with employees

The university is now in its third phase of recovery, said President David Skorton at an informal meeting with the Employee Assembly on December 3—a phase in which the university needs to turn its attention to the workloads and stresses felt by its staff members while also increasing faculty hiring and resuming construction in specific, funded areas.

Skorton said that the first phase—freezing salaries, halting construction, and selling bonds—made immediate corrections in the fall of 2008 to the university’s financial standing, while the second phase was more strategically focused on administrative streamlining and academic planning. As at other universities, the staff population absorbed the majority of cutbacks, as Cornell reduced its workforce by 9 percent through early retirements, layoffs, and attrition.

In the third phase, faculty hiring is resuming and construction supported through philanthropy and state funding is under way. Skorton pointed out that as the university begins to attract the startup funding associated with new faculty and research programs, this phase will benefit staff members needed to support these growth areas.

At the same time, he said, the university is still trying to correct its work/staff ratio to fit the realities of a smaller workforce that likely will not expand to former levels and that still feels the effects of the extended recession. “We are living in uncertain times that will continue to be unsettling,” Skorton said.

In responding to a comment that staff members are feeling stress and that workloads are unbalanced, Skorton said he encourages greater communication and hopes to offer more public meetings with employees next semester. “How do we get more information out to staff about what is happening on campus? Is it more public meetings? More communication from those of us on the steering group that focuses on the implementation of the Bain findings? What other methods of communication should we use?” he asked.

Vice President for Human Resources Mary Opperman, also at the meeting, noted that the message that staff members are integral to the university needs to be re-emphasized and demonstrated. “The students wouldn’t be fed, the buildings wouldn’t be cleaned, the new faculty wouldn’t be supported so important to faculty and students wouldn’t happen—the university couldn’t operate for 24 hours without the staff that support this campus. It’s important to appreciate the message that staff members are integral to the university needs to be re-emphasized and demonstrated. “The students wouldn’t be fed, the buildings wouldn’t be cleaned, the new faculty wouldn’t be supported so important to faculty and students wouldn’t happen—the university couldn’t operate for 24 hours without the staff that support this campus. It’s important to appreciate the message that staff members are integral to the university needs to be re-emphasized and demonstrated. “The students wouldn’t be fed, the buildings wouldn’t be cleaned, the new faculty wouldn’t be supported so important to faculty and students wouldn’t happen—the university couldn’t operate for 24 hours without the staff that support this campus. It’s important to appreciate the message that staff members are integral to the university needs to be re-emphasized and demonstrated. “The students wouldn’t be fed, the buildings wouldn’t be cleaned, the new faculty wouldn’t be supported so important to faculty and students wouldn’t happen—the university couldn’t operate for 24 hours without the staff that support this campus. It’s important to appreciate the message that staff members are integral to the university needs to be re-emphasized and demonstrated. “The students wouldn’t be fed, the buildings wouldn’t be cleaned, the new faculty wouldn’t be supported so important to faculty and students wouldn’t happen—the university couldn’t operate for 24 hours without the staff that support this campus. It’s important to appreciate the message that staff members are integral to the university needs to be re-emphasized and demonstrated. “The students wouldn’t be fed, the buildings wouldn’t be cleaned, the new faculty wouldn’t be supported so important to faculty and students wouldn’t happen—the university couldn’t operate for 24 hours without the staff that support this campus. It’s important to appreciate the message that staff members are integral to the university needs to be re-emphasized and demonstrated. “The students wouldn’t be fed, the buildings wouldn’t be cleaned, the new faculty wouldn’t be supported so important to faculty and students wouldn’t happen—the university couldn’t operate for 24 hours without the staff that support this campus. It’s important to appreciate. “The students wouldn’t be fed, the buildings wouldn’t be cleaned, the new faculty wouldn’t be supported so important to faculty and students wouldn’t happen—the university couldn’t operate for 24 hours without the staff that support this campus. It’s important to appreciate.
Tech Talk
Shaley DeGiorgio

The Tech the halls with online fun!

In the spirit of the season, members of the Club in our women's hockey and Tech the halls with online fun!

• enjoy them this winter break.

