



Eugene Education Association

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4J BENEFITS AND WELLNESS NEWSLETTER

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NOT COMING BACK IN THE FALL?

If your plans have you somewhere else come fall (for a reason other than retirement), this message is for you. If you are a licensed employee hired for this school year and your hire date was before November 1, 2010, your insurance benefits will run through August. However, your last paycheck will be at the end of 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 10, 2011 in order to meet the payroll deadline. There is not a form to fill out, but you must express your wishes in writing to get this set this up.

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).

QUALIFIED STATUS CHANGES & INSURANCE COVERAGE

Our OEBB/ODS coverage specifies that any qualifying event – marriage (if legally recognized in Oregon), birth or adoption of a child, domestic partnership declaration, etc. – allows you to add dependents to your insurance plan within 31 days of the event. If you miss this qualifying event window, your new dependent(s) will be ineligible for 4J insurance coverage until the next open enrollment

period (fall of 2011).

To add dependents to your plan outside of the open enrollment period, you must submit an OEBB Enrollment and Change form to 4J Human Resources within 31 days of the qualifying event. If your qualifying event is a declaration of domestic partnership, you will need to submit an Affidavit of Domestic Partnership form as well.

It is also your responsibility to let HR know if you are removing dependents from your coverage. To remove a former spouse or domestic partner, submit an OEBB Enrollment and Change form (and Termination of Domestic Partnership form when applicable) to HR to let them know of the change. You have 31 days from the date your divorce is finalized or your domestic partnership is terminated to make this change. You do not need to submit a form to drop a dependent losing eligibility based on age.

If you add a dependent to your coverage, the coverage will start the first of the month following the qualifying event. For example, if you get married on March 23, coverage for your newly acquired dependent(s) will begin April 1. The exception to this rule is for newborns, who are covered from their date of birth.

Similarly, if you drop a dependent from your coverage, the dependent will remain on your plan through the end of the month of the qualified status change. If you are a retiree or a substitute teacher in this scenario, you won't see a change in your rates until your April 30 paycheck or your May 5 ACH withdrawal.

If you gain other group coverage through a spouse or domestic partner you may opt-out of your OEBB/ODS coverage through 4J. Please consider carefully before opting-out of coverage as reenrolling at a later date may result in waiting periods for

some benefits.

The forms you need to make qualified status changes can be downloaded from the 4J website: <http://www.4j.lane.edu/benefits/formsemployeebenefits>. When complete, the form(s) should be submitted to 4J Human Resources.

GO TAKE A HIKE!

As the days get longer many of us get the itch to head outside and soak up some vitamin D. Eugene has an incredible wealth of hiking, biking and running trails that are easily accessible and most are free. Here are just a few ideas to get you moving.

Chip Trails: Whether you're a runner or a walker, you might be looking for a place that allows you to exercise with less impact on your joints.

- Pre's Trial can be found in Alton Baker Park. The trail is composed of 3 main loops and connections. The Southeast (Big Loop) is 1.66 miles, the Center (Parcourse Loop) is 0.65 miles and the Northeast (Bottom Loop) is 1.31 miles. The distance for all three loops and their connecting links is 4.84 miles.
- The Amazon Trail is located just south of the track at South Eugene High School. The trail is one mile around with a 1,500 meter cut-off and a 1 kilometer inner loop.
- The Rexius Trail runs along both sides of Amazon Creek with the northern end of the trail at 32nd and Hilyard. The full loop of the trail is 3.5 miles with mileage markers posted every quarter mile.

Riverbank Path System: There are 5 pedestrian and bicycle bridges crossing the Willamette River, and a paved path system (with some connections on surface streets) linking them all together (a 12.2 mile loop).

- North Bank Path: This section runs from the Knickerbocker Bridge to the Autzen Footbridge (1.0 mile), from the Autzen Footbridge to the Ferry Street Bridge (1.0 mile) and from the Ferry Street Bridge to the Greenway Bridge (1.6 miles).
- East Bank Path: This section runs from the

Greenway Bridge to the Owosso Bridge (2.8 miles).

- West Bank Path: This section runs from the Owosso Bridge to the Greenway Bridge (2 miles).
- South Bank Path: This section runs from the Greenway Bridge to the Ferry Street Bridge (1.6 miles), from the Ferry Street Bridge to the Autzen Footbridge (1 mile) and from the Autzen Footbridge to the Knickerbocker Bridge (1.2 miles).

Hiking Trails: Two popular options are the Ridgeline Trail System and the trails in the Howard Buford Recreation Area, which encompasses Mount Pisgah Arboretum. Parking at the Ridgeline trailheads is free. A single-day parking pass for the HRBA is \$3.00 or there are options for annual parking passes. Whether you hike on the Ridgeline trails or at HRBA, it's a good idea to leave your valuables at home – the trailhead parking lots are off the beaten path and break-ins occur. There are extensive trails to explore and you don't have to travel far to feel like you've left the city.

Your Neighborhood: If you don't live or work near any of the above suggestions you can always put on your walking shoes and head out the door to explore some neighborhood streets. Whether you start from home or work, the important thing is to move. Grab a friend and get going!

CALENDAR REMINDERS

February 28, 2011 – deadline for OEBB/ODS survey participation in the Governor's Food Drive.

March 31, 2011 – deadline for submitting Request for Reimbursement form and supporting documentation to Manley Services for the January 1 – December 31, 2010 Flexible Spending Account plan year.

April 1, 2011 – deadline for Plan A retirees to provide 4J Human Resources with a written commitment of intent to retire during the period from April 1 – November 15, 2011. Failure to provide this notification could result in financial penalties (see article 4.10.1.b of the Collective Bargaining Agreement).