

# Employee Benefits Bureau NEWSLETTER



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## SoNM NEW CARRIERS

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## HR Corner & Employee Reminders Carriers Information



August

**Awareness is like the sun, when it shines on things, they are transformed.**

- Thich Nhat Hanh



We suggest that employees get onto the OSE webpage early, take a look at all the tools and information available. With a third medical carrier being added to the Group Health Plan, we suggest employees take their time, explore each benefit plan and all the additional options they offer to make the right decision for themselves and their families.

As we get closer to OSE, the Live Webinar schedule (below) will be equipped with live links so you will only have to click to attend. This schedule will be posted in our September EBB Newsletter, DoIT email communications, and of course our website ([www.mybenefitsnm.com](http://www.mybenefitsnm.com)).

SoNM Fall 2020 Open/Switch Enrollment													
September							October						
Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa
	31 Webinar 10:00AM 2:00PM CC	1	2 Webinar 10:00AM 2:00PM CC	3	4						1 OSE Begins	2	
7		8 Webinar 10:00AM 2:00PM CC	9	10 Webinar 10:00AM 2:00PM CC	11		5		6 Webinar 10:00AM 2:00PM CC	7	8	9	
14		15 Webinar 10:00AM 2:00PM CC	16	17 Webinar 10:00AM 2:00PM CC	18		12		13	14	15	16	
21		22 Webinar 10:00AM 2:00PM CC	23	24 Webinar 10:00AM 2:00PM CC	25		19		20	21	22	23	
28		29 Webinar 10:00AM 2:00PM CC	30	1 Webinar 10:00AM 2:00PM CC	2		26		27	28	29	30	31 OSE ENDS

[Click Here for Schedule with links](#)

## SoNM 2020 OPEN/SWITCH ENROLLMENT Is Coming Early This Year

We have a great deal of important information for you, are you ready? Take a breath... let's go!

2020 brings a few big changes to Open/Switch Enrollment (OSE), both new carriers, as well as an extended schedule. In July, the SoNM welcomed EyeMed (vision) and Well-Being Solutions (Employee Assistance Program (EAP), administered by CompPsych). In October, we will introduce a third medical carrier who is joining the SoNM Group Health Plan for 2021.

**Another change** this year is the enrollment period, which will now be extended to the entire month of October, giving employees plenty of time to learn about the benefits being offered this OSE season.

The **Employee Benefits Bureau** is working hard to make it as easy as possible for employees to enroll in benefits, or make changes to their current elections. As we are unable to offer live in-person presentations, we have instead scheduled 22 Live Interactive Webinar presentations, which will give employees many opportunities to learn how the SoNM benefits work directly from the experts, our carriers. Starting August 31<sup>st</sup>, webinars will be held two days a week, with two live interactive webinar presentations each of those two days (one AM and one PM). *There will also be Closed Captioning available on designated webinars for employees who are in need of that service.*

The **Employee Benefits** 2020 Open/Switch Enrollment webpage will be available **August 31<sup>st</sup>**, and will be laid out in **3 simple steps** to help employees go in, get what they need, and enroll! (Please note, OSE begins October 1<sup>st</sup>, at 12:00AM, therefore the links to enrollment forms will be locked until that time).

**Sneak peek!**



Open/Switch Enrollment  
For State of New Mexico Employees  
For Benefits Plan Year 2021 (Jan 1 - Dec 31)



### Step 1



#### Get Organized

Where can I find information on offered benefits?

Recorded Presentations  
DoIT Email Blasts  
Round the Roundhouse  
Individual Carrier Websites  
Employee Benefits Newsletter  
My Benefits Website

### Step 2



#### Review Your Options

Take a look at all that is offered before you decide

Webinar Calendar  
Cigna  
Presbyterian Health Plan  
BlueCross Blue Shield of NM  
Delta Dental  
Express Scripts  
EyeMed  
The Hartford  
Flexible Spending Account (FSA)

### Step 3



#### Online Enrollment

Time to Enroll/Switch Benefits

Online Enroll/Change Form  
OP Affidavit  
POP Waiver Form

**Last minute reminders:**  
• If you do not need to make changes to your benefits, then no action is necessary.  
• Have your checklist and documents ready

**August** – More OSE information via DoIT Emails, EBB Newsletter, Round the Roundhouse articles. Read, gather, and learn.

