

MEMORANDUM

DATE: December 12, 2023

TO: Faculty, Librarians, Staff (both classified and unclassified), Graduate Teaching Assistants

FROM: Joseph J. Fazio, Associate Vice President for Human Resources

SUBJECT: Required Annual Compliance Training

Each year employees are required to take annual compliance training for Workplace Violence Prevention and Domestic Violence in the Workplace, Preventing Discrimination and Harassment for Employees, Internal Control Basics, Title IX, HazCom/Right to Know, Cybersecurity.

This campus will announce the required annual training in late December. Senior staff has approved granting employees the option to complete the training from an alternate location during the holiday period between December 26, 2023 through December 29, 2023 if your work schedule is Monday-Friday.

If you choose this option, you will not be required to charge ¼ of a day in addition to 2 hours of leave accruals for the total of 3.25 days of leave accruals (after the 3.25 days of leave accruals for the break during these dates, 12/26, 12/27, 12/28, 12/29). The training **must** be completed on a day that you would be normally scheduled to work, i.e., if you are a regular part time Facilities management employees, if Saturday and Sunday is your regular work schedule, then you **must** complete the training on 12/30/2023 or 12/31/2023 in order to not have to charge ¼ day of accruals.

Please note that no *additional* leave credits are available to complete the training during the holiday break. If you do not take advantage of this option over the holiday period, please complete the training upon your return to work. If you are scheduled to work during these dates and complete the training while at work, you are unable to take advantage of this option.

If you are a **DUF or NUC** employee, you will be required to charge 2.5 hours of accruals for the day you completed your training. Please note that this is not chargeable time.

If you are **CSEA ASU** (clerical position) working a 7.50-hour day, the day in which you complete your training you will only be required to charge 1.75 hours for the day. Please note on your time sheet 5.75 for training.

If you are **CSEA OSU** (Facilities position) working an 8-hour day, the day in which you complete your training you will only be required to charge 2 hours for the day you completed your training. HR will update KRONOS for this charge to accruals.



Your log-in information will be emailed to you when your training modules are activated on September 26, 2023. The activation email from Binghamton University- University Center for Professional Development will also contain a link to the online training and webinar calendar for 2023. Log-in questions during the holiday need can be directed to hr@binghamton.edu and hr@binghamton.edu.

If you have questions BEFORE September 25, 2023, please contact DeClemente.Hammoud@binghamton.edu.