

# Human Resources Newsletter

September 2021



## In This Month's Issue:

- Communication Allowances
- Vision Benefits Explained
- Seasons Of Life and Your Life Insurance Plan
- Addressing Diversity and Conflict By Dr. David Giles
- Featured Retirement Plan Provider: Lincoln Financial

And More!

## Featured Retirement Plan Provider: Lincoln Financial

The A&M System has 6 retirement plan providers to choose from to further invest in your future. In each Benefit Briefs issue, we will feature a retirement vendor. This month's feature is Lincoln Financial.

Lincoln Financial has a variety of investment options on their TAMUS website <https://www.lfg.com/tamu>. Find out more about their offerings or visit their learning center for more information.

<https://www.lincolffinancial.com/public/microsite/texasam/learningcenter/overview/retirementbasics>.

## Stay Tuned With Your Benefits All Summer

This month's webinars are listed below. All webinars begin at 11:00 am.

Well onTarget - 09/07

Once registered, make sure you add it to your calendar. The A&M System Benefits Administration Office does not receive personal data from providers. Please reach out to the individual provider for any issues with a personal account. [Learn More!](#)



## Addressing Diversity and Conflict

Conflict can be a healthy part of personal and professional relationships. When managed properly, conflict can strengthen working relationships and teams. Most importantly, "healthy" conflict can serve as a catalyst for better solutions, innovation and growth. Most of us have grown up believing that the best course of action is to smooth things over and avoid confrontation at all costs. So, we employ an "avoidance strategy," consisting of letting conflict fester until it all blows up. When this happens, "issues" tend to become "disputes" and frequently evolve into something "personal." The tangible costs of "unhealthy" workplace conflict are found in workplace absenteeism, poor morale, diminished performance, and employee turnover. As our university focuses more on building diversity in our teams, recognizing and including different opinions and perspectives will inevitably require more work. In her blog, [Healthy Conflict Can Help You Elevate Your Teams](#), Shannon Goodwin asserts that the "promise that healthy workplace debate will lead to better outcomes from diverse teams."

Dave Giles, Ph.D.

Employee Relations Administrator



## Communication Allowances

Communication Allowances are processed annually, they do not automatically roll over each year. You must submit a new communication allowance request at the beginning of each fiscal year.

Note - Forms must be completed in full, signed off on by the Department Head/VP, and a copy of your most recent phone statement is required to process the allowance.

Completed documents can be emailed to [HR.Compensation@tamuc.edu](mailto:HR.Compensation@tamuc.edu) or dropped off at the Employee Services Building B12 attn: Compensation.

Information and link to form are on the TAMUC website (link below).

<http://www.tamuc.edu/facultyStaffServices/humanResources/employment/compensation/communication-allowances.aspx>

<https://www.tamuc.edu/facultyStaffServices/payrollServices/documents/CommunicationAllowanceForm.pdf>



## MyEvoke Incentive Updates for FY22

### New Plan Year – New Activities!

Beginning September 1, when logging into MyEvoke, you and your covered spouse may see up to 13 health and wellness activities on your Two-Step Wellness Program MyEvoke Personalized Checklist (PCL). These may include your annual wellness exam, nationally-recommended preventive screenings, registration in various benefit programs, self-paced wellness courses, and more. Options displayed are based on the United States Preventive Task Force recommended screenings for the prevention of chronic conditions, general demographic information like gender and age, and digital benefit interest programs. For this reason, you may not have the same checklist items as your peer. Some items show up for everyone by default because System Benefits Administration does not receive personal health data to know who may or may not be eligible to participate.

You can choose any two activities from your personal checklist to complete for the \$30 wellness incentive credit. Credits are applied to the next plan year for tasks completed in the current plan year\*.

New activities this plan year include preventive eye exams, preventive dental cleanings, and Wondr Health participation. Below is the full list of possible options:

- Annual wellness exam (available for everyone)
- A general MyEvoke health assessment
- Wondr Health (5 weeks participation)
- Preventive screenings

- Well onTarget self-management courses
- MDLIVE registration
- Where to Go For Care educational video
- A flu shot
- Nutritional counseling
- Preventive eye exams
- Dental cleanings

If you have already completed the Health Assessment, MDLIVE registration, or the Where to Go for Care video, it will not reappear on your checklist. Completing any two steps on your PCL will ensure that you have the lowest rate for your health insurance premium. Be sure to complete these activities by June 30, 2022, and allow some time for processing! Retirees and graduate student employees enrolled in the Graduate Plan already receive the lower premium and do not need to participate. The Blue Cross and Blue Shield-Well onTarget Health Assessment and your annual wellness exam will still count as the alternative to using the MyEvoke portal.

