



[Page 1](#)

[New RMD Director](#)  
[New Benefit Carriers](#)

[Page 2](#)

[HR/Employee Corner](#)  
[Recipe & Stretch](#)

[Page 3](#)

[Carrier News & Information](#)

MAY



### Health Observances for the month of MAY

- American Stroke Awareness
- Arthritis Awareness
- Clean Air
- Cystic Fibrosis Awareness
- Food Allergy Action
- Global Employee Health and Fitness
- Healthy Vision
- Hepatitis Awareness
- Lupus Awareness
- Melanoma/Skin Cancer Detection and Prevention
- Mental Health
- National Asthma and Allergy Awareness
- National Celiac Disease Awareness
- National High Blood Pressure Education
- National Osteoporosis Awareness and Prevention
- National Physical Fitness and Sports

## Announcing RMD's New Director...



Mark Tyndall, Director  
Risk Management Division

Mark Tyndall joins the General Services Division as the new Director of the Risk Management Division. Mark comes to RMD from the Albuquerque Public Schools where he served as the Senior Director of Employee benefits, managing the design, implementation and administration of their Group Health Plan. He also served as an Account Executive at Aon Risk Solutions, and was Executive Director of the NM Retiree Health Care Authority (RHCA). Mark's extensive knowledge and experience will serve us well and we are very excited to welcome him aboard.

## SoNM EMPLOYEE BENEFITS BUREAU

### Working To Bring On New Benefits

*The Employee Benefits Bureau (EBB) is working hard to improve the benefit package offered to all State of NM and Local Public Body employees.*

In doing so, we plan to increase the benefit choices in our current Group Benefit package to give our employees more coverage options for themselves and their families.

**Beginning July 1, employees will have a new EAP provider, as well as a new Vision carrier.**



#### New Employee Assistance Program (EAP)

- Specialty staff to assist employees with many issues (emotional, financial, legal counseling)
- Referrals to assist with life, family, and travel events

#### New Vision Carrier

As well as extended offerings such as:

- Online ordering of glasses and contacts

**Employees not currently enrolled in the vision benefit must wait until the Fall Open Enrollment event to elect coverage.**

Both providers will continue the outstanding coverage our members are accustomed to.

During the **Annual Fall Open/Switch Enrollment event**, we will also be including an assortment of Voluntary Benefits allowing employees to pick and choose coverages, customizing their individual benefits package that best suits their needs.

For complete details regarding all newly added benefits, watch for our June EBB Newsletter, where we will introduce the new carriers as well as provide all the information you need about these amazing additions to our Group Benefit package.

## HR Corner

**EBB-HR Meeting**

EBB would like to announce the next HR Meeting will be held **Tuesday May 19, 2020**. Topics to be covered will be Flexible Spending Accounts – Qualifying Events due to COVID-19, Retro-Termination of Benefits, Electronic Enrollment Form, and HR-Reminders.

**Invitation to HR Administrators**

We work to create informational material that can help you better assist both your employees, as well as your Department with all benefit matters. We would like to extend an opportunity for YOU to let US know what YOU would like to see presented in upcoming HR meetings. As you know, if you have a specific question, it is likely that other HRs have been faced with the same situation. Help us to address these issues for you, and all your fellow HR Representatives.

Please send us suggestions on what you would like insight on in regards to benefits and/or the EBB benefits process. Please send these items to Reina Espinoza at [Reina.Espinoza@state.nm.us](mailto:Reina.Espinoza@state.nm.us). We look forward to hearing from you!

Also, please see “**Qualifying Events (QE)**” in **Employee Reminders** as this pertains to HR entry as well.

Many of us know essential workers who bravely face their everyday responsibilities in order to continue to allow us the opportunity to purchase the goods and services we may need.

***A sincere Thank You to them all.***

**Gluten Free Banana Oat Pancakes**

These banana pancakes are packed with good-for-you ingredients and so easy as their made in the blender. Gluten free, dairy free, and no added sugar, they're a super simple and delicious breakfast.

2 very ripe bananas	1½ C old fashioned rolled oats
2 eggs	2 tsp. baking powder
1 t. vanilla extract	½ tsp. ground cinnamon
¼ tsp. salt	½ C nut milk

Add all of the ingredients to a blender and blend on high until completely smooth (30-60sec). Lightly coat a griddle with coconut or grapeseed oil. Add 1/3 cup batter to the hot griddle. Cook for 2-4 minutes until pancake slightly puffs and bubbles along the edges, then flip. Makes 9 pancakes total. Serves 3, 3 pancakes each.

Options: add your favorite ingredients like chia, fruit, chocolate chips, walnuts, etc. to batter. Top as desired.

## Employee Benefit Reminders

**SHARE Entries**

Employees, please take special care when entering ANY information into SHARE. Despite our many reminders we are still seeing special characters, addresses more than 35 characters long, etc. (no nicknames, please). These entries cause issues with benefit utilization as the member will fail to appear on the eligibility file. This may result in errors with benefit processes and will likely cause issues with benefit utilization.

**Qualifying Events (QE)**

**What is a Qualifying Event (QE)? A Qualifying Event is a Change of Status**

If a qualifying event (listed below), is experienced and employee wishes to make changes to elected benefits, these changes must be made using the on-line Benefits Enrollment/Waiver Form. The form, and documentation supporting the qualifying event, must be submitted within **31 calendar days** of the event.

- Change in marital status such as marriage, domestic partnership (DP), divorce/legal separation or termination of DP.

**Note:** Failure to remove the ex-spouse/DP and DP child/ren or step child/ren within **31 days** of becoming **ineligible** may forfeit employee's ability to participate in the State's Benefits Program.

