The purpose of HR Intercom is to reinforce the partnership of the Office of Human Resources with all University departments by keeping the University community informed of HR policies, programs, issues, and points of interest.

**Kathy Gallucci Appointed Associate VP for HR at URMC and Executive Director of HR for the University**

Kathy Gallucci of our Highland Hospital Affiliate has been appointed Associate Vice President for Human Resources at URMC and Executive Director for Human Resources for the University. Kathy has 10 years’ experience as HH Chief Human Resource Officer and Director of Lean Process Initiatives. HR welcomes her as we continue our efforts to improve every aspect of HR support to the University and Medical Center. [Read more...](#)

**Including Tests in the Hiring Process?**

If you include tests or assessments as part of the hiring process in your department, you could be violating a federal law! As a federal contractor the University of Rochester is subject to Department of Labor regulations administered by the Office of Federal Contract Compliance Programs. The regulations require a 5-step process to be implemented prior to using the tests in a hiring/selection process. If you are currently using a test or assessment as part of your hiring process, please contact Morgan Levy, Director of the Equal Opportunity Office, at [DIR_EOC@UR.rochester.edu](mailto:DIR_EOC@UR.rochester.edu) as soon as possible to ensure use of the test is permissible. The EOO will work with you to ensure your process is consistent with the University’s legal obligations.

**Guidelines Regarding the Rights of Nursing Mothers**

Consistent with both Labor Law and University Policy, as an employer we are required to provide a reasonable break time each day to allow employees to express breast milk for nursing children. Please refer to the [Guidelines](#) on the application of this requirement.

**United Way Campaign in Full Swing**

The UR annual United Way effort is still short of its goal of $1.5 million. [Make a pledge](#) today to help those in crisis succeed. Pledge by April 30 and you’ll be eligible for a prize drawing for six months of free parking in your current lot!

**Hiring College Students**

Considering hiring a college student? There are several ways to do so. Please see the [summary](#) to help you navigate the process.

**Benefit Highlights**

**Take Advantage of Your Prescription Drug Discounts!**

Everyone is looking for ways to trim their budget. With healthcare costs rising, many families look for ways to cut their healthcare expenses. Choosing generic drugs and utilizing other available pharmacy discounts can be effective cost-saving measures and a smart way to reduce out-of-pocket healthcare expenses. Visit the [Latest Benefits News website](#) for a list of prescription drug discounts you can take advantage of today!
Social Security and Medicare Informational Session
The Benefits Office invites you to attend an informational session to learn more about Social Security Benefits and Medicare Enrollment. Join presenter Morgan Ferry-Gentile, Operations Supervisor from the Social Security Administration, on Monday, April 18, 12 noon - 1:00 p.m., in the Class of ’62 Auditorium (G-9425, Med. Ctr.). [Click here for registration]

Financial Health Bite Seminar — University Home Ownership Incentive Program
The Benefits Office invites you to attend an informational seminar on Wednesday, April 20, to learn about the University Home Ownership Incentive Program, including eligibility and other necessary requirements. Representatives from the Benefits Office, City of Rochester, Neighbor Works ® Rochester, and all five participating lenders will be available for questions. This seminar will be held from noon - 1:00 p.m. in College Town, 44 Celebration Drive (2nd floor - Room 2007AB). Guests and lunches are welcome. [Registration] is required.

TIAA Session: Paying Yourself — Income Options In Retirement
Discover practical strategies for taking retirement income, tax advantages of various types of distributions, and see how to manage your retirement plan account for the long term. Join TIAA on April 25 from 4:30 p.m. - 5:30 p.m., in the Northeastern Conference room, 1-9525/1-9535. [Click here for registration].

Life Insurance Qualifying Events
Within 90 days of a qualifying family status change (marriage-establishment of a domestic partnership, divorce/termination of a domestic partnership, death of a spouse/domestic partner, or the birth or adoption of a child), you may enroll in or increase your GUL/GOTL coverage amount without evidence of insurability. You also may elect additional dependent coverage without evidence of insurability. To take advantage of these guaranteed issue amounts, you must be actively at work and not have been previously declined for coverage under the plan. Visit [www.rochester.edu/benefits/life] for guaranteed limit amounts.

Well-U April Events/Activities Calendar
Many Well-U events and activities for April focus on Stress Awareness. Check the Well-U Calendar (see links below) for “Stress-Free Zones” at various University locations throughout April, to help you relax, recharge, and refocus in the midst of a busy workday. Try your hand at color therapy or enjoy the company of friendly therapy dogs, along with other highlights including a stress ball creation station and information on emotional and mental health resources offered through YOURhealth. View a printable calendar version or customize your calendar view on the Well-U website. For Health and Wellness articles and events, click [here].

Contacting HR Intercom: HR Intercom is distributed through @Rochester on a ten-month basis: January through July and September through November. If you have comments or questions about HR Intercom, please contact: gina.radlo@rochester.edu