A Few Housekeeping Items...

- The presentation will begin promptly at 1 p.m.
- Connect to audio through your computer or by calling (408) 638-0968 or (877) 369-0926, use meeting ID 716 880 4494.
- Please ensure you’ve checked in under your first and last name.
- Everyone is muted. If you’d like to ask a question, locate the toolbar in the top left of your screen and select Raise Hand or start a Chat with one of the hosts.
- This session will be recorded and posted to the news page at hr.ucdavis.edu.
Employee and Labor Relations

ORGANIZATIONAL CHANGES 2017-18
Steve Green Bio

- 45-year Davis resident
- Education
  - B.S. Business Administration
  - J.D. (UCD King Hall SOL)
  - M.B.A. (UCD GSM)
- Former general manager, The Davis Graduate
- Former employment law plaintiffs’ attorney
- UCD employee since 2005
- Employee & Labor Relations Manager for Davis campus since 2011
- Employee & Labor Relations Executive Director, Davis campus and UCD Health, effective 2/6/17
Mission Statement (Draft): The Employee and Labor Relations (ELR) team is committed to promoting respectful, effective, fair, and professional relationships between the University and its employee groups. The ELR team partners with University leadership, Business Partners, unions, managers, supervisors, and employees to administer employment strategies which support the University’s mission and strategic initiatives. We seek to achieve these objectives through:

- **Consistent**, timely, and principled advice and service;
- A **Strategic** approach to local and systemwide labor issues, including grievance administration, bargaining, and labor/management relations; and
- An effective **Communication** strategy for local and systemwide labor and employment issues.
9 key principles for serving UC Davis

- Accuracy
- Collaboration
- Compassion
- Consistency
- Fairness
- Inclusiveness
- Professionalism
- Stewardship
- Timeliness
Goals / Areas to Improve

- Responsiveness, shortening timelines to complete personnel investigations and review and finalize personnel actions
- Communication on bargaining related matters, ensuring timely engagement and clear line of sight to executive leadership and affected managers and supervisors on bargaining issues and changes to collective bargaining agreements
- Consistency of ELR processes, practices, and philosophies
- Collaboration and communication with HR Business Partners and other stakeholders to support the provision of ELR/HR services to UC Davis
- Management of medical leaves of absence, ensuring appropriate support to staff on leave to shorten return to work timelines
Progress Update

- **ELR**
  - Finalizing position descriptions for ER and LR Manager positions; post by 10/6
  - Finalizing position description for UCD LR Consultant; post by 10/13
  - Complete reference check and make offer for UCDH ER Consultant; expected start date ~10/23

- **DMS**
  - Completed recruitment for UCDH Leaves Coordinator; starting 10/9
  - Posted recruitments for two UCD/UCDH DMS Counselors; posted on 09/29
Next Steps / Timeline

- Complete all recruitments by 12/31
- Provide resources and training to ELR and DMS staff to ensure consistency across UCD/UCDH, to the extent appropriate
- Review/assess current state technology; upgrade as necessary
- Develop benchmark metrics to measure effectiveness of organizational changes
- Develop and socialize customer service expectations/guidelines
- Finalize and implement leaves administration protocol
- Future updates will be sent via email and posted to HR webpages
Questions?
Thank you!

For any other questions or concerns, please contact me at:

Steve Green
Davis (usually M, F): (530) 754-8892
UCDH (usually T, W, R): (916) 734-3362
elmanager@ucdavis.edu