\*The checklist restarts September 1, 2021. Simply complete two tasks in FY22 for credit in FY23. Log in to [MyEvoke](#).



## Seasons of Life and Your Life Insurance Plan

After the death of a loved one, the task of resolving the business and health affairs of the deceased, including financial and health care related paperwork, can often be difficult. Seasons of Life and the A&M System life insurance plan are two programs that provide assistance and benefits to help handle these difficulties.

First, you or a beneficiary should contact the deceased member's benefits office within 20 days, or as soon as reasonably possible after the death. This ensures that insurance carriers can process the claims in a timely manner.

### Seasons of Life by Blue Cross and Blue Shield of Texas (BCBSTX)

Seasons of Life is a BCBSTX outreach program that provides personalized claims resolution assistance to members and their families who are dealing with the death of a loved one. Seasons of Life ensures that members and their families have compassionate help when they need it.

Seasons of Life begins with proactive outreach. When a member's death is communicated to the A&M System, and BCBSTX learns of it, a customer advocate will be assigned as the family's single point of contact for the duration of the Seasons of Life program.

The family can contact the customer advocate at any time that is convenient for them to discuss insurance related matters. The advocate completes a full review of the deceased member's reimbursement history, claims status, and customer service history before contacting the family, so they can anticipate the family's needs.

The Seasons of Life program gives support during this time by helping relatives of the deceased member handle health care claims and provider statements quickly and efficiently. The family can contact the customer advocate at any time that is convenient for them to discuss insurance related matters. The advocate completes a full review of the deceased member's reimbursement history, claims status, and customer service history before contacting the family, so they can anticipate the family's needs.

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### Life Insurance Claims

After the death of an employee/retiree covered by the A&M System life insurance plan or a covered dependent on the A&M System life insurance plan, the beneficiary should contact your benefits office or the benefits office of the deceased member. The benefits office will notify System Benefits Administration of the death to initiate a life claim. The Hartford will contact you and give you or the designated beneficiary the forms needed to apply for Basic Life/Alternate Basic Life, Optional Life or Dependent Life benefits. It is important to keep your beneficiaries up to date when you are enrolled in the plan.

The System Benefits Administration office will submit claim forms, along with supporting documentation to initiate the death claim. Once processed, benefits are normally paid directly to the beneficiaries in a lump sum via check or direct deposit into the beneficiary's checking or savings account.





## Vision Benefits Explained

Did you know that you have vision coverage under both your medical plan and the optional vision plan if enrolled?

The optional vision plan is administered by Superior Vision. It provides coverage for eye exams, eyeglass frames and lenses, and contact lenses. The vision plan also provides discounts on some eye surgeries such as LASIK.

The A&M Care plans and the Graduate Student Employee Health Plan are administered by Blue Cross and Blue Shield of Texas (BCBSTX) and also provide coverage for one preventive eye exam per person, per plan year. A copay, if in-network, will apply. These plans do not cover vision correction materials. However, BCBSTX offers discounts on exams, frames, lenses and laser vision services through Davis Vision, Inc. and EyeMed Vision Care.

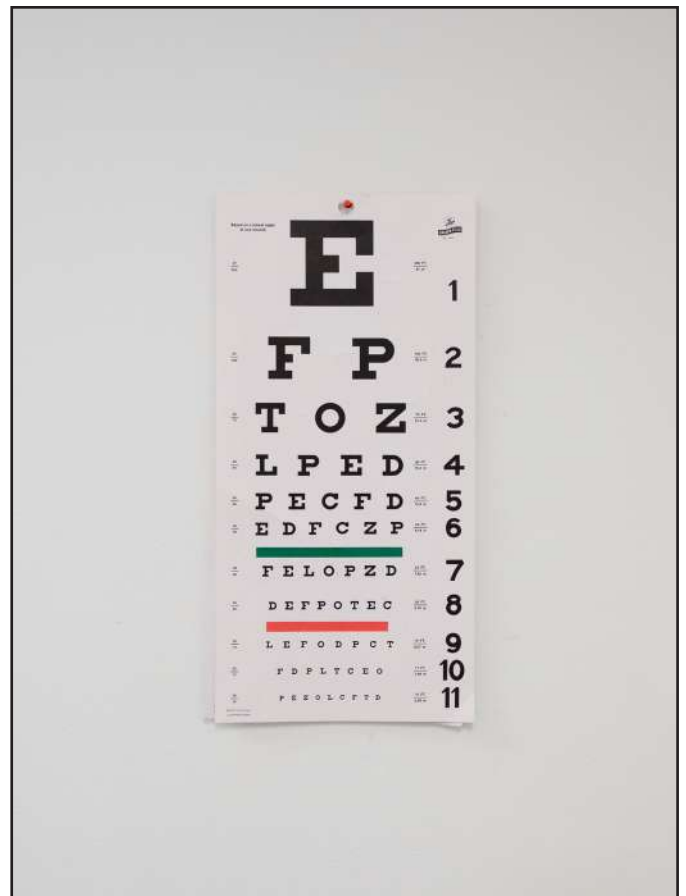
You may use either your medical plan or your vision plan exam benefit. When determining the best place to get your eye exam, consider where you plan to purchase your lenses or contacts. Upon your request, your physician or optometrist should provide you with your prescription, allowing you to have it filled at the provider of your choice.

