



Uplift
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Welcome to the
Uplift Your Benefits
Overview



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Agenda

1. Welcome - Agenda Review
2. Who is Uplift Oregon
3. What is *Uplift Your Benefits*
 - 2022 stats and outcomes
4. Best Practices for getting to 100%
5. Questions





Register for an Uplift Your Benefits workshop. [REGISTER HERE](#)

 Uplift Oregon

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A Better Workplace. A Better Oregon.

Quality Training and Resources for
State Employees

 [OUR PROGRAMS](#)

Uplift Oregon is a labor-management partnership between the State of Oregon, and the unions SEIU 503 and AFSCME Council 75. Through this collaboration, we provide quality training and education in benefits, wellness, and equity.

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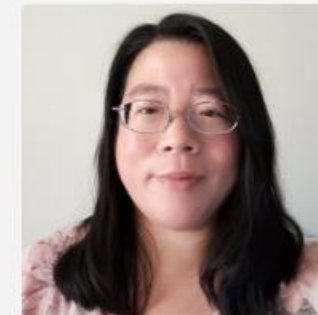
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"Big Picture" Goals of Uplift Your Benefits

1. Consistency
2. Relationship between Unions and the State
3. How to access the full range of benefits
4. Value of benefits



Attendance Requirements

Who

- All new employees! As included in Gov. Kotek's agency expectations.

When

- Before enrolling in benefits
- Within thirty days

Why

- Benefits plans must be chosen in 30 days
- Certain benefits must be signed up for within 30 days or lose it!

1. Benefits Tools

2. Health Plans

3. Flexible Spending Accounts

~10-minute break~

4. Employee Assistance

5. Retirement

6. Paid time off

7. PSLF

8. Additional Insurance

9. Introduction to Your Union and
Additional Benefits



Agenda



1. Strengthen **knowledge** of benefits available to you
2. Strengthen **confidence** in choosing your benefits
3. Share available **tools** to help you in choosing benefits
4. Identify **next steps** to take to enroll in benefits



Outcomes



Uplift Your Benefits Stats

- 206 workshops in 2022
- 80% of participants are in represented positions (3834 of 4787)
- Participant surveys post-workshop and six-week follow-up
- Average satisfaction rating 4.6 out of 5



2023 timeliness goal
100% participants attend in first 14 days of employment

2022 timeliness
60% participants attended in first 14 days of employment



Participants are saying...

- Presentation was clear and engaging.
- *Great job overall since each individual benefits situation is different person to person. Overall trying to figure it out is helpful with these types of workshops.*
- Uplift helped me understand my options and made the best choice for my family.
- *I think this was very helpful as I've never had this benefit before.*



UYB Best Practice

1. Include in letter of hire
2. Include in onboarding checklist
 - Sequence before benefits sign up
3. Will be made mandatory in Workday
4. Reports can be obtained through your Workday Learning Partner



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Resources for Agencies

UpliftOregon.org/resources-for-agencies



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Resources for State Agencies

Use this page to help your employees make the most of their benefits by sending them to an **Uplift Your Benefits workshop**. Oregon has one of the toughest job markets for retaining good employees. More and more studies show that one of the keys to retaining good employees is offering a great benefits package. Our job at Uplift Oregon is to make sure that new hires at the State of Oregon understand how to make the most of their incredible benefits. When employees feel confident that they are getting the most out of their benefits, they are more likely to see the full value of being an employee.

We are happy to partner with your agency to offer Uplift Your Benefits, a two-hour workshop to help new hires make the most of their benefits. **The workshop is required for employees represented by SEIU and AFSCME.**

The workshop schedule:

- Every Tuesday from 1:00pm – 3:00pm
- Every Wednesday from 8:00am – 10:00am
- Every Thursday from 10:00am – 12:00pm
- Every Friday from 8:00am – 10:00am



2022 Highlights



Uplift Your Benefits

- 4787 new employees take UYB
- 82% say knowledge increased
- 80% participation in Seasonal worker UYB
- Open enrollment self-paced & live workshops held



Wellness education

- 1059 participants in monthly webinar offerings
- Pilot Critical Reflection wellness series: 100% would take the series again

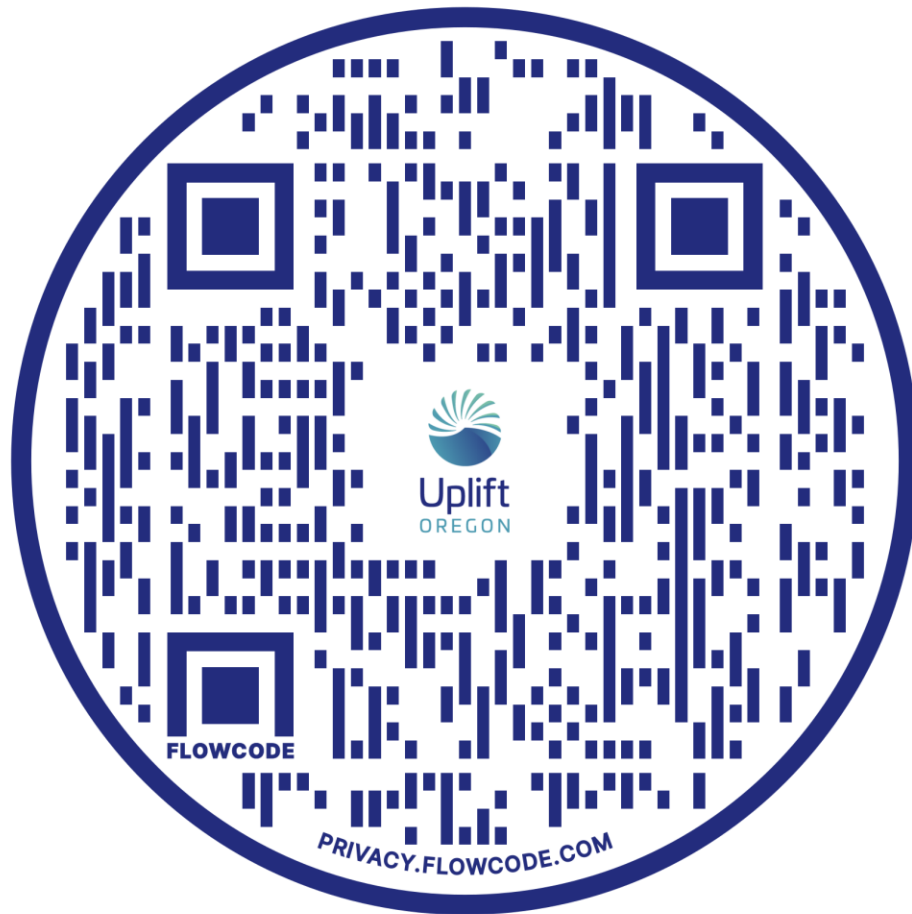


Oregon Peer Equity Network (OPEN)

- Labor-management cohort
- 32 participants at Facing Race
- 90% highly value experience



We'd like your feedback



- Please fill out our 2-minute survey
- Link in chat
- What comments or suggestions do you have for us?



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Feedback? Questions?

www.UpliftOregon.org