JANUARY 2013 UPDATE

Health Screenings
Our onsite health screenings began yesterday, giving faculty and staff the opportunity to “learn their numbers” and earn a financial incentive on their Emory medical plan. We’ve begun our communications campaign to encourage wide participation and currently have 16% registered. We still want to reach our target goal of 50%, so please encourage your faculty and staff to get a health screening and complete an online health assessment. Remember, staff time to do the screening is paid time. Go to: www.hr.emory.edu/screenings.

Nominations Open for Award of Distinction
Nominations are now open for Emory University’s Award of Distinction Program. The award recognizes initiative, innovation and leadership in furthering Emory's vision as a "destination university." The deadline is Friday, Feb. 8. For more information, go to http://www.hr.emory.edu/eu/recognition/awardofdistinction.html

HR Rep Certificate Program
The HR Rep Certificate Program is designed for current and aspiring human resources representatives who wish to develop core competencies in human resource administration. This rolling admissions program provides interested candidates with flexibility to acquire the certification at their own pace. Sessions for 2013 are now available. For more information, visit: http://www.learningservices.emory.edu/programs/hrrep/index.html

Appreciative Inquiry Practicum
The Appreciative Inquiry Practicum is offered as an elective for Level I & II HR Representative Certification. Due to the length of the practicum, only one class will be offered in 2013. The practicum satisfies the 3 elective requirement for both Level II and Level III certification. The objective of the Information Session is to provide prospective class participants an overview of the AI methodology, course objectives, requirements, class dates and time commitment. ATTENDANCE AT ONE OF THE 4 INFORMATION SESSIONS IS A PREREQUISITE TO ENROLL IN THE AI PRACTICUM. WE ARE UNABLE TO GRANT EXCEPTIONS. A morning and an afternoon class will be offered on Thursday, January 31st, and Tuesday, February 5th. The information sessions are not be listed on the Emory Learning Management System. Please select the link below to register for one of the 4 classes: https://apps.hr.emory.edu/register/?kind=UNIV.

Flu Season is Here!
Please remind your faculty and staff that if they have flu-like symptoms they should not come to work. The flu virus is contagious and everyone needs to do their part to keep the spread of the flu to a minimum. Faculty and staff still have options for getting a free flu shot. Learn more at: http://www.hr.emory.edu/NewsYouCanUse/NYCU_01142013-flushots.html.

New Caregiver Support Program
After two years of research and planning, Emory is launching a new program to support employees who are responsible for the care of an aging, sick or chronically ill adult family member. The new Emory Caregiver Support Program includes: policy changes to enhance the support of employees with adult caregiving responsibilities; increased efforts to support workplace flexibility on campus; access to increased resources centralized through the Emory WorkLife Resource Center; and an expanded
workshop series to better meet the needs of employee caregivers and their families. Learn more about this new program on the web at

**WorkLife Resource Center Summer Camp Expo**
Get a head start on your summer planning and learn about some of the most exciting summer camp and learning programs in the metropolitan Atlanta area. The Expo will be held on Thursday, February 7, 2013 10 a.m. - 3 p.m., Emory University Main Campus, Woodruff P.E. Center – 4th Floor Auxiliary Court. Learn more at: http://www.worklife.emory.edu/childcare/news/4thAnnualExpoExperienceSummer2013.html.

**New Social Security Tax Withholding Rules for 2013**
Under federal regulations effective January 1, 2013, the amount of Social Security (OASDI) tax that will be deducted from your paycheck will be increased to 6.2% of gross earnings, rather than the 4.2% that was deducted in 2011-2012. The “payroll tax holiday” – a 2% reduction – was originally implemented by the federal government for 2011, and was extended into 2012. The reduction expired on January 1, 2013. Read more at http://www.hr.emory.edu/NewsYouCanUse/NYCU_01142013-socialsecuritytax.html.

**New IRS limits for 2013**
The IRS has increased the maximum deferral amounts for employee contributions to the 403(b) and 403(b) Roth retirement plans. Learn more at http://www.hr.emory.edu/NewsYouCanUse/NYCU_01142013-IRSlimits.html.