An in-network visit to your optometrist may result in the following costs:

- Preventive exam with dilation as necessary 100% covered after a \$20 copay, covered by your medical plan
- Contact lens fit and follow-up – \$0 copay
- Contact lenses – \$150 retail allowance, if you do not get eyeglass frames and lenses
- Eyeglass Frames and lenses – discounted by Davis Vision or EyeMed Vision Care

## Health Care Flexible Spending Account

Did you know that you can use your health care flexible spending account (FSA) dollars to purchase prescription eyeglasses, prescription contact lenses and prescription sunglasses? These funds can be used for the portion of the expense not paid by insurance such as copays or amounts over the allowance. File a claim or use your FSA debit care when you need new glasses!



# HEALTHBREAK

SEPTEMBER 2021



## Are You Recycling Right?

Recycling is one of the biggest things we can do to help improve the environment and economy, our communities, and prevent waste from going into oceans. Recycling correctly is more important than we think — but with inconsistent labels on bins, there's more confusion than ever about what you can and can't recycle. As a result, tons of garbage ends up in recycling bins.

**You might be recycling, but are you doing it right?**

**Here's a quick overview of what you should and shouldn't recycle:**

### YES

**Paper** (magazines, envelopes, phone books, newspaper, file folders)

**Cardboard** (paperback books, cereal boxes, snack boxes)

**Plastic bottles, jugs, and containers** (Look for a number inside the recycling arrows — you can typically find it on the bottom of the item. Those items labeled with numbers 1 and 2 are recyclable. If marked with numbers 3 thru 7, be sure to confirm that your recycling hauler will accept them.)

**All food and beverage cans** (aluminum, steel, and tin)

**\*Glass** (glass bottles and food jars only)

### NO

**Food wastes or liquids**

**Plastic cups or utensils**

**Straws**

**Plastic shopping bags, plastic wrap, or wrappers**

**Styrofoam**

Always keep your items empty, clean, and dry. Break down or flatten any cardboard boxes.

\*Recyclable items may vary based on your location. Be sure to check with your community (county or city) to see what's accepted.

Source: <https://www.epa.gov/recycle/recycling-basics> | <https://www.recycleacrossamerica.org/tips-to-recycle-right>

Well onTarget®

Questions? Contact us at 1-877-806-9380 or visit [WellonTarget.com](https://www.WellonTarget.com) for more information about lifestyle changes you can make to improve your health.



## Hello!

Here is your Health Kit for September 2021. Please take a few minutes to distribute all materials via email and share this message. Your dedication to wellness makes a difference.

Thanks for your efforts!

Whether it's the pandemic, the economy, or your finances, uncertainty is all around us. Many things are out of our control, but our mindset is key to coping with the curveballs that life throws at us. In this month's Health Kit, you'll learn how to keep a positive mindset and cope with the uncertainty in a healthy way.

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### Poster

Check out this month's poster for four ways you can cope with the unknown.

[Download Poster](#)

## Brain Game

Find these words associated with healthy coping strategies.

Download Game

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## Recipe

View this month's recipe for a mouth-watering, veggie-loaded spin on a classic recipe.

Download Recipe

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## Podcast

Listen to this month's podcast for healthy tips on coping with uncertainty.

Listen

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## Short Video

Watch this short video to learn how to change your anxious thoughts.

Watch Video

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## Additional Information:

[For More Information on Dealing With Uncertainty](#)

## Coming up...

Tune in next month for information on energy breaks.

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