

OP Risk Services / OGC Update to the Chief Human Resource Officers

October 19, 2009

*Grace Crickette, Chief Risk Officer
Jeffrey Blair, Deputy General Counsel*

In June of 2008, OP Risk Services and Office of General formed “EPIC” (Employment Practices Improvement Committee). The intent was to take a targeted approach to training by looking at loss data and comparing it to departments and locations which had the most frequent loss experience. It was decided to use a multiple-prong approach:

- Hiring of two more lawyers in OGC to assist the campuses with employment matters (*completed*)
- Using an outside vendor to conduct a conflict resolution session – “Maximizing the Workplace” for specific departments (*in process*)
- Setting up a series of training sessions conducted either by in-house or outside counsel (*in process*)
- Philosophical shift to focus on early resolution of identified EPL matters (*in process*)
- Quarterly updates to the Chief Human Resource Officers

EPIC Committee Members

<i>Anna Orlowski</i>	<i>UC Davis</i>	<i>Health System Counsel</i>
<i>Carolyn Yee</i>	<i>Office of the President</i>	<i>Senior Counsel-Labor and Employment</i>
<i>Cheryl Lloyd</i>	<i>Office of the President</i>	<i>Risk Manager – Liability and Property Programs</i>
<i>Eric Behrens</i>	<i>Office of the President</i>	<i>Managing Counsel- Labor and Employment</i>
<i>Grace Crickette</i>	<i>Office of the President</i>	<i>Chief Risk Officer</i>
<i>Jeff Blair</i>	<i>Office of the President</i>	<i>Deputy General Counsel- Labor and Employment</i>
<i>Karen Hull</i>	<i>UC Davis</i>	<i>Associate VC- Human Resources</i>
<i>Leslie Van Houten</i>	<i>Office of the President</i>	<i>Senior Counsel-Labor and Employment</i>
<i>Lubbe Levin</i>	<i>UC Los Angeles</i>	<i>Associate VC- Human Resources</i>
<i>Mary Miller</i>	<i>UC Merced</i>	<i>VC- Administration</i>
<i>Pam Lombardo</i>	<i>UC Santa Barbara</i>	<i>Director, EH&S and Risk Services</i>
<i>Patricia Thatcher</i>	<i>UC Irvine</i>	<i>Executive Director Human Resources</i>
<i>Sheila O’Rourke</i>	<i>UC Berkeley</i>	<i>Assistant Provost Academic Affairs</i>
<i>Sheryl Vacca</i>	<i>Office of the President</i>	<i>Senior VP Compliance and Audit</i>
<i>Steven Relyea</i>	<i>UC San Diego</i>	<i>VC Business Affairs and Administration</i>

Below you will find a list of the webinars we agreed to sponsor through the EPIC committee. The topics were developed during our last EPIC conference call/meeting. The EPIC committee meets by Webinar on a monthly basis. The content reflects what the campuses perceive to be the most pressing issues.

The target audience will shift slightly with each webinar, but will primarily be geared towards campus human resource professionals. All sessions will be recorded.

Date	Topic	Title	Presenters
10/29/2009	Investigations	Navigating the Waters of a Successful Workplace Investigation	Nancy Sheehan of Porter Scott
02/24/2010	Accommodation and disability	Handling Disability: The Interactive Process, Reasonable Accommodation and Related Issues - Part 1	<p>GayLynn Conant of Lombardi, Loper & Conant,</p> <p>Dennis Huie of Rogers, Joseph O'Donnell,</p> <p>Leslie Van Houten, Senior Counsel in OGC</p> <p>Adrienne Malka, Manager, Employee Disability Management Services, UCLA.</p>
04/15/2010	Accommodation and Disability	Handling Disability: The Interactive Process, Reasonable Accommodation and Related Issues - Part 2	<p>GayLynn Conant of Lombardi, Loper & Conant,</p> <p>Dennis Huie of Rogers, Joseph O'Donnell,</p> <p>Leslie Van Houten, Senior Counsel in OGC</p> <p>Adrienne Malka, Manager, Employee Disability Management Services, UCLA.</p>

“Maximizing the Workplace” sessions already completed by Gerry Preciado, J.D.
Bickmore Risk Services:

Date	Location	Audience	Purpose	Outcome
12/02/08	UCOP	HR/legal professionals in No. California	Demo session to gage interest	Lukewarm acceptance
3/3/09	San Diego Risk Summit	HR/Legal/Risk Management Professionals in So. California	Demo session to gage interest	Overwhelming interest with a lot of campuses wanting the course
8/17/09	UC Merced	Campus HR and other professionals	Demo session to gage interest	Successful session which lead to the upcoming week-long course
09/09	UC Riverside	Campus HR, Diversity, Legal personnel	Demo session to gage interest	Successful session leading to a request for the Chancellors' cabinet