EMPLOYEE BENEFITS
Benefits and Work Life Programs at OSU

• Comprehensive Medical, Dental, Vision, Basic Life
• Optional plans including: Flexible Spending Accounts, Accidental Death and Dismemberment, Short and Long Term Disability, Optional Life and Long Term Care
• Retirement Plans – PERS, ORP and Voluntary Retirement Savings Programs
• Staff Fee Privilege - Tuition Discount
• Employee Assistance Programs – Family Resources, Legal, Financial & Mental Health
• Work Life Programs – Dual Career, Elder Care, Baby at OSU, Affinity Groups, Family Resource Center, Working Advantage and LifeMart Discount Programs, Home Ownership Benefits, Care.com

https://hr.oregonstate.edu/benefits/current-employees
Open Enrollment is Mandatory this year!

Employees must login to their PEBB portal and confirm their plans.

PEBB Portal:  [www.Pebbenroll.com](http://www.Pebbenroll.com)

This is the time to:

- Change plans
- Add eligible dependents/remove dependents
- Enroll, or re-enroll in a flexible spending account (FSA)
- Participate in the HEM
- Update personal information and beneficiaries

The changes made during Open Enrollment will be effective in the new plan year beginning January 1, 2022.

*Failure to complete open enrollment could result in higher out of pocket costs or the loss of benefits.*
Resource Links for Open Enrollment

Detailed Summary of Open Enrollment at OSU:
https://hr.oregonstate.edu/benefits/mandatory-open-enrollment-2022-benefits

PEBB Resources:
• PEBB’s online member site
• Open Enrollment and HEM Quick Guide
• Health Assessment - Login, Assistance, and Instructions
• Summary of Benefits
• 2022 Payroll Deduction Estimator
• PEBB website

PEBB Hours during Open Enrollment October 1 - October 31:
• Monday-Friday 7 am to 6 pm
• Phone: 1-503-373-1102
• E-mail: PEBB Inquiries Inquiries.PEBB@dhsoha.state.or.us
Virtual Benefits Fair Options

1. Review the detailed Open Enrollment Summary Information: https://beav.es/openenrollment

2. Attend a Virtual Benefits Fair (Two Options):

The Oregon Public Universities Virtual Benefits fair
- Who? Retirement programs, PEBB plans and Health and Wellness Programs.
- What? Live webinars, door prizes and ways to connect with vendors to ask individual questions.
- Where? https://beav.es/benefitsfair2021

PEBB’s Virtual Benefits Fair
- Who? PEBB Plan Vendors
- When? October 1-31, 2021 (becomes live October 1)
- What? Pre-recorded/on-demand webinars from PEBB vendors & door prizes plus chat options on Wednesdays in October from 10 am to 2 pm
- Where? https://PEBB.6connex.us/event/BenefitsFair
Changes in PEBB Plans in 2022

All Medical Plans:

• Fertility Services: The PEBB Board approved a generous benefit covering up to $35,000 per year in medical and pharmacy benefits. At no cost to the employee.

• Gender Affirming Surgery: All medical plans now cover facial feminization surgery for male to female gender reassignment.

Both Providence Plans

• Providing wig coverage for drug-induced Alopecia

• Removing exclusion for neurofeedback within the Applied Behavioral Analysis (ABA) benefit

• Eliminating visit limitation for pain management under outpatient services

Providence Choice Plan only: Alternative care can no longer have dollar limits on benefits. The benefit will now be:

• Spinal manipulation = 20 visit yearly limit.

• Acupuncture = 12 visit yearly limit

• Massage therapy = $1,000 benefit max per year
PEBB Plan Changes (Continued)

Moda Plan
- Updated co-pays and visits for: Spinal manipulation, Acupuncture and Massage
- Access to a digital musculoskeletal program
- Aligning certain pharmacy copays to encourage biosimilar drug usage
- Adding coordinated specialty behavioral health programs
- New plan ID cards with new pharmacy benefits and phone numbers (mailed out in December)

Kaiser Plans
- Physician referred Alternative Care benefits discontinued effective Jan. 1, 2022
- Updated alternative care co-pays and visits – Deductible and Traditional plans differ (see Summary of Benefits for greater detail): Naturopath, Spinal manipulation, Acupuncture and Massage

Dental - Willamette Dental: Waiving 2022 office visit copays to encourage members back for cleanings and maintenance work.

Vision Plans - VSP: Adding vision therapy coverage:
- Up to $85 for sensorimotor exam annually
- Up to $750 for orthoptic and/or pleoptic training (therapy session) annually

Optional Plans - No changes this year
Wellness Program Options

HEM Health Engagement Model (HEM)
During Open Enrollment: October 1, 2021 - October 31, 2021

If you wish to change your HEM Status this year:
• Complete a health assessment between 9/1/21 and 10/31/21
• Enroll in 2022 HEM
• Set two Healthy Action Goals
• Receive $17.50 in your paycheck and keep your deductible low

Other optional wellness programs include:
WW (Weight Watchers), Healthy Team, Healthy You, Quit For Life, Beyond Benefit EAP, OMADA and Life Care (Diabetes Support)
# PEBB Coverage and Surcharges

## OEBB or PEBB Double Coverage Surcharge
- Active, full-time employees who enroll dependents who are also covered by another OEBB or PEBB plan will have a new $5 surcharge applied starting January 1, 2021.

