The information contained in the forum written materials and recordings is date-specific. Any subsequent changes to applicable University Policies and Standards or Office of Human Resources Policies, Procedures, Standards or Contracts would supersede the information from the forum.”
What Are The Open Enrollment Options This Year?
PEBB has made Open Enrollment optional this year only!

Do you want to:
• Update any of your coverages?
• Add or remove dependents?
• Enroll or re-enroll in a flexible spending account (FSA)?
• Change your Health Engagement Model (HEM) status?
• Update your personal information?
• Update your beneficiaries?
• Review your plan options?

Yes? Complete open enrollment.

No? You do not have to take action. Your 2020 plan choices will remain intact for another year.
Is There A Decision Making Tool?

Employees can use this matrix PEBB created to decide if they want to participate in Open Enrollment.

It explains:

• Who needs to do open enrollment
• Who needs to do a Health Assessment

Located on the OSU HR website at: https://beav.es/openenrollment
How Can I Learn More About OSU’s Benefits?

• Attend the Virtual Benefits Fair October 5-9, 2020 online! Watch for an e-mail mid-September for webinar registration and participation details. Website: https://beav.es/benefitsfair2020

• Over 30 Health, Wellness and Retirement Plan Vendors are participating.

• Visit vendor booths to watch webinars, ask vendors questions, find resources and enter to win door prizes.
What Are the Medical, Dental And Vision Plan Options?

**MEDICAL**
- HMO – Kaiser or Kaiser Deductible (Eugene, Salem, Portland)
- PPO - Providence Statewide (All Counties in Oregon plus national options)
- CCM - Moda and Providence Choice (Some counties excluded with Providence Choice)

**DENTAL**
- Kaiser Dental
- Willamette Dental
- Delta Dental Premier
- Delta Dental PPO

**VISION**
- VSP Vision Plus Plan and VSP Basic Plan –plus- you get a Larger Frame allowance, Lenses enhancements (*co-pay applies*), and Standard progressive lenses at $0 co-pay. The Plus Plan has higher premium costs.
- Full-Time Kaiser medical plans contain a Vision Benefit within the medical plan.
- Part-Time Kaiser medical enrollees can select one of the VSP plans.
What Optional Insurance And Flexible Spending Account Options Are Available This Year?

Optional Insurance Plans

• Optional Employee and Dependent Life Insurance
• Accidental Death & Dismemberment
• Short-term Disability
• Long-term Disability
• Long-term Care Insurance

Flexible Spending Accounts

• Health Care FSA - Up to $2,750 for 2021
• Dependent Care FSA - Childcare & Eldercare up to $5,000
• Commuter FSA/Fringe - Parking Account Transportation (van pool)
What Changes Are Taking Place with PEBB Plans?

**PEBB Basic Life Benefit - Standard Life Insurance:**

- The PEBB basic life benefit will increase from $5,000 to $10,000. The increase takes effect Jan. 1, 2021. PEBB Basic Life is a required enrollment when enrolling in any PEBB coverage (including the opt-out option).

**Dental – Delta Dental:**

- Delta Dental has removed the 12 month wait for basic and restorative dental services and the 24 month wait for orthodontia.

**Medical – Moda:**

- Moda plan design/network called the Moda 360 Network.
- Members will be connected with a health 360 Navigator who can assist with connecting to care, resources and programs that best fit the member and their family’s needs.
- Moda 360 has a new Telemedicine App where members can chat or text with their provider with no cost share.
- There is also a new App for Diabetes support. There is an extension of coverage for 90 day fills on specialty medications.
- Viscosupplementation is discontinued.
Medical - Providence:

- Adventist will be in-network on PEBB Statewide.
- Mental Health/chemical dependency services will no longer have a separate phone number. Providence will be sending new ID cards to everyone in December so that the phone numbers can be updated.
- Telehealth services will be expanded.
- Viscosupplementation (on the additional cost tier) is no longer a covered benefit

Vision:

- On Kaiser Full Time plans only, the vision allowance will be increased to $200 allowance/year and up to $100 of this allowance may be used for non-prescription sunglasses or non-prescription digital eyestrain glasses.

ASI Flex

- The maximum contribution for medical flexible spending account has increased to $2,750.
- The maximum contribution to a commuter/transportation FSA has increased to $270.
Are There Wellness Program Options This Year?

HEM Health Engagement Model (HEM)
During Open Enrollment: October 1, 2020 - October 31, 2020

If you wish to change your HEM Status this year:
• Complete a health assessment between 9/1/20 and 10/31/20
• Enroll in 2021 HEM
• Set two Healthy Action Goals
• Receive $17.50 in your paycheck and keep your deductible low

Other optional wellness programs include:
Weight Watchers, Healthy Team, Healthy You, Better Choices Better Health, Quit For Life, Virtual Lifestyle Management, OMADA and Life Care
What Else Should I Know About PEBB Coverage?

**OEBB or PEBB Double Coverage Surcharge (NEW)**
- 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. Made it a permanent rule until the pandemic is over.
- This impacts employees and assists with benefits for those who are on WorkShare or Extended Benefits programs.
Does OSU Have An Employee Assistance Program (EAP)?

- Beyond Benefits (EAP) is OSU’s new EAP. Beyond Benefits 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.

- HR Website: https://hr.oregonstate.edu/benefits/current-employees/health-wellness-work-life/employee-assistance-program

- Monthly EAP webinars are recorded and links are listed on the HR website.
Mental Health Care – OSU Insurance Providers

• Moda
  o Telephonic health coaching/depression care: Members can receive one-on-one health consultation by phone or email and discuss their concerns and walk through their options. 1- 800-799-9391 or email behavioralhealth@modahealth.com
  o Health Resources: Search the online library of mental and physical health courses, classes, articles, videos, and tip sheets at https://www.modahealth.com/memberdashboard/.

