

Sunset at Santa Cruz, NM

Clayton, NM Sunset

Ken Hughes-ENV

Sunset at Lake Maloya, NM  
Cindy Hall-HSD



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Thank you Victoria DeVargas-PSIA, Cindy Hall-HSD and Kent Hughes, ENV, for sharing your piece of NM!

## Benefit Reminders

### 1095-C's Are Making Their Way To You...

All full-time, benefit-eligible employees who are offered medical coverage through the SoNM, whether or not coverage is elected, will receive a 1095-C form. Employees of agencies that are supported by SPO will receive their 1095-C form in the mail. Those employees of agencies that are not supported by SPO will receive their form from their HR Representative. Local Public Body employees will also receive their form from their HR Representative. In the event that:

- You did not receive your 1095-C;
- Your 1095-C has an error (i.e., employee/dependent address, etc.);

If you have additional questions, please contact your HR Representative or the [SoNM 1095-C Help Line at 505.827.0109](#) for further assistance.

It is not necessary for employee to wait for the 1095-C in order to file income taxes.

Please Note: Returned 1095-C forms due to errors in mailing addresses listed in SHARE are being corrected and redistributed as they are received.

### **LAST CHANCE FOR 2018 FLEX SPENDING ACCOUNT (FSA) FUNDS**

For those who take advantage of the FSA Health or Dependent Care benefit, some last-minute reminders...

- Participants have **1 MORE DAY** (3/15/19), to accrue claims against 2018 FSA funds
- Participants have **16 MORE DAYS** (3/30/19), to submit a claim against 2018 FSA funds

Remember, the FSA benefit is an amazing way to save money, but you don't want to lose any unused funds. If you have funds remaining in your Health Care FSA after all claims have been paid, go to [www.mybenefitsnm.com/FlexibleSpendingAccount.htm](http://www.mybenefitsnm.com/FlexibleSpendingAccount.htm) to find out what the Eligible Health Care Expenses are to avoid forfeiting any remaining balance.

### 2019 Premiums

Are you checking your new premiums to make sure they are correct? Make sure your deductions are being taken out correctly. If you made any changes during Open Enrollment, you want to insure the proper premium(s) are being deducted.

### **DID YOU HEAR??**

2019 SoNM  
Health & Wellness  
Fair

is coming  
**MAY 29<sup>th</sup>!!!**

Stay tuned for more  
information



The concept of total wellness recognizes that our every thought, word, and behavior affects our greater health and well-being. And we, in turn, are affected not only emotionally, but also physically and spiritually. – Greg Anderson

# MARCH



March is Nutrition  
Awareness Month

Remember, as  
important as it is to  
nurture your body, it's  
just as important to  
nurture your Spirit



PEOPLE OFTEN  
FORGET  
THAT  
KINDNESS  
IS  
FREE.

Support Our  
Local Organic  
Farmers!

## ERISA's Role as the SoNM Third Party Administrator



Erisa Administrative Services, Inc. (EASI) is the SoNM's Third Party Administrator, specializing in benefits administration for the State since 2013. Erisa has a local office in Albuquerque dedicated to the SoNM Group Benefits Plan.

Erisa provides the following services of the SoNM Group Benefits Plan for its covered members:

- **Benefits Enrollment:** Erisa processes all benefits enrollment forms for both SoNM employees and participating local public bodies. If you are a new hire, have a qualifying event or are making changes during Open/Switch Enrollment, Erisa is working hard for you behind the scenes processing your elections.

- **Disability Program Administration:** Erisa recently took over administration of the SoNM Disability Program. They resolve all claims for participating employees, and submit vouchers to the SoNM Employee Benefits Bureau for processing and disbursement.
- **Runs the Flexible Spending Accounts benefit** through their sister agency **CompuSys**.
- Erisa is the main contact to assist with questions or concerns regarding benefits, disability or Cobra, or needed enrollment assistance. Erisa also works behind the scenes with the Employee Benefits Bureau in maintaining the SoNM benefits website [www.mybenefitsnm.com](http://www.mybenefitsnm.com) site for the employees of the SoNM, as well as to insure you receive your annual 1095-C tax forms correct and on-time.

