



Eugene Education Association

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4J BENEFITS AND WELLNESS NEWSLETTER

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FEDERAL LEGISLATION AND OEGB

Aspects of federal legislation on health care enacted recently will affect group health plans, including those that are part of the OEGB programs. For example, the legislation extends coverage to qualified dependents to age 26. OEGB is working on plans to ensure the benefit programs comply with this and other requirements of the health care reform legislation.

At this time, there are no changes to our plans or eligibility rules. No changes will occur prior to October 1, and you can be assured that you will be notified of any changes to our plans or eligibility rules that may be implemented in the future.

Under current OEGB rules, biological, step and adopted children under age 19 are eligible for coverage under OEGB benefit plans. Eligible employees also may obtain coverage for dependent children that are legal wards of the court or they, their spouses, or domestic partners are required to support.

Dependent children age 19 to 26 are eligible for coverage if they are:

- **Attending school full time, excluding foreign students; or**
- **Living in the home of the eligible employee more than six months of the calendar year, and the eligible employee provides more than half the yearly support; or**
- **Incapable of self-sustaining employment because of a developmental disability, mental illness, or physical disability.**

Dependent children older than age 26 are eligible for benefit coverage if they are incapable of self-sustaining employment because of a developmental

disability, mental illness, or physical disability and were covered under an educational entity plan prior to reaching the age of 26.

Dependent children of all ages must be unmarried and not have a domestic partner to participate in OEGB sponsored benefit plans.

A complete version of OEGB's eligibility rules can be found at <http://www.oregon.gov/DAS/OEGB/administrativerules.shtml>

NOT COMING BACK IN THE FALL?

If your plans have you somewhere else come fall, this message is for you. If you are a licensed employee hired for this school year and your hire date was before November 1, 2009, your insurance benefits will run through August. However, your last paycheck will be in July. If you currently have a monthly premium withheld from your paycheck, you can make arrangements to have your August premium spread out over your May, June and July paychecks. This allows you to pay for your benefits with pre-tax dollars, and prevents you from having to take the financial hit all at once.

To make this arrangement, please send an e-mail to the Employee Benefits Office (benefits@4j.lane.edu). This e-mail must be sent by May 15 in order to meet the payroll deadline, and while there is no form to fill out, you must express your wishes in writing.

If you're not sure if this scenario describes your personal situation, please contact me and I can help you determine if this applies to you. You can call me at 541-790-7682 or send me an e-mail (wenzl@4j.lane.edu).

NATIONAL BLOOD PRESSURE MONTH

Andrea Blattler, FNP, has asked me to share the following with you.

Did you know that May is National Blood Pressure month? When is the last time you have had your blood pressure checked?

An optimal blood pressure is considered to be 120/80. You are at risk for high blood pressure (hypertension) if you are overweight, have sleep apnea,

have chronic kidney problems, are African American, or have a strong family history of high blood pressure. Several other medical conditions will also place you at risk for developing hypertension, such as diabetes.

The nurse practitioners and staff at the Wellness Clinic are available to monitor your blood pressure and treat those who suffer from hypertension. You can check YOUR numbers the first Thursday of each month (beginning May 6th) from 5:00 – 6:00 PM on a first come, first-served drop-in basis.

SICK LEAVE BANK

The second and final open enrollment period for the Sick Leave Bank during this academic year ran from February 1 through April 2, 2010. I would like to thank the 152 of you who donated sick leave hours to the bank during that period. Of those 152 donors, 10 donated for the first time and 5 members donated 16 hours, despite working less than 1.0 FTE. Thank you very much!

If you are planning to retire at the end of the school year and have a great deal of sick leave accumulated that you will not use, please consider making a donation to the Sick Leave Bank. You can donate up to 16 hours at retirement, even if you donated during an open enrollment period this academic year. If you are interested, you can download the Retiree Transmittal Form from the EEA website: <http://www.eugea.org/>. You can also send me an e-mail and I can send the form directly to you.

LATE APPOINTMENT POLICY

In order to keep the 4J Wellness Clinic running smoothly and on schedule, a new tardy policy will be implemented effective May 1, 2010.

If a patient arrives more than ten minutes late for a scheduled appointment, he or she may be required to reschedule the appointment. This will help keep the daily appointment schedule on track, and will help prevent other patients from having to wait past their scheduled appointment times.

If a patient arrives more than twenty minutes late for a scheduled appointment, the appointment will be considered missed without proper notice, and will be subject to the cancellation policy.

If it looks like you will be cutting it close, you may want to plan your route to the clinic so that you can avoid crossing the train tracks.

A missed appointment without proper cancellation is subject to a \$20 no-show fee. The \$20 fee must be paid before the patient can schedule an advance appointment. In the event that three appointments are missed, the patient will be suspended from scheduling any advance appointments.

Please remember that the Wellness Clinic recommends a 24-hour notice of cancellation. However, in rare cases, cancellations may be accepted up to one hour before the scheduled appointment time. The Wellness Clinic has a voicemail system, so if you realize outside of clinic hours that you must miss your appointment, you can call and leave a message (541-686-1427). If you realize you must miss your appointment, please call the clinic as soon as you are able and let them know.

Thanks in advance for your anticipated cooperation with the new tardy policy. The clinic is a great resource and we all have an interest in keeping its schedule running smoothly and on time.