Pet food and supply drive under way

The SPCA of Tompkins County is currently caring for puppies, dogs, kittens, and medi-
ially-thrashed adults in детомент community. They are in desperate need of fosters. Items may be dropped off at either the Rescue Shelter of the Dorothy and Roy Park Pet Adoption Center, 150 Avenue Maple Street, or in front of either building or at the SPCA at the Shops at Arbor Hill during regular business hours.

To learn more about the services and volunteer opportunities at the SPCA of Tompkins County and the "Home for the Holidays" program, visit pawprint.com/spca.

Soup and Hope returns in new year

A lthough temperatures plummet, the free weekly series "Soup and Hope" returns to Sage Chapel on Monday, December 13. "Soup and Hope" is a gathering of the community to enjoy soup, bread, and conversation in a warm, welcoming environment.

This series is co-sponsored by Cornell United Religious Work (CURW), the Center for Transitions, Action, Creativity, Wellness, the Department of Music, Division of Human Resources, the Engineering Diversity and Inclusion initiative, and the Center for Food Science & Technology.

Upcoming issues of PawPrint and Flash will provide more details about the series and speakers. More information can be found at www.curel.cornell.edu.

University reminds employees of holiday guidelines

C ommunication and Positive Action (CAPA) is reminding employees of various holiday guidelines during the winter season. Please review the guidelines and plan accordingly.

Questions or concerns about fire safety information can be directed to Christine Stallmann, coordinator of Cornell's Environmental Health and Safety website: www.ceehs.cornell.edu. To contribute, make a donation to the Cornell United Religious Work calendar/10/04/29/
Pawprint December 9, 2010

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Well-Being進行

The programs offered below assist with personal growth and discovery, as well as healthy eating and lifestyle. They were designed with Cornell faculty, staff, and retirees in mind. Learn more about these programs by accessing the online registration.

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Cornell's Got Talent, 3rd annual employee talent show is set for Tuesday, January 18, 12-1 p.m., Botany Technology Building.

The first eight acts will be accepted. Performers, limited to 3 minutes, must be "C" rated. Actors must be pre-registered. Contact Cheryl McGraw, cms4@cornell.edu, to register your act.

Employee Outreach: 215.746.100 Hall cms4@cornell.edu, www.cornell.edu

Got clean hands? Campaign aims to wash up flu virus
BY SUSAN KELLEY

A flu season begins, Cornell students and staff are fighting against the battle against viruses. Their weapon? More than 19,000 bars of soap, 1,060 bottles of hand sanitizer, and 1,000 disinfectant wipes.

The assault against germs was part of the November 12 “Got Soap?” public health campaign to promote the importance of hand washing and hygiene in preventing the spread of germs and illnesses. Organized by Cornell’s Emergency Medical Service (CUEMS) and Office of Environmental Health and Safety, the event was also endorsed by Cornell Health Services, Residential Life, and Campus Life.

More than 75 volunteers participated, by wearing T-shirts and buttons stating “Got Soap?” and “Beat The Flu, Wash Your Hands!” and handing out soap and other items and information about the flu.

They distributed the materials on Ho Plaza, North and West campuses, and at residence halls.

The event built on the success of last year’s “Got Soap?” campaign, which received national media attention and was adopted by several institutions, including two elementary schools.

It is just as important this year to prevent the spread of the flu, said Tiffany Chang, director of CUEMS. “If done properly, hand washing is an easy and effective way to prevent the spread of germs and illness.”

Tips for safe driving in stormy weather
Transportation and Mail Services offers the following tips for snowstorm commuting.

• Consider taking the bus.
• Carpool whenever possible.
• Have someone drive you off.
• Make sure your car is equipped for winter driving, if you’re first in the row;
• Park as close to other cars as is safe so the snow doesn’t impede your exit;
• If you assigned parking lot isn’t plowed, go to X lot (North Campus) or E lot (Vet College), as these lots are the first to be cleared;
• Park your car next to other vehicles, or at the end space if you’re first in the row;
• Park as close to other cars as is safe so the plow crews can do their job;
• Need assistance? The Motorist Assist Program (MAP) can de-ice your lock, pump up a flat tire, jump-start your car or give you a hand if your car is stuck on campus. Call 607-255.0000.

Transportation and Mail Services has posted its winter newsletter at www.commuting.cornell.edu. As the season progresses, folks can find the winter parking newsletter at cunto.cornell.edu.