## Tobacco Use Surcharge
- If you or your spouse/domestic partner use tobacco, the surcharge is $25 per month.
- If both use tobacco, the surcharge is $50 per month.

## Spouse/Domestic Partner Other Non-PEBB Employer Coverage Surcharge
- If your enrolled spouse/domestic partner has other employer group coverage available and does **NOT** enroll in that coverage, you will be assessed $50 per month.

## PEBB “Temporary” Rule
- Removed the hours required to maintain benefits eligibility. PEBB made it a permanent rule until the pandemic is over. This rule is still currently active.
Graduate Health Plans

Open Enrollment for the Graduate Health plan is October 1, 2021, to October 31, 2021.

Questions? Contact Gradhealth@oregonstate.edu

https://hr.oregonstate.edu/graduate-student-insurance-plans
OSU Employee Assistance Program (EAP)

• Beyond Benefits EAP provides resources across life events and seeks to provide impactful, holistic solutions at times they are most needed.
• Areas of focus include family needs, financial needs, mental/emotional support needs and legal needs.
• Three counseling sessions per an issue, per a year for all your household members.
• Discount Program (Working Advantage)
• HR Website: https://beav.es/beyond-benefits
EAP Webinars

• OSU has 40 training hours with our new EAP.
• We have regularly scheduled webinars on a variety of topics.
• Both live and archived webinars are available on current issues.
• Located on the EAP website:
  https://hr.oregonstate.edu/benefits/current-employees/health-wellness-work-life/employee-assistance-program/beyond-benefits-2
What About Additional Mental Health Resources?

HR Benefits Website:
https://hr.oregonstate.edu/work-life/culture-care/mental-health-resources

- Short Term options through the EAP
- Long Term options for employees that are enrolled in OSU Medical Insurance Plans

Employees can ask for a provider with the specific specialty, gender, race, or ethnicity that they would prefer.
OSU Work-Life Resources

- Dual Career Partner Assistance
- Flexible Work Arrangements
- Family Resource Center
- Tuition Reduction/Staff Fee Privilege
- International Mom’s Group
- Workshops; BABy@OSU, ElderCare Connections
- Child Care Centers
- Kids Gift Closet
- Lactation Rooms/Lactation Parking Permit
- Milk Stork
- Home Ownership Benefit

Oregon State University
Resources Specifically for Caregiving Needs

• Go to: www.care.com/osu
• Find caregivers for children and elderly loved ones as well as tutors, pet sitters, housekeepers, errand runners and more
• Convenient digital platform, accessible anytime, anywhere with a large network of caregivers
• LifeMart Discount Program
• Next Webinar: September 29th from 10 am to 11:30 am PT - 5 Things Stressing Your Kids Out this Back-to-School Season...and How You Can Help Them: https://caredotcom.zoom.us/webinar/register/WN_E0meNHuQQBeagZwiYkm0g
Student Loan Forgiveness Program

- **Public Service Loan Forgiveness and a new Benefit – SAVI**
- Helps find the best federal repayment and forgiveness programs for your financial situation.
- Available to all university employees, as well as to their immediate family
- Webinars twice a month at: [https://www.eventbrite.com/o/savi-tiaa-27739666873](https://www.eventbrite.com/o/savi-tiaa-27739666873)
- Learn about eligibility, hear about the costs to participate (average cost = $60), understand how it works to reduce your monthly payment plus how to get started.

Contact Savi directly at partners@bysavi.com
OSU Flu Shot Clinics

Corvallis Campus
• October 19 - By appointment, MU Ballroom
• Employees will complete information online in the Kroger portal and schedule their flu shot time. Extra protocols are in place to address social distancing concerns. Detailed information regarding how to sign up in the Kroger portal at the OSU Flu Shot Clinic Website here.

Bend Cascades Campus
• Cascades campus in Bend is hosting a COVID vaccine and Flu Shot clinic COVID-19 vaccine clinic October 12 and 13. Employees can choose to receive their flu shot or COVID-19 vaccine or both.
• More information is pending in the next two weeks. Please contact Stefanie Maerki with questions at stefanie.maerki@osucascades.edu.

Newport
• October 15th, 2021 from 9 am to 12 noon at Hatfield Marine Science Center.
• For more information, please contact Shannon Reed at Shannon.Reed@oregonstate.edu.
More Information Online

https://hr.oregonstate.edu/benefits/current-employees
Contacts for Assistance

PEBB Health Benefits: Employee.Benefits@oregonstate.edu
  • Rachel Forslund
  • Betty Buck
  • Maddy Griffin
  • Jessica Dalziel

FMLA/OFLA: FMLA@oregonstate.edu
  • Whitney Brown
  • Lori Schmidt

Pension & Retirement Savings: Retirement@oregonstate.edu
  • Melissa Medina
  • Linda Nye

Graduate Health Plan: Gradhealth@oregonstate.edu
  • Kirsty Pinchuk
  • Melody Larson

Work Life: Work.life@oregonstate.edu
  • Christina Schaaf

Main Phone Line: 541-737-2805

Microsoft Bookings Link: https://hr.oregonstate.edu/about-us/hr-staff-directory#benefits