



## HR NEWSLETTER AUGUST 2012

Athens State University Human Resources  
300 North Beaty Street, Founders Hall  
Athens, AL 35611  
256-216-3314



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### ACCSHRMA DIVERSITY CONFERENCE

ACCSHRMA Diversity Conference  
Thursday, October 18, 2012  
Renaissance Montgomery Hotel & Spa  
Montgomery, Alabama

Registration Brochure Available Soon

Keynote Speakers:

**Hill Harper** - Actor, Author, Producer, Director, Philanthropist

**John Robinson** - Motivational/Inspirational Speaker



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## FLEXIBLE SPENDING DEBIT CARDS

PEEHIP and Blue Cross and Blue Shield of Alabama, are pleased to offer as an option to the administration of Flexible Spending Accounts – Preferred Blue Accounts flex debit card. The flex card is not just another credit card. It is a card that provides instant access to the pre-tax funds available in your Health Flexible Spending Account (FSA). The card may be used at authorized merchants and healthcare providers who accept MasterCard® for eligible products or services, that are reimbursable under your Health FSA. Rather than paying out-of-pocket and waiting for reimbursement, you will now be able to use the card to pay for qualified expenses. The flex card will pay the provider or merchant directly from your Health FSA utilizing the MasterCard® network. For more information, visit [www.rsa-al.gov](http://www.rsa-al.gov)



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## ANNUAL LEAVE CARRYOVER REMINDER

A maximum of 60 days of annual leave may be accrued and carried forward into each September. Earned annual leave may be taken at appropriate times as approved in advance by the President or designee. Annual leave may exceed 60 days during a year; however, annual leave exceeding 60 days earned but not taken by September 1 is forfeited.



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## AUGUST BIRTHDAYS

Larry Keenum	1	Jean Martin	14	David Martin	23
Debra Baird	3	Shawn Birdwell	17	Patsy Glaze	25
Ron Cromwell	5	Pat Kuby	19	Bob Glenn	25
Joe Bullington	6	Jay Looney	19	Susan Owen	26
Celeste Bedingfield	7	Gary Valcana	21	Mike Pepper	26
Gus Tucker	8	Mike Heatherly	22	Pamela Keller	27
Steve Downs	10	Wanda Hutchinson	23	Harry Joiner	30
Rosemary Hodges	13				



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## FLU SHOTS

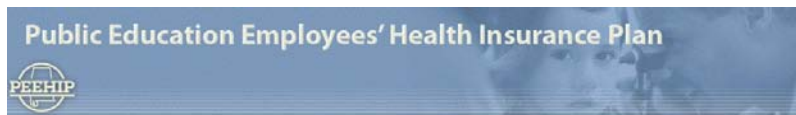
The flu vaccine will be given  
in the  
Waters Hall Conference room  
Tuesday, Oct 16th  
8 am - 1 pm.



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## PEEHIP OPEN ENROLLMENT

PEEHIP Open Enrollment is in underway. Complete details may be found at [www.rsa-al.gov](http://www.rsa-al.gov).



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## RETIREMENT ADVISING AVAILABLE

**Please take advantage of these beneficial services offered through the Retirement System of Alabama.**

### **Control Your Money Game - Mid-career Seminars**

Half-day seminars for TRS members who have between 1 and 19 years of service.

### **Retirement Preparation Seminars**

Full-day seminars for TRS members who are within 5 years of retirement eligibility.

### **Individual Counseling Appointments**

20-minute appointments for TRS members who are within 3 years of retirement eligibility. All appointments are outside the Montgomery area.

Visit [www.rsa-al.gov](http://www.rsa-al.gov) for the seminar schedule or contact the ASU Office of Human Resources.



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## WELCOME NEW EMPLOYEES



*Justin Riddle*  
Groundskeeper  
July 16, 2012



*Belinda Krigel*  
Associate Vice President for  
Academic Affairs / Chief  
Information Officer  
August 1, 2012

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## FAMILY AND MEDICAL LEAVE ACT

### Overview / Reminder

The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to:

Twelve workweeks of leave in a 12-month period for:

- the birth of a child and to care for the newborn child within one year of birth;
- the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
- to care for the employee's spouse, child, or parent who has a serious health condition;
- a serious health condition that makes the employee unable to perform the essential functions of his or her job;
- any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;" **or**
- Twenty-six workweeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).
- Complete details may be found at [www.dol.gov](http://www.dol.gov) or the Office of Human Resources.



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## FLASHBACK

Who is this Flashback? The answer will be in next month's newsletter. 😊

Submissions of your flashback photos would be greatly appreciated.



Answer to last month's Flashback: Jerrie Smith, Human Resources



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## COMMUNITY BAND CONCERT ON THE SQUARE

Athens State University Community Band  
will be back to the square Saturday night,  
August 11th at 6:30 PM for their annual concert.  
Bring your lawn chairs and enjoy the music.

**The Center for Lifelong Learning  
will be open!**



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## ABOUT THE NEWSLETTER

Your ideas and suggestions are welcome! Contact Suzanne at [suzanne.sims@athens.edu](mailto:suzanne.sims@athens.edu) or at ext. 314 for your suggestions and your ideas. The newsletter can be found at [ASU Newsletters](#) and you will be sent an email when a new edition is put on the web.

**The Office of Human Resources is open Monday through Friday, 8:00 a.m. – 4:30 p.m. Central Time  
(except holidays)**

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[www.athens.edu](http://www.athens.edu)