- Birth of a child, court approved adoption, placement for adoption, or legal guardianship.
- Death of a dependent.
- Change in job status of SoNM employee: employment (changing from part-time to full-time or vice versa), reduction in hours due to FML, LWOP, and/or Disability, or Military Leave.
- Change in job status of spouse/domestic partner resulting in loss of group coverage due to termination or gain of other coverage due to new employment.
- Any other circumstance where the employee had outside coverage, then loses the coverage due to circumstances beyond their control, eligibility to participate in SoNM's Benefit Program must be evaluated by the Risk Management Division.

**Improving Your Posture with 3 Simple Steps****Lift and release the shoulders**

Lift your shoulders up high toward your ears. Next, release the shoulders downward. Don't push the shoulders down, just release. Feel your spine long and free as you do this. This brings more mobility into an area that often gets "forgotten." Remember, your shoulders are designed to hang. You don't have to hold them up.

**Shoulders back**

This stretch helps open up the pectoral muscles, expands the heart, releases the back, and gets your blood flowing. Standing, interlock fingers behind your back, slowly lifting your arms only as high as they can go without lifting your shoulders. Again, feel your spine lengthen as you stretch. Imagine your heart pouring forward and your shoulder blades and tailbone dropping down.

**Pectoral Stretch**

It's important to have tight pectoral muscles. Simply stand with one palm on the wall. Keeping the arm straight but not locked; slowly rotate your body around until you feel a stretch across your shoulders and collar bones (clavicle). A good stretch should not be painful, but do take it as far as you can while maintaining a comfortable breath.

**Stretch 3-5 times a day for better posture.**

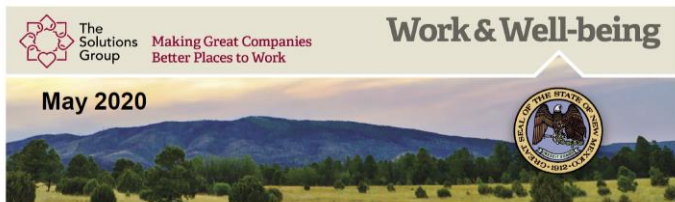


# News From Your SoNM Benefit Carriers:



## Employee Assistance Program

EAP Newsletter ([click here](#))



### Have a Team Refresher

Will you need to reenergize your team after months of social distancing? Consider a refresher meeting: 1) Meet with your team and reaffirm that trust and open communication with each other in the



### Don't Tough Out Acute Stress Disorder

Does your job include a higher risk of witnessing workplace violence? If you are exposed to such an event, be sure to meet with a qualified mental health profes-



## Delta Dental

If Stress is getting to you, now is not the time to rely on this unhealthy habit/addiction.

[\(Click here to read more\)](#)

## Tobacco: Unfiltered Facts

Tobacco use in any form—cigarette, cigar, pipe and smokeless (spit) tobacco—increases the risk for a variety of oral health conditions including:

Periodontal (gum) disease—Studies show that tobacco use may be one of the most significant risk factors in the development and progression of gum disease.<sup>1</sup> In fact, smoking may play a significant role in more than 50 percent of chronic periodontal disease cases.<sup>1</sup>

Tooth decay, bad breath and stained teeth—Despite good oral health habits, tobacco use is still more likely to cause cavities due to decreased saliva flow, increased plaque and

## Are You Getting Enough Sunshine?

The “Sunshine Vitamin” can not only lift your mood, it can also improve your health.

According to Dermatologist, Dr. Richard Weller, sunlight exposure is crucial to our wellbeing. “The effect of sun on the body can have significant benefits that far outweigh any threat of skin cancer.

- Triggers VitD production
- Lowers blood pressure
- Improves brain function
- and much more!

\*Make sure to wear a mask and practice social distancing



# Stay Safe New Mexico!



Blue Cross and Blue Shield of New Mexico

## Blue Cross Blue Shield

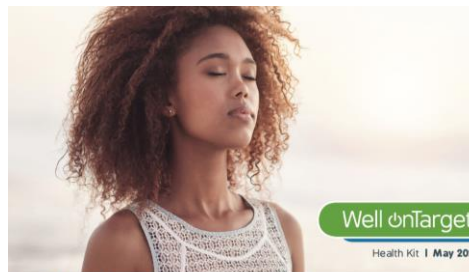
Available Wellness Podcasts for May:

Keep Moving To Keep the Mind and Body Healthy  
[Movement Into Your Day](#)

Reset Yourself with Healthy Sleep Habits  
[Ten Tips for Better Sleep](#)

Keep a Positive Spirit  
[The Gift of Gratitude](#)

BCBS Newsletter ([click here](#))



Hello!

Here is your Health Kit for May 2020.

Here is your Health Kit for May 2020. Please take a few minutes to distribute all materials via email. Also, be sure to print the poster and display it widely. Your dedication to wellness makes a difference. Thanks for your efforts!

Mindfulness has been shown to be essential in reducing stress and boosting overall happiness. With the

## Stay Well Health Center



**STAY WELL HEALTH CENTER**  
Serving SoNM/LPB Employees  
Covered under a SoNM Employee Medical Plan

Members bring your student in for their FREE sports physical and they will automatically be entered into the SWHC's annual Sports Physical Drawing to win one of two \$50 Amazon Gift Certificates!

The drawing runs from June 1<sup>st</sup> through October 31<sup>st</sup>. Winners will be contacted and announced in the November EBB Newsletter.



The SWHC remains open to serve our members Monday – Friday, 7AM to 6PM. Make your telephonic or video visit. Call us today.

**827.2485**

(Patients can be seen in the clinic if deemed necessary by attending staff).