



Happening in SRO

You can find this “Happening in SRO” and all similar newsletters on the SRO Intranet Home Page, located at: <http://isr-wp.isr.umich.edu/srointranet/> under Recent News.

If you have items for the newsletter or if you would like to highlight an event, please let Ann Vernier or your unit director know.

CCP Corner – Transitioning Back to the Workplace (Aimee Miller)

With plans to return to in-person work currently in motion, we may find ourselves experiencing a range of emotions, from anxiety and apprehension to joy and excitement. Whether we are already in the office or anticipating this return, our reactions to reengaging in the workplace will vary. The articles below discuss reactions we may experience as we transition to more “in-person” activities and tips on how to cope.

- [The Stress-Free Way to Go Back to the Office After COVID](#)
- [5 Tips for Easing into Post-COVID Life When the Time Comes](#)
- [5 Strategies to Cope With Your Return to the Office](#)



SRO Wellness News (SRO Wellness Committee)

FOCUS ON CHANGE – Challenge negative thoughts. Find an alternate interpretation. We hope the next month provides opportunities for new and rewarding experiences.

Our committee is committed to finding new ideas to encourage wellness at SRO. Send ideas to the SRO Wellness Committee at: srowellcomm@umich.edu

SUMMER LUNCH CONNECTIONS – LET’S TALK!

Tues, Aug 10 – Vivienne Outlaw – Needlepoint

**Thurs, Aug 12 – Deb Wilson – Second Hand Shopping and
Decluttering**

Tues, Aug 17 – Ryan Neice – Fitness Talk

Thurs, Aug 19 – Nancy Walker – Parrots as Companions

**Tues, Aug 24 – Pete Batra – Solar Power Electricity
Generation, Energy Conservation, and Electric Cars**

Thurs, Aug 26 – Parina Kamdar – Indian Food Prep/Hacks

Tues, Aug 31 – Nancy Walker – Vegetarian Cooking

SUMMER LUNCH

CONNECTIONS – We have some great lunch connections scheduled for August.

The 30-minute format allows time for the facilitator to share some information around their topic for 5-10 minutes and then open up for questions and discussion.

These sessions will run on Tuesdays and Thursdays from 12:15p-12:45p ET.
More information to come.

M-HEALTHY CHAMPION – Applications are currently being accepted for new M-Healthy Champions until August 31. It is a wonderful opportunity to get involved in wellness activities for yourself and our unit. It is a great connection to be part of the M-Healthy Champion team while working as part of the SRO or ISR Wellness Teams to help further wellness initiatives for yourself and your colleagues.

[M-Healthy Article Requesting Champions](#)
[Click Here to Apply to be a Champion](#)

FINANCIAL WELLNESS – Creating budgets and establishing savings plans are two ways to help work on your financial wellness. M-Healthy and U-M Credit Union have shared two documents as you start or improve upon your financial wellness.

[Five Steps to Creating a Budget](#)
[A Plan for Savings Success](#)

OCCUPATIONAL WELLNESS – The University has many opportunities for employees to learn new skills and improve current skills. A new offering is micro-learning sessions that are 45 minutes or less: [Micro-learning Sessions](#). U-M Staff also have access to LinkedIn Learning (formerly Lynda.com) [LinkedIn Learning](#) in addition to Coursera [Coursera and more](#). These are just a few of the FREE options available across the University.

Nancy Knows... about Parking! (Nancy Bylica)

If you haven't already, you may want to think about ordering your parking permit for your return to the office. U-M Parking Services is requesting that permits be ordered online at:

[Parking Passes Ordered Online](#)

The annual parking fees (employee portion) are:



Blue
\$766



Yellow
\$167



Orange
\$84

The Parking Services office is located at: 523 S. Division and their office hours are:
Monday-Friday 7:30am–4:00pm.

Parking permit renewal season is a great time to refresh yourself with the University of Michigan [Parking Rules and Regulations](#). It is your responsibility as a parking permit holder to know the rules and regulations.

For information on daily parking options for return to work and hybrid schedules, please visit the Daily Parking Options for Faculty and Staff: [Daily Parking Options](#)

For permit renewal FAQs, information on permit color tiers, and for frequently asked questions, please refer to their customer services website: [Parking Customer Service](#)

Parking Fines can be Confusing:

The fine for parking at an expired meter in a University lot is \$40, or \$30 if paid the next business day. The fine for parking with no permit in a University lot is \$75, or \$65 if paid the next day.

The city of Ann Arbor has its own traffic laws separate from the University, with meters charging \$1.90 per hour of parking. The price of a parking ticket in the city is \$25, or \$15 if paid the next day.

University fees are more expensive than city fees for the same violations:

[U-M Parking Citation Rates](#) The Ann Arbor fine for violations such as parking over the legal limit at a meter, parking when no stopping or standing signs are posted and parking in no-parking zones are all \$35, or \$25 if paid the next day. The biggest difference is the fee for parking in a fire lane. The Ann Arbor violation is \$50, or \$40 if paid the next day, and the University violation is \$100, or \$90 the next day.

A distinctive University block M is used on all parking control signs to identify UM parking locations in the city. Parking control signs are installed at the entrances of every UM parking lot and structure and indicate the primary parking type, permits required, enforcement hours and location identification number.

From the Archives - SRC and the Minimum Wage Commission (Kelly Chatain)

In 1977, an amendment to the Fair Labor Standards Act (FLSA) of 1938 created the Minimum Wage Commission. Up to that point, each amendment to the FLSA broadened the scope of the minimum wage provisions and increased the wage itself (the original minimum wage was 25¢ and the provision covered only 25% of wage earners), yet Congress debated the pros and cons without the benefit of any official commission research or independent study guidance. After the 1977 amendment passed, the minimum wage would rise to \$3.10 in 1981 in a series of four annual increases with almost 92% of U.S. non-supervisory farm and nonfarm wage earners now covered.¹ The Commission used multiple existing data sources but also funded original data collection studies and contracted with SRC to survey individual employers (establishments) with a twofold purpose:

“To obtain a description of the “world of minimum-wage employees: (where they work, some characteristics of the jobs they hold, and some demographic characteristics of the workers themselves).

To gain insight into both the nature and the magnitude of dis-employment, wage, and price effects that occur in response to an increase in the federal minimum wage.”²

The greatest challenge was the sample itself. A few years earlier, SRC conducted a study for the U.S. Postal Service that generated a massive list of non-household establishments (a topic for another article), which served as the list frame for this study, but SRC had little knowledge of what the distribution of establishments that employed workers at minimum wage would be. They sent out 430 postcards to four regions asking for this information, but only 105 postcards returned filled out, not enough to calculate a good rate for sampling, so they enlisted the help of interviewers to contact the remaining 330 and screen them for eligibility. This involved looking up phone numbers in directory assistance or contacting a post office, making any updates to the sample names and addresses, identifying and contacting the right respondent (preferably an executive or owner of the establishment), and then collecting the basic data on wages and employees.³

Based on the responses from that list of 430, sampling staff produced 11 replicates of approximately 743 establishments each to screen for a stratified sample (by industry and employment size) that would result in the goal of 1900 interviews (1400 with establishments that employed minimum wage workers and 500 with establishments that did not). Interviewers worked off Sample Address Summaries (SAS) run from the postal study's data tape using Fortran to do the selection. Interviewers followed the same intensive process as the sample and screening pilot and then conducted the interviews. Already a few years old and data-entered from handwriting, the SAS lists came with challenges but project staff took them in stride, even floating an idea to give a prize for the most garbled name. The first entry was “Cox's Cat Fizzle Heathen”. The business' real name was “Cox's Cat Fish Heaven”.⁴

¹United States, Minimum Wage Study Commission. (1981). *Report of the Minimum Wage Study Commission*. [Washington, D.C.] Accessed on 7/27/2021 at <https://hdl.handle.net/2027/mdp.39015046807155>

² Survey Research Center, Institute for Social Research. (1981). *The Minimum Wage: An Employer Survey*. [Ann Arbor, MI] Accessed on 7/27/2021 <https://bit.ly/3BXDyir>

³ *ibid*

⁴ SRO, Project 466172. (1980). *Memo #1*. [Ann Arbor, MI].

It turns out, the sampling team overestimated the prevalence of minimum wage establishments so out of the 7651 establishments screened, 4828 were not eligible and 560 were vacant. Still, SRC was able to complete 1203 interviews with a 70% response rate. The Minimum Wage Commission incorporated the findings, which are too complicated to sum up here, into a vast seven-volume report issued in 1981 (see footnotes for link). The SRO Masterfile did not contain a final budget, but the initial proposal was in the range of \$474,000, which would be roughly \$1.8 million today.

Sample SAS Sheet

SURVEY RESEARCH CENTER
THE UNIVERSITY OF MICHIGAN
PROJECT 37 (466172)

PAGE 3

1980 MINIMUM WAGE STUDY

SAMPLE ADDRESS SUMMARY

POSTAL AREA: MILL VALLEY, CA

CAG: 7

INTERVIEWER ASSIGNED: Waldemar Wong

A	B	C	D	E	F	G	H	I
ID#	NAME/ADDRESS/LOCATION	TELEPHONE NO. OF PRES. OCC.	NAME AND TITLE OF RESPONDENT	BUSINESS ACTIVITY CODE (DESCRIBE)	# TRS IN BUS	TOTAL EMPLS	# 3.25/HR OR LESS	
00432-1 B ✓ INT#1 5/19/80	Mill Valley Tennis Resort 15 Love Lane Mill Valley, Ca 94941 PRESENT OCCUPANT	AREA CODE: 415 768-6497	Mrs. Jane Overbearing Manager	08 Tennis Resort	10 10	35	11	
		respondent letter sent 5/12/80						
00498-5 B ✓ 92 5/14/80	The Ultimate High School 22 Toru Terrace Mill Valley, Ca 94941 PRESENT OCCUPANT	AREA CODE: 415 753-7702		11 Public high school				
00487-4 B ✓ 71 5/14/80	Bailiwick Bowling Alley 575 Lucky Strike Mill Valley, Ca 94941 PRESENT OCCUPANT Vacant	AREA CODE: ---						
		This building is probably going to be torn down - very dilapidated						
00512-3 B ✓✓✓ ✓✓✓ 9 5/13/80	Hot Tub Haven 954 Jacuzzi Drive Mill Valley, Ca 94941 PRESENT OCCUPANT HOT TUB HEAVEN	AREA CODE: 415 765-0493	Wilfred Watershead - owner	05 build and install hot tubs	3 6 mos	5	0	
00708-2 B ✓✓✓ INT#2 5/20/80	Bernie's Biofeedback Bazaar 250 Hollow Blvd. Mill Valley, Ca 94941 PRESENT OCCUPANT ERNE'S BIOFOOD BIZARRE	AREA CODE: 415 765-9710	Phoney Free owner/manager	01 health food restaurant	5 2	4	4	
		Finally found this in the Hellowind Shopping Center						