**September** – Live AM/PM interactive webinars. OSE dedicated webpage for information, schedules, forms, directions, etc. Attend a webinar, hear straight from the carrier, ask questions, and get benefits explained.

**October** – Open/Switch Enrollment event opens for the entire month of October. Enroll in a benefit, switch your elections, or make any necessary changes.

**This is your chance to customize your benefits to best fit your needs as well as your family's.**

## HR Corner

## Employee Benefit Reminders

**EBB-HR Meeting** – On Tuesday, August 18<sup>th</sup> RMD/Alternative Dispute Resolution Bureau (ADR) presented. EBB also discussed Basic Life Insurance premiums paid by agency, Well-Being Solutions Training Library, and HR Reminders. We once again would like to invite Directors, Deputy Directors, and management to join us. Unable to attend the live webinar? Visit our website at [www.mybenefitsnm.com](http://www.mybenefitsnm.com) to review any HR webinar, as they are all recorded and archived for your reference.

**To identify employees whose premiums were not taken**, run the following query as early as Wednesday after payroll runs: **NMS BN DEDUCTIONS NOT TAKEN** (Deductions Not Taken Report), which will show if employees owe any Benefit Premiums. Report may be run any Wednesday or Thursday after payroll.

**Reminder:** Employee is responsible for 100% of premiums (both the State and employee portions) when:

- An employee is on LWOP, without FMLA coverage, and has no leave time to cover premiums
- An employee exhausts all FMLA total hours and has no leave time to cover premiums
- An employee is on Workers Compensation coverage and has no leave time to cover premiums

**OPEN ENROLLMENT**  
**October 1 – October 31**



## Stay Well Health Center - New Additions to your Care Team



**Lisa Kaufman, RN**  
**SWHC Health & Wellness Coach**

Lisa believes in empowering clients to become invested in the development of their own health goals and action plans.



**Joseph Poole, APRN, FNP-C**  
**Nurse Practitioner**

Joseph believes building a relationship with a patient and isolating their condition begins with listening.

- Received her Bachelor of Nursing degree from the University of New Mexico
- Served the Santa Fe healthcare community for 40 years as an RN and as a Clinical Research Trial Coordinator
- Lisa offers resources and strategies specifically designed to meet the health goals they have set for themselves

- Grew up in Houston and moved to Santa Fe in 2019. Worked as a family nurse practitioner for the last 4 years
- Spent most of his practice working with internal medicine patients at the University of Texas and at Southwest Care Organization. Has also worked with allergy, and immunology patients
- Interest outside of work include: proud father of an 8-year-old son, fishing, finance, and gardening

## The Stay Well Health Center continues to service Members from all around the State of NM

The SWHC has extended its services to members in every corner of the state via telephone/video visits. This is your chance to receive high-quality care without leaving your home and it's **FREE!**

**Hours: Mon – Fri**  
**7am – 6PM**  
**505.827.2485**

## CARRIER CORNER

Click on any image to get more information ...

**Respiratory Health**  
**August 2020**

The respiratory system has many functions aside from helping you breathe. Keeping it strong and healthy is fundamental to your well-being. Read how to keep your respiratory system healthy

[Click Here](#)

[Click Here](#)

BlueCross BlueShield

Well onTarget

Health Kit | August 2020

**eyeMed**  
[Click Here](#)

**DELTA DENTAL**

Health disorders can not only affect your body, it can also be very dangerous to your mouth. Dental health is an important part of your overall health.

[CLICK HERE](#)

**Well-Being Solutions**

Employee Assistance Program

Providing you the tools to live a healthier life.

