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# *CENTRAL*

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THE LATEST NEWS AT CWU

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## **FMLA Hours Balances Online**

Beginning January 31, 2019, employees on approved FMLA leave can see their FMLA balance on the employee dashboard in MyCWU. These balances have been visible to supervisors for some time but the addition to employee dashboards adds a layer of transparency to the process.

The balance you see relies on the accuracy of the leave reported. That means employees must ensure to identify their FMLA leave when they submit absence requests, and supervisors must ensure the absences they approve are reported as FMLA when applicable.

FMLA absences (paid or unpaid) should only be reported for documented and approved FMLA qualifying health conditions. Please contact Human Resources if you have questions about when to use FMLA leave.

## **Unpaid Faith/Conscience Leave**

In addition to your accrued leave, the state allows two days per year of unpaid leave for reasons of faith or conscience. Recently there have been instances where employee's have requested to use their faith/conscience leave thinking they would be paid for that time, which resulted in Payroll having to process manual leave and pay corrections.

While it is available to you, please remember time off for reasons of faith or conscience is unpaid time off!

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*Wildcat*

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**Welcome and Goodbye**

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Amanda Felipe.....Custodial Services

Darlene Reinbold.....Library Services

Andrew Houck.....Enterprise Application Service

Jon Brower.....Enterprise Application Services

Emma Alter.....Enterprise Application Service

TaylorSue Yong Fillmore.....Veterans Center

Leslie Lindsey.....Human Resrouces

Linda Van Orsow....Student Living

Sarah Maes.....High School Partnerships

Stacey Weeks.....SUB Central Cafe

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**Safety, Safety, Safety!**

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Every year snowfall means people fall and get hurt. There are several things you can do to help prevent falls beginning with awareness. When walking on snow or ice, put your phone away and pay attention to your surroundings.

Dress appropriately for the weather and when possible wear boots or shoes with traction soles or Yaktrax if you don't have a good pair of boots.

Just like driving, allow yourself extra time when walking in snow or ice.

Walk on areas that have been cleared and avoid walking in the street.

Speaking of streets, cross streets at crosswalks and intersections where you can be seen.

## Long Term Disability Open Enrollment

During the month of March 2019, you have a special, one-time open enrollment opportunity for optional long-term disability (LTD) insurance without providing proof of good health.

To enroll or reduce your waiting period, submit the Long-Term Disability One-time Open Enrollment/Change Form to Human Resources at mailstop 7425 or Mitchell Hall by Friday, March 29, 2019.

### What is Long-Term Disability (LTD) Insurance?

LTD insurance helps protect you from the financial risk of lost earnings due to serious injury or illness. Should you become disabled, optional LTD insurance can help pay for things such as your mortgage, utilities, and other everyday living expenses. Once approved, and after your waiting period is met, LTD pays 60% of pre-disability earnings, reduced by deductible income (such as workers' comp payments and Social Security, etc...).

### How Much Does it Cost?

Find rates online: [LTD Premiums](#)

### Learn More

- [Review the Certificate of Coverage](#)
- [Visit the LTD webpage](#)
- [Visit The Standard's website](#)

### Ready to Enroll?

Submit the LTD One-Time Open Enrollment/Change Form to Human Resources in Mitchell Hall or mailstop 7425 by Friday, March 29, 2019.

## And finally...

OK, I haven't written in a month or two and it's been awhile since I've been able to do anything fun, so brace yourself 'cause I've been holding back on the Bad Dad jokes and funny puns for way too long!

So, two birds were sitting on a perch and one says to the other, "Do you smell fish?" Get it? Perch? Fish?

A couple of goldfish were in a tank and one says, "Hey, do you know how to drive this thing?"

Did you know kangaroos can jump higher than the Empire State Building? Of course they can. The Empire State Building can't jump!

...alright, enough of the animal jokes...well, maybe one more!

Why do chicken coops only have two doors? Because if they had four doors they'd be sedans! OK, may I should have stopped after the kangaroo joke.

Dad was at the checkout in the grocery store when the clerk asked if he would like his milk in a bag. He replied, "No, that's okay, you can just leave it in the bottle." -come on now, you know that's funny!

A kid says, "Dad, I was thinking...", and Dad said, "I thought I smelled something burning."

I asked my dad what his favorite joke was and he said, "You."

I told my Dad I was cold. He said, "Go stand in the corner, it's always 90 degrees over there."

And last, but not least, THE Bad Dad joke that everyone knows and loves...I asked my Dad if he would make me a sandwich, and with a flourish of his hands he said, "Poof! You're a sandwich!" I know, right!

~Stephen Sarchet