

**Subject:** Instant HR/Payroll: You're the Key to Our Success, Graduation Babysitting, Affordable Care Act Thanks, Financial Well-Being, and the Governor's Challenge  
**Date:** Saturday, May 2, 2015 at 11:33:04 AM Eastern Daylight Time  
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### **You're the Key to Our Success Award**

Reward & Recognition has a new way to recognize another employee with the "You're the Key to Our Success Award." This award is a small pouch that holds keys or money, and it can clip to your shoelaces or belt. The pouch is great to use while walking, running or when you don't want to bring your purse or wallet.

Request this recognition option for a colleague at <http://hr.gmu.edu/awards/awardsub.php?award=82&pic=132>

Questions? Call Beth Baroody at 3-2739.

### **Reminder: Graduation Day Babysitting for Faculty and Staff**

The University is offering [free babysitting](#) for faculty and staff during this year's Spring Commencement Ceremony. This is a pilot program and space is limited. Please let your faculty and staff know that if they have young children (ages 3-8) and are working at graduation (including attending the ceremony in their official capacity), they are encouraged to complete the [registration form](#) as soon as possible to reserve a spot. Forms are due in HR & Payroll by Monday, May 4<sup>th</sup>.

The flyer and registration form are both available on the [HR & Payroll homepage](#). Questions can be directed to Life/Work Connections at 703-993-2600 or [worklife@gmu.edu](mailto:worklife@gmu.edu).

### **Affordable Care Act Thanks**

Many thanks to all our HR Liaisons who went above and beyond with the efforts in ensuring George Mason is in compliance with the Affordable Care Act! We understand the challenges associated with compliance for many departments, and we sincerely appreciate you working with us while we implemented this new federal regulation.

As of May 1, we have entered a new ACA measurement year and would like to revisit our ACA policy and guidelines:

- Measurement period is May 1st to April 30th
- All employee hours reset to zero on May 1st
- The Mason annual limit is 1450 hours
  - Federal limit is 1500 hours
  - This 50 hour difference will provide us with a cushion for employees with multiple jobs, timesheet adjustments and other potential changes, ensuring that George Mason remains in compliance
- HR and Payroll will continue to monitor employees throughout the measurement period and notify our HR Liaisons as employee's hours go above the 29-average, to try and limit the impact on the unit and employee.
- Additional information is available on the [Workforce Planning website](#) and in the [Supplemental Pay Procedures](#).

If you have any questions, please email our Workforce Planning Team at [Workplan@gmu.edu](mailto:Workplan@gmu.edu).

**Reminder: On-Site Financial Well-Being Sessions**

There are two more on-site financial well-being sessions scheduled in May. For details, please see the financial well-being portal at [http://hr.gmu.edu/benefits/retire/online\\_resources.php](http://hr.gmu.edu/benefits/retire/online_resources.php). Coming up:

5/5 at noon: Money at Work – Sharpening Investment Skills, with Lisa Fulco from TIAA-CREF

5/12 at 2:00pm: Credit Report 101 – Understanding Your Credit Score and Report with Kelli Frazier of TransUnion (brought to Mason by Apple Federal Credit Union)

Both sessions are videoconferenced to Arlington and Prince William.

**Reminder: The Governor’s Challenge: Walk the Skyline May 1-29, 2015**

Brought to us by CommonHealth, the Governor’s Challenge to all state employees is to walk the equivalent of 105 miles, the distance of Skyline Drive. Online registration for this individual journey is open. Here’s a great opportunity to keep us all moving! For details, please visit <http://commonhealth.virginia.gov/commonhealthvirginia.htm>