Administered by ComPsych

[CLICK HERE](#)



**Well-Being Solutions - We're here to help.****Covid-19 Webinars**

To access webinars, click on link

**Coping with Uncertainty About Covid-19**<https://register.gotowebinar.com/register/361653968327770625>**Navigating Your Work From Home Transition**<https://register.gotowebinar.com/register/5661341796463206413>**How Emotions Impact Eating During a Crisis**<https://register.gotowebinar.com/register/7310056184047236363>**Managing Worry & Anxiety Amid COVID-19**<https://register.gotowebinar.com/register/5849777199011950859>**Tools to Handle COVID-19 Related Stress**<https://register.gotowebinar.com/register/1720001629480681227>**Self-Isolating Together During the Pandemic**<https://register.gotowebinar.com/register/7460106535889954059>**Being an Effective Manager During COVID-19**<https://register.gotowebinar.com/register/1835434957234423819>**HEALTH AND WELLES****A CHECKLIST FOR YOUR NEXT CHECK-UP**

With busy schedules, it can be tempting to put off visiting the doctor, but an annual check-up is important for your health and well-being. In addition to getting tests, or medications you need, you can also learn about steps you can take to be healthier in your daily life.

Time with your health care provider goes by quickly, SO make sure it counts. Here are some suggestions to help you make the most of your next check-up:

**Prepare a list of questions,** and leave some room to jot down any instructions or important information your doctor gives you during your visit.

**Carry a medications list** and dosages you currently take, including vitamins, herbs and any other supplements.

**Know your health history.** Doctors often ask about your personal and family health history. Prepare this information before your appointment so you don't miss anything.

**Keep a health journal.** Whether you're keeping track of changes to your diet, sleep habits, or other health concerns, recording key information and dates can be helpful.

**Bring a buddy.** Ask a friend to be there for support. They can be an extra set of eyes and ears to help reinforce any next steps you need to take.

**Request assistance.** If you have difficulty hearing or understanding, let your doctor's office know when scheduling.

**Ask about tests.** At your annual appointment, ask about scheduling for other exams, such as a colon cancer screening or mammogram.

**Are you ready?** Spend a few moments thinking about how you feel in all aspects of your life, so that you can be prepared to discuss your physical and emotional well-being.



Presbyterian Heath Plan Introduces...

**COMMUNITY HEALTH WORKER PROGRAM**

CHWs are committed to helping your family improve your health by helping you find housing, food, utility assistance, transportation, transition services and visit a healthcare provider. This service is confidential and provided at no additional cost to PHP members.

[Click here to find out more information](#)

**HEALTHY VEGGIES – Nutritious, AND Delicious Too!****Zucchini**

**FACT: All zucchini are squash, but not all squash are zucchini**



End of summer is fast approaching, and this time of year brings an abundance of zucchini at every grocery store and Farmer's Market.

As zucchini can be enjoyed raw or cooked, it's versatile enough for everyone's taste buds. It can be grated for cookies and bread, or sautéed and served a favorite casserole or in a veggie quesadilla.

Zucchini is packed with beneficial nutrients including Vitamins C and A, potassium, folate, and fiber. It has zero fat and is high in water and fiber. It also contains significant amounts of vitamins B6, riboflavin, folate, C, and K, and minerals, like potassium and manganese. All of which contribute to a **healthy heart by lowering the risk of stroke, high blood pressure, and cholesterol.** Summer squash also contains antioxidant and anti-inflammatory phytonutrients, making it a smart addition to any meal. It makes good health sense to add zucchini into your diet!

**Chocolate Chip Zucchini Cookies**

Soft, moist, and flavorful – you don't have to tell them their good for you too!

1 cup butter (room temperature)

1 ½ cups sugar

2 large eggs

1 teaspoon vanilla extract

2 cups grated zucchini

2 ¾ cups all-purpose flour

2 teaspoons baking powder

1 teaspoon ground cinnamon

1 teaspoon salt

1 cup walnuts, chopped

1 cup semisweet chocolate chips

½ cup raisins

1 cup sweetened flaked coconut

Preheat oven to 350°.

In a large bowl, cream together butter and sugar until light and fluffy. Beat in eggs and vanilla, then stir in zucchini.

In a medium bowl, whisk together flour, baking powder, cinnamon, and salt. Add to zucchini mixture. Stir in nuts, chocolate chips, raisins, and coconut.

Drop tablespoonful's onto buttered cookie sheets and bake until lightly browned (15 - 20 minutes).

Transfer to a rack to cool. Repeat with remaining dough.

ENJOY!