**Erisa 505.244.6000**

## Presbyterian Health Plan Has A Few New FREE Programs For Its Members

### Trying to quit? You can do it!

Nearly 70% of all adult smokers want to stop, but keep finding it hard to quit. Presbyterian now has a new innovative program to help you quit for good.

**Clickotine**, a mobile app that uses clinically driven app technology to help create a plan to help you overcome nicotine cravings. Based on clinical trials and data, this program has a high success rate.

To get started, go to: [www.Clktx.com/join](http://www.Clktx.com/join)

Enter Client ID Code: **LNV20C**

You will receive a link and member code via email to create an account and be on your way to quit smoking!

### On To Better Health

**Self-Help tools and resources at your fingertips to help you get better and feel better.**

We have guided therapy programs to help change any unwanted thoughts and behaviors, as well as health and wellness articles. You can chat online with a clinician or schedule a virtual therapy session. All of the tools and resources are easy to use, confidential and available 24/7!

To access go to:

[www.ontobetterhealth.com/php](http://www.ontobetterhealth.com/php) to sign into your account.

Choose from the list of recommended modules, click *Launch Program*, then click *start*.

For more SoNM benefit information go to:  
[www.mybenefitsnm.com](http://www.mybenefitsnm.com)

 **PRESBYTERIAN**  
Health Plan, Inc.



## STAY WELL HEALTH CENTER

Serving the State of New Mexico and Participating Local Public Body Employees Covered under the State Employee's Risk Management Medical Plan

505.827.2485

ZERO COPAYS, NO DEDUCTIBLE AND MEDICATIONS DISPENSED THROUGH THE HEALTH CENTER ARE FREE

### FLU SHOTS

If you haven't received your flu shot yet, the SWHC continues to administer vaccines. Flu Shot Fridays are still in effect through the end of March.

### MISSED APPOINTMENTS

As we all know, health care is expensive. The Employee Benefits Bureau works hard to provide *FREE Quality Health Care* for our covered employees. It is a priority of the SWHC to be able to help our members when they need it, but with the large number of missed appointments, it's become difficult to provide necessary care to employees when they are needing it most. Please call the Health Center as soon as you know you will not be using your scheduled appointment. This way, we will be able to accommodate someone that is on our waiting list who is ill but unable to be seen.

No-shows are also a big financial burden on our SoNM's Health Fund. Cutting down on unused appointments will not only help us keep this service **COST FREE** for our members, but also helps elevate the financial burden, which also saves the employees money in future premiums.

### HEALTH & WELLNESS COACH

The SWHC has seen great success with our Health & Wellness Coach, Crystal Crook, and the progress she has helped our members make towards better health and quality of life.

Crystal is available by appointment for one-on-one coaching. She can also schedule time to attend any staff meetings to speak on specific health objectives or to answer any questions your employees may have.



Shayla Fray

Please help us welcome our newest associate, Shayla Fray to our team! She joins us from New Jersey where she earned her RMA at Lincoln Tech in Edison where she worked with arthritis and osteoporosis patients for 3 years.

Shayla believes in giving great bedside manner, making the patient feel relaxed and comfortable during their medical visit. She listens to her patients and makes sure they understand what is to come during their visit with the provider.

### FRESH FRUIT

In celebrations of March-Nutrition Month, the SWHC will be giving out free fresh fruit throughout the month. So come in for a tour of the facility, or just stop in to say hi, and grab a piece of fresh fruit for a healthy snack.

**PLEASE REMEMBER**  
The SWHC is a **PHONE FREE Zone**



The Solutions Group

## As Always, We're Here To Help

Employee Assistance Program



2019 has brought with it a big change for SoNM employees, and it's nice to know we have resources to help us when we need it. As part of the SoNM Benefits package, and **FREE TO ALL** employees (as well as their dependents and household members), EAP offers tools to help manage change as well as improve our overall well-being.

As part of your EAP benefit, The Solutions Group offers helpful webinars for many different issues which are available to view 24/7. They can be found at: <https://www.solutionsbiz.com/SONM/Pages/login.aspx>, use password "SONMEAP". Among these webinars is *Preparing For Organizational Change*, a webinar designed to help employees adapt and survive in an environment where change is inevitable. This learning tool will teach how to better prepare for the impact of change in the workplace (1 hour). We also have webinars to help supervisors, managers and leaders with the same issue, *Managing Organizational Change and Transition*, *Organizational Change: The Big Impact of Small Changes* and *Preparing Staff for Organizational Change* are just a few of many offered to you through the EAP benefit.

Available to view individually, or as a group, to help with training purposed or to deal with a difficult issue, be sure to take a moment and visit the SoNM EAP benefit website to see the many webinars offered. Review the Training Catalog to see all the wonderful webinars to help you, your supervisors, managers and staff improve everyone's well-being.

# Toothbrush Truths

Your toothbrush can play a big role in your daily routine. It can keep your teeth healthy and bright. But a newer, cleaner toothbrush could also play a key part in not only your oral health, but overall health.

Your mouth is the gateway to your body and is also a great place for harboring bacteria. These bacteria can make you sick, plus cause tooth decay and gum disease.

That's why proper toothbrush care is important. An old, frayed toothbrush is less effective in removing plaque and keeping your teeth, gums and mouth clean. The American Dental Association recommends replacing it every 3-4 months.<sup>1</sup>

Additionally, a toothbrush can actually carry lingering germs from the moment you open the package, so rinsing and keeping your toothbrush clean are necessary factors in maintaining a healthy mouth and body.

Along with taking care of your teeth, your toothbrush needs to be taken care of as well. This will help ensure that it's an even stronger ally in your everyday oral health.

1. American Dental Association, "Toothbrush Care: Cleaning, Storing and Replacement," web.



## Nutrition – What's Right For Me?

According to the World Health Organization, Nutrition is the intake of food, considered in relation to the body's dietary needs, and good nutrition is an adequate, well balanced diet. And when combined with regular physical activity is the cornerstone of good health. They go on to say that poor nutrition can lead to reduced immunity, increased susceptibility to disease, impaired physical and mental development, and reduced productivity.

Just like most other things, the right nutrition depends on where you are and where you want to be. For instance, Crystal Crook, SWHC Health & Wellness Coach says, "People with diabetes or prediabetes will need to follow a low carbohydrate diet. A good example would be *Create My Plate*, found on the American Diabetes Association's website, as well as eating foods that are low on the glycemic index. Those individuals looking for a heart healthy diet may want to explore diets such as the DASH diet, Mediterranean diet, or the American Heart Association plan. Individuals needing specific diet prescription should seek out a Registered Dietitian."

People dealing with chronic inflammation and/or autoimmune disease (such as Multiple Sclerosis, arthritis, etc.) would want to follow an anti-inflammatory diet.

Do some research and always consult with your health practitioner to find a diet that's right for you. Bottom line is nutrition is our greatest tool to having good health.

**"Let food be thy medicine and this medicine be thy food."**

Hippocrates, Father of Medicine



Preparing family meals that are both nutritious and delicious isn't always easy, especially when trying to please everyone.



### Making Family Meals Healthier

Adding fresh vegetables to pasta dishes, casseroles or even baked goods can be done without changing the taste drastically, and it's also a great way to up the nutrition in your family's meals. Hiding cooked and blended veggies is sometimes your only alternative. It's a good way to increase the value of the food without the kiddos even knowing they're eating something healthy and nutritious!

When planning dinner, start thinking about how you can:

**Reduce the amount of fat, sugar and salt** – cutting back doesn't mean less delicious... everything in moderation).

**Make healthy substitutions** – this can help lower fat, calories and salt while boosting nutrition (like exchanging wheat pasta with quinoa, buckwheat or rice pasta; exchange dairy for non-dairy milks and cheeses; cut back on animal protein by subbing with quinoa, lentils, chickpeas/garbanzo, kidney or black beans, seitan, broccoli, green peas, seeds and nuts, all high in protein).

**Cut back on ingredients that have little nutritional value.**

**Change cooking prep techniques** – healthy cooking techniques can capture flavor without destroying all the nutrients and without excessive fat, oil or salt. Try poaching, sautéing or steaming. Basting is a great way to add tons of flavor to proteins and vegetables (instead of oil or drippings, use vegetable/fruit juice, broth or even wine).

**Cut down on portion size** – eating smaller amounts slowly gives us a chance to feel full before overeating.

