POLICY

University Holidays:
The official 2014 fiscal year holiday calendar is listed below. For more information on the University Holiday Policy, [click here](#):

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>4th of July</td>
<td>Thursday, July 4th</td>
</tr>
<tr>
<td>Labor Day</td>
<td>Monday, September 2nd</td>
</tr>
<tr>
<td>Thanksgiving</td>
<td>Thursday - Friday, November 28th – 29th</td>
</tr>
<tr>
<td>Christmas Holiday (Dec 26 &amp; Dec 27)*</td>
<td>Tuesday – Friday, December 24th – 27th</td>
</tr>
<tr>
<td>New Year’s Eve</td>
<td>Tuesday, December 31st</td>
</tr>
<tr>
<td>New Year’s Day</td>
<td>Wednesday, January 1st</td>
</tr>
<tr>
<td>Martin Luther King Day*</td>
<td>Monday, January 20th</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday, April 18th</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>Monday, May 26th</td>
</tr>
</tbody>
</table>

*SLUCare Open = bankable holiday(s)

Absenteeism:
We recently noted some interesting results in a 2012 online survey on absenteeism. The survey involved approximately 2,500 hiring managers and human resources professionals and approximately 4,000 workers. According to the survey, December and July are the top two months for employees to call in sick. Some of the most memorable excuses offered by employees to explain their absence from work included the following:

- I can’t start my car because of a sobriety tool
- I forgot that I was hired for the job
- My dog is having a nervous breakdown
- My toe got stuck in a faucet
- My bird bit me
- My hair turned orange when I tried to dye it at home

University departments/divisions may have their own policies on absenteeism. For example, SLUCare has a very specific policy outlining the number of occurrences during a period of time and the corresponding performance management consequences. Human Resources provides guidance for departments that do not have a policy regarding excessive absenteeism and tardiness based on the prevailing University average for staff sick leave which is currently 5 days per year.

The University provides a generous sick time accrual of 13 days per year in addition to vacation time and holidays. Sick time should not be used in excess and should not be used in lieu of vacation time. When employees use sick time excessively or in lieu of scheduled vacation time, departments may be understaffed with little time to prepare for work coverage.

For more information on SLU’s staff sick time policy, [click here](#).

BENEFITS

Medicare Resource for Retirees and Pre-Retirees
Lockton Companies, SLU’s benefits broker, has announced that their employee benefits division, Lockton Benefit Group, has partnered with SelectQuote Benefit Solutions to deliver to its clients a private insurance exchange for retiree medical benefits called Lockton Select Marketplace.
This partnership allows SLU’s Medicare eligible retirees and eligible employees contemplating retirement access to Medicare Supplement, Medicare Advantage and prescription drug plans through the Lockton Select Marketplace which is powered by SelectQuote Senior. Through this private insurance exchange, retirees and prospective retirees have free access to identify a cost effective plan that makes sense for their lifestyle and retirement vision.

Those interested in obtaining more information can call 866-569-9110 or online at http://www.selectquotebenefitsolutions.com.

**LEARNING & DEVELOPMENT**

TED is a nonprofit organization devoted to Ideas Worth Spreading. The organization started in 1984 as a conference bringing people together to discuss Technology, Entertainment, Design. The mission of TED is to “spread ideas to change attitudes, lives and ultimately the world.” With a website that started April 2007, TED.com provides free knowledge and inspiration.

TED Talks are a great resource for both professional and personal development. Videos range from 3 minutes to 18 minutes and include many topics that may be inspirational, informative, and entertaining. These videos can be used as an icebreaker for a meeting or a topic for discussion.

Check out a 6 minute Ted Talk of Drew Dudley talking about everyday leadership. [Click here.]

**SUMMER AT SLU PHOTO CONTEST**

Share your Summer At SLU - we want to see the photos of your best summer yet!

**Instructions:**

1. Snap a photo of yourself or a friend having the best summer yet - Summer At SLU!
2. Share your picture with us:
   
   - Email your photo to summer@slu.edu
   - or -
   - Upload to Instagram, tag @SLU_Official and add the hashtag #summeratSLU
   - or -
   - Upload to the Summer At SLU Facebook page.
3. Check out all the fun Summer At SLU pics and see if yours is chosen to win!

**Results:**
We'll pick one winner from each of these categories in June and July:

- Camps
- Courses
- Conferences
- Community (SLU Faculty & Staff)

Winners will be awarded a $25 gift certificate to the Saint Louis University bookstore.

In August, we'll choose the best photo of the summer and that winner will receive a $50 gift certificate to the SLU bookstore. Everyone who submits a photo will be eligible to win, including those who won in June and July.

For questions about the Summer At SLU program, please contact Troy Turnipseed or check out the website by clicking here. Good luck and have a SLU kind of summer!

![Human Resources - Saint Louis University](image)

**Mission**

The mission of the Human Resources division is to administer practices and programs that will attract, develop and retain high performing faculty and staff to advance Saint Louis University’s mission of higher education, patient care, research and service.

**MISSION - ATTITUDE - GUIDANCE - INGENUITY - SERVICE**