



ARCHDIOCESE OF
CINCINNATI



NEWSLETTER

The mission of the Department of Human Resources is to offer the highest quality of service by developing (with its partners) a work environment that is built on trust and respect for each individual — an environment of invitation, welcome, motivation and well-being for all employees. We strive to promote and support the dignity and rights of each person who works in the Archdiocese of Cincinnati so that each employee can carry out his or her ministry and utilize his or her talents in accordance with God's will.

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Employee Performance Improvement Plan

What Is A Performance Improvement Plan?

A performance improvement plan (“PIP”) is a valuable performance management tool that employers and managers can use to hold employees accountable to a level of performance and/or conduct. The purpose of a PIP is to look at an employee's unsatisfactory performance or conduct over a given period and to determine what improvement is needed and in what timeframe.

Employees who are struggling to reach a satisfactory standard of performance or conduct based on their job description, company goals, organizational changes, or other performance management initiatives are held accountable by the PIP.

The Department of Human Resources has received several request for a sample performance improvement plan template for use in the parishes and schools. **Please see the attached template.** If you have any questions, please contact [Rob Reid](#) or [Meg Paul](#).

“PUMP” Act

In December of 2022, President Biden signed into law the Consolidated Appropriations Act, 2023. The Act contains a new privacy law called the Providing Urgent Maternal Protections for Nursing Mothers Act, known as the PUMP Act.

The PUMP Act amends the prior Break Time For Nursing Mothers under the FLSA which applied only to certain, non-exempt workers to now include exempt employees.

Specifically, the PUMP Act expands an employers’ obligation to provide exempt and non-exempt employees who are pregnant or breastfeeding with (1) reasonable break time to express breast milk for the employee’s nursing child for a period of up to one year beginning on the date of the first occurrence, and (2) a place to express breast milk shielded from view and intrusion from coworkers and the public. This place cannot be a bathroom/restroom and the space provided need not be permanent.

The effective date of the enforcement of the PUMP Act provisions is April 28, 2023.