• Kaiser
  o Mental health visits are by video visits, at no cost (no copay or coinsurance) to KP members. They can call 503-813-2000 and ask to have a mental health appointment.
  o Self-Care apps Calm and Mystrength

• Providence
  o Using virtual visits, clinicians can evaluate and treat general mental health conditions, such as depression and anxiety. When appropriate, they can prescribe medications.* Treatment is provided by psychiatrists and therapists who are part of the Optum behavioral health network.
  o Members can call the behavioral health team at (800) 711-4577 to find a list of providers
  o Live and Work well self-help tools and interactive resources
  o Headspace, Shine, Calm, Nod - Digital Health and Wellbeing Tools

• PacificSource
  o Cafewell - personalized health condition support portal
  o Telehealth virtual visits
  o Teledoc app to ask questions and get answers, 24 hours a day, 7 days a week for mental health support
Does OSU Have Work-Life Resources?

- Dual Career Partner Assistance
- Flexible Work Arrangements
- Work-Life Consultations and Presentations
- Family Resource Center
- Tuition Reduction/Staff Fee Privilege
- International Mom’s Group
- Workshops; BABy@OSU, ElderCare Connections
- Child Care Centers
- Kids Gift Closet
- Other Events: Bring your kids to campus day, summer camp fair, etc.
- Lactation Rooms
- Milk Stork
- Lactation Parking Permit
- Home Ownership Benefit
What About Resources for Caregiving Needs?

• Go to: [www.care.com/osu](http://www.care.com/osu)
• Find caregivers for children and elderly loved ones as well as tutors, pet sitters, housekeepers and more.
• Network of millions of global caregivers
• Convenient digital platform, accessible anytime, anywhere
• Care.com has also created a [back-to-school resource guide](http://www.care.com/osu) where employees can find information on how to navigate these newly complicated care scenarios.
• Access care-related and distance learning resources including resources for tutors, nanny shares, pod teachers, pod shares, babysitters, and more.
• Employees post a job for an individual to help your child manage their zoom schedule and school work.
Culture of Care

- **Model and encourage compassion and kindness** in the workplace. Interacting with your employees with empathy and care.
- **Be aware** of the resources and services OSU has to offer. They can often be spread out across many departments and units.
- **Communicate** about programming and information. Many employees won’t seek resources out themselves but need support during this current time.

**Ideas:** Inspirational Mondays, Resource Wednesdays, Fun Fridays, Virtual Coffee Breaks, Photo Contests, Kudos Corner

Would you like to join an e-mail list to learn about weekly Culture of Care related resources? Please let us know in your survey or e-mail Work.life@oregonstate.edu.
Are There Retirement and Pension Program Updates?

PERS Changes

• The Individual Account Program (IAP) re-direct mandate by SB 1049 began July 1, 2020.
• PERS Members have the option to pick their Target Date Fund (TDF) year for their IAP starting September 1, 2020. PERS Online Member Services (OMS) has instructions.
• PERS is hosting an online Expo in October.
• OSU held to the limit on hours for all retirees to 1040/600.
• Departments now owe PERS employer contributions on retirees

Voluntary Retirement Savings

• Savings options are available through Fidelity, TIAA and the Oregon Savings Growth Plan.
• They are continuing consultation appointments through phone calls with employees.

Retirement Questions? Contact Retirement@oregonstate.edu
Are There Protected Leave Changes?

FMLA Amendment

• Families First Coronavirus Response Act (FFCRA) created Public Health Emergency Leave which works within the existing Family Medical Leave Act (FMLA) framework to provide protected leave for eligible employees unable to work because they need to take care of a child under the age of 18 when their school was closed due to coronavirus or they are unavailable due to a coronavirus emergency as declared by a Federal, State, or local authority.

OFLA Amendment

• BOLI expanded the Oregon Family Leave Act (OFLA)
• Coverage for Oregonians caring for children whose school or place of care is closed in response to the statewide public health emergency declared in an effort to limit the spread of COVID-19.

Update to OSU Policy: Paid Family and Medical Leave of 120 hours paid by OSU for Faculty replacing previous Paid Parental Leave.

Please contact the Human Resources Protected Leave Officers with questions at Fmla@oregonstate.edu
What Is New With OSU Graduate Health Plans?

• Open Enrollment for the Graduate Health plan is October 1, 2020 to October 31, 2020.

• There are changes in insurance cost share options for Postdoctoral Scholars. OSU will help pay family premiums starting this fall.

• There were expansions to leave programs for both Postdoctoral Scholars and Graduate Assistants related to bargaining agreement changes.

• Attend a zoom presentation regarding the Graduate Health Plan for Postdoctoral Scholars on October 6, 2020 at 1 p.m.

• Attend a presentation at the Graduate Health Fair for Graduate Assistants and Fellows on September 14, 2020 at 10:45 a.m.

Questions? Contact Gradhealth@oregonstate.edu
Is OSU Hosting Flu Shot Clinics?

**Corvallis Campus**
- Thursday October 1\textsuperscript{st}
- Wednesday October 14\textsuperscript{th}
- By appointment, MU Ballroom

Employees will complete information online, print out forms and schedule their flu shot time. Extra protocols are in place to address social distancing concerns. An e-mail will go out to employees the second week in September with links and instructions for signing up.

**