Welcome to the 3rd Edition of the HR Be Well Newsletter!

Here at Human Resources we recognize people as UC Irvine’s most valuable resource and create an environment that promotes excellence in the workplace. Our Benefits and Wellness Department both strive to enhance quality of life for our university community. While one aims to increase employee knowledge to make well-formed decisions of their own health and welfare plans, the other is the core for promotion of well-being of university employees and campus community.

With these two aspirations in mind, we are happy to bring UC Irvine employees a newsletter with the latest information on benefits and wellness. Be Well highlights programs, services, resources, and events, so employees may get the most out of their health. Stay updated each quarter. We welcome your feedback; please send comments to benefits@uci.edu.

Susan Pihl  
Director, Benefits and WCDM | UCI Human Resources

Help When You Want & Need It

UC is embarking on a yearlong series to raise awareness about workplace stress and depression, and the many resources offered to help. Statistics show that workplace stress has gone up. The number of UC employees seeking treatment for depression grew by 6 percent from 2009 to 2010. No one has to go through it alone. Reach out to a counselor, family or friends for support and help. Learn how to better manage stress and change. UC Wellness programs promote awareness and education, and motivate people to make positive changes in their behavior.

UC Irvine faculty and staff who are experiencing symptoms of stress or depression can get help through our Employee Assistance Program (EAP) by calling 800-433-2320, 24/7 for free and confidential services. Eligible employees can also contact United Behavioral Health Sciences for counseling services.

Thanks to everyone who participated in the first ever nationwide Food Day. System wide, over 900 University of California students, faculty, and staff took the pledge to eat real foods that are healthy, minimally processed, and prepared in a sustainable and humane way for at least a day.

UC Irvine celebrated by promoting the many healthy and sustainable foods and programs offered at UCI year-round with a week of events on campus.

Visit www.wellness.uci.edu/foodday.html for more information and resources to help you Eat Real all year long.
Flexible Spending Accounts
Check your 2011 balances.
The 2012 plan year is the final year that you can elect to put up to $5,000 in your Health FSA. Beginning January 1, 2013, the Health FSA maximum election amount will be lowered to $2,500.

Take full advantage of your FSA savings if you’re thinking about a costly procedure, such as LASIK surgery or braces, you may want to plan for 2012.

*DepCare amounts will not change for 2013 and will remain at $5,000 per year per family.

New Employees Benefits Orientation
New Employee Benefits Orientation (NEBO) provides information regarding the health and welfare benefits available plus an overview of the UC Retirement System to new employees of UCI, as well as current employees who have just become benefits eligible.

In order to make informed benefits choices, it is recommended that employees attend one of the following sessions during their period of initial eligibility.

Fall Trainings
October 5, November 2, December 7 9:30 a.m. – 12 p.m.
HR Training Room
Register in the UC Learning Center www.uclc.uci.edu

Next Publication: Winter 2012
Stay updated reading the UCI Brief each week for upcoming Benefits & Wellness events & announcements. View & subscribe to the UCI Brief at: www.today.uci.edu

Questions/Comments?
Email: benefits@uci.edu
Call: (949) 824-5210

Open Enrollment
Open Enrollment is an annual opportunity to consider whether all your health and welfare benefit plans meet your needs. You can use the various Open Enrollment planning tools, available online, to help compare options and make smart choices. Be proactive, weigh all options and select the health plan that’s right for you. If you take no action, you will automatically continue in 2012 with your current plan, except for “flexible spending accounts.” Open Enrollment ends promptly at 5 p.m. Tuesday, Nov. 22. Don’t miss your annual Open Enrollment opportunity, and don't wait until the last minute when traffic is typically heavy.

Your Open Enrollment “To Do” List
☐ Review Open Enrollment website to help you make your benefit choices for 2012. You can also download the Open Enrollment Booklet.
☐ Decide whether one of UC’s value plans is right for you.
☐ Sign in to your At Your Service Online account to make your elections.
  ○ If you need to enroll or de-enroll your dependents, select “Family Members” from the menu on the left. (Beginning in early 2012, UC Human Resources will conduct a complete review of all enrolled family members in an effort to reduce the number of ineligible family members enrolled in benefit plans.)
☐ Use the CONEXIS calculator tools to determine how much you want to contribute to your Health or Dependent Care Flexible Spending Accounts in 2012.
☐ Confirm your changes and print a copy of your elections for your records by selecting the print-friendly option on the confirmation page.
☐ Review your confirmation statement carefully to ensure that your benefit elections were recorded correctly. You must report any errors or discrepancies to your benefits office immediately.

Any changes you make during Open Enrollment will be effective January 1, 2012.

To participate in Open Enrollment, you must sign in to your personal accounts on At Your Service Online. If you have forgotten your username or password, call Human Resources at (949)824-5210 to reset them. If additional assistance is needed, e-mail benefits@uci.edu and/or attend one of the Open Enrollment workshops. For more information, go to www.hr.uci.edu/bene/oe2012/

New for 2012
Increased Vision Service Plan Benefits
Vision Service Plan will be moving from VSP Signature to VSP Choice Plan for 2012. There will also be an enhanced contact lens benefit. Costco will now be an addition to the affiliated provider.

Donate Your Glasses
More than one billion people around the world need eyeglasses but can’t afford them. A gift of donated eyeglasses can change the lives of those in need. In partnership with VSP, HR will be collecting glasses until the end of the year.

SitterCity: New Work/Life Benefit
Starting January 2012, a new online work/life benefit will be available to all non-represented UC employees to help connect families with in-home caregivers. More information available soon.