



Information & Updates

03.31.23

Luma Corner

Cybersecurity Training is Due Today

I-Perform transferring from Legacy to Luma?

A PDF of the most recent performance evaluation for each employee will be transferred to Luma. All other evaluations need to be saved at the agency-level.

Organization structure due dates - Do I need to anticipate the hires from 5/12 - 6/10 and include them in my submission on 5/12?

Only include the employees as of 5/12. If an employee or position is not on there that was in legacy as of 6/1/23 (last IPOPS actions), then the Luma team will add them, so nothing gets lost in conversion.

Legislative Update

With legislative session winding down, please remember that all DHR rule and statute changes do not take effect until July 1, 2023. As such, agencies must continue doing the following:

- Utilize the top 25 applicants on a referral list for interviewing and hiring.
- Ensure employees have a current performance evaluation on file prior to implementing any equity salary increases.
- Follow the current process outlined in IDAPA 15.04.01.153.02 and .03 for any employee who fails to complete promotional probation.
- Adhere to all current rules under IDAPA 15.04.01 and statutes under Idaho Code 67-53 and 59-16.

ADA & EO Update

DHR sent out two emails this month regarding new federal protections for pregnant and nursing employees. The [Pump at Work Act](#) enacted in December 2022 extends rights to more workers (including teachers and nurses), and clarifies that pumping time must be paid if an employee is not completely relieved from duty. Additionally, according to US Department of Labor [Fact Sheet #73](#) “an employer who violates an employee’s right to reasonable break time and space to pump breast milk will be liable for appropriate legal or equitable remedies under the FLSA.” This act goes into effect on April 28, 2023. If you were unable to attend the USDOL webinar the recording of the event is available [here](#) as well as the [presentation slides](#).

The [Pregnant Workers Fairness Act \(PWFA\)](#) is a new law that requires [us](#) to provide “reasonable accommodations” to a worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the state an “undue hardship.” The PWFA goes into effect on June 27, 2023. More information may be found on the EEOC webpage, [What You Should Know About the Pregnant Workers Fairness Act?](#) The EEOC hosted a Webinar to discuss the Pregnancy Discrimination Act and the Pregnant Workers Fairness Act on March 27, 2023. They do not release recordings of their webinars but there is another FREE webinar available on April 10, 2023. While this webinar is not hosted by the EEOC, it came recommended by an EEOC contact: [Register for this event via Zoom here](#).

The Civil Rights and ADA Manager is working to add a “Supplemental Accommodations” section to the recent [ADA and Reasonable Accommodation Policy](#) to address pregnant and nursing employees, as well as religious accommodations.

Running For Political Office

Classified employees that intend to run for office in a partisan election are not eligible to retain their position once they become a candidate. Idaho Code 67-5311 states:

LIMITATION OF POLITICAL ACTIVITY

(1) No classified employee of a state department covered by this act shall:

- (a) Use his official authority or influence for the purpose of interfering with an election to or a nomination for office, or affecting the result thereof;
- (b) Directly or indirectly coerce, attempt to coerce, command, or direct any other such officer or employee to pay, lend, or contribute any part of his salary or compensation or anything else of value to any party, committee, organization, agency, or person for political purposes; or
- (c) Be a candidate and hold elective office in any partisan election.”

Consult your HR Manager if you have questions.

Current HR Openings

- Agriculture – Human Resource Specialist (05141) – Boise - Closes 6/16/23, - #18433-0619
- Health & Welfare – Human Resource Specialist – Recruiter (05141) – Nampa – Closes 4/4/23 - #18604
- Transportation – HR Business Partner (HR Specialist, Sr.) (05134) – Multiple Locations – Closes 4/10/23 - #18778
- Transportation – HR Business Partner (HR Specialist, Sr.) (05134) – Pocatello – Closes 4/10/23 - #18778
- Transportation – HR Business Partner (HR Specialist, Sr.) (05134) – Coeur d’Alene – Closes 4/10/23 - #18783

Respectful Workplace Reminder

Just a reminder that Respectful Workplace training is an annual requirement for employees to receive their CEC. The current training can be located on the DHR website under the “Training” tab. The training acknowledgment form is also located in the same place as the current Respectful Workplace training.

First Friday Newsletter

It is once again time for the First Friday Newsletter!
As a reminder Brennan Serrano could use your amazing HR related stories, highlights, shout-outs, etc. to populate it! I am wanting to get the newsletter published by next Friday afternoon (4/7) so please get them to him before then!