



UNCSA

University of North Carolina School of the Arts

The HR Hub

Volume 7

February 25, 2009

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Hot Topics

The State Health Plan presented its proposal to the House and Senate last week. A bill has not been introduced yet (they are working out final details) but the bill will appropriate \$250 million from the savings reserve to fill



the current budget hole in the Health Plan. The bill also appropriates funds for 2009-10 and 2010-11. The rest of the bill will make significant changes to the current plan including: eliminating the current PPO Plus (90/10) option; increasing deductibles; increasing co pays; increasing the family premium (by about 8%) and beginning two wellness programs. The programs will link tobacco consumption and weight management the availability of the standard and basic plans. We understand that those parts of the roll out were controversial in the committee and expect that you will be hearing about it in the papers and on your campuses.

Retirement System: Treasurer Cowell notified the General Assembly that the state retirement plan needs approximately \$359 million over the next 2 years to keep the pension plan 100% fully funded, meaning it is on schedule to meet future pay-outs to retirees.

Life Events—The Series

Transfer

If You're a State Health Plan Participant:

You cannot change or cancel coverage.

If You're an NCFlex Participant:

Contact both your current and previous Health Benefits Representative (HBR) or department within **30 days** of your employment status change. Your new HBR will complete the Family/Employment Status Change Form or make changes online and notify vendors on your behalf.

Termination

If You're a State Health Plan Participant:

- ◆ Elect continuation of health care coverage for yourself and your eligible dependents through COBRA.
- ◆ Bypass COBRA and convert directly to another plan.
- ◆ Coverage for you and your dependents ends the last day of the month for which premiums are paid.

COBRA allows a temporary extension of coverage under your health benefit plan to you and your dependents who are covered under your health benefit plan and who would otherwise lose their health coverage due to an ineligibility event. You and your eligible dependents continue to have the same health coverage as before the ineligibility event; however, you must pay the entire cost of coverage.

Retirement

If You're a State Health Plan Participant:

- ◆ Elect to continue coverage for yourself and your eligible dependents through the retiree plan.
- ◆ Drop coverage if enrolling in your spouse's benefit plans. Drop coverage for your spouse and/or dependents (you may change your coverage tier).
- ◆ Your spouse and dependents are eligible for continuation of coverage on a fully contributory basis and will continue to have the same health coverage prior to the life event. If dropping coverage for your spouse, dependents, or both, change your coverage to retiree only, retiree/spouse or retiree/child(ren). Their coverage will end the last day of the month in which you retire.

Life Events—The Series *continued*

If You're an NCFlex Participant:

- ◆ Coverage will terminate automatically as of the last day of the month in which you are payroll deducted.
- ◆ COBRA continuation coverage is available.

AD&D and term life insurance coverage offer conversion or portability of coverage require you to elect and pay for continuation within 31 days of your termination date, if you terminate employment before age 70. You pay the full cost of continued coverage plus a small billing fee.

E-Learning

Did you know there are numerous opportunities available to you as a State Employee to explore a variety of topics online! Most of the courses are always available, with no scheduling required, and many are free! A variety of courses are offered for all types of employees. Some courses target Management and Supervisory employees, while other courses address Interpersonal/Life Skills.

Why not begin with a simple, live-online session on Email Etiquette that takes just five minutes to complete! To view

this and all online courses available, please select the link below. You will find the calendar of free classes offered this winter-spring under the *Winter 2008-Spring 2009 live-online sessions: All Free!* section of the page. <http://www.nctraining.ncgov.com/main/courselist.htm>.



Community Service and State Employees

State employees are allowed up to 24 hours per calendar year to volunteer in support of schools, communities, citizens and non-profit organizations. Parents may also use the leave for child involvement. State employees wishing to mentor or tutor a student may receive one hour per week (up to 36 hours) instead of the 24 hours annually.

For more information see: <http://www.osp.state.nc.us/manuals/2000/c-serve.pdf>.

The Great American Health Challenge

The Great American Health Challenge is a program of the American Cancer Society to raise public awareness of how lifestyle choices can impact cancer risk. The challenge, a year-round program, encourages Americans to make a commitment to take the following actions to reduce their cancer risk or detect cancer early: get appropriate cancer screening tests, be physically active most days of the week, eat a well-balanced and healthy diet and stop smoking or become an advocate for smoke-free communities. Participation is free and provides access to several online tools that help participants adopt these healthy behaviors. Examples include a personal health check to assess cancer risk, online videos that help making small lifestyle changes, healthy recipes, quizzes, exercise and nutrition tools, health tips and several other resources.

For more information about the challenge, visit www.cancer.org/docroot/subsite/greatamericans/index.asp.



WINTER TERM COMMUNITY SERVICE PROJECT

Brought to you by: Staff Council

Organization: SECOND HARVEST FOOD BANK OF NORTHWEST NC

Are you curious about the organization? Go to their website!

www.hungernwnc.org



Dates: February 23rd through March 13th

Donations: Canned Goods and Non-Perishables

Where: Food Bins with Second Harvest Logo are located in a variety of locations across campus.

Quick Facts About This Organization:

In the 18 counties served by Second Harvest Food Bank, nearly 220,000 individuals live below the federal poverty level. Source: U. S. Census Bureau

North Carolina is among the top 10 states with the highest percentage of families who are hungry or at risk of hunger. Source: USDA, Household Food Security in the United States, 2004

Distributed nearly 8 million pounds of food and other grocery products. Since opening in 1982, Second Harvest FoodBank has distributed more than 100 million pounds of donated product to help feed the hungry.



Served an estimated 134,000 different individuals through emergency assistance partner agencies and thousands more through partner agencies like group home and substance abuse centers. Based on 2006 Hunger in America study results.

Served an estimated 900 children through Kids Cafes and Backpack programs.

For every \$1 donated, we can distribute \$12 worth of food.

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HR Hub 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 	3	4	5 Permanent Timesheets Due	6 HR Staff Mtg 2 - 4pm Office Closed	7
8	9	10	11	12	13 MID MONTH PAY DAY	14 
15	16 	17	18 Mid-Month Timesheets Due	19	20 HR Staff Mtg 2 - 4pm Office Closed	21
22	23	24	25	26	27 MONTHLY PAY DAY	28

Just Ask!

I'm an SPA employee and am wondering how I document time I took away from work to attend the funeral of a family member?

There is no policy specific to bereavement time. As such, and per OSP policy, Sick Leave or Vacation Leave can be utilized. Please note, however, that prior to using Vacation Leave, all compensatory time must first be exhausted.

If there's a topic you'd like addressed or explained, please let us know by emailing The Office of Human Resources at AskHR@unca.edu.

Names of those making the inquiries will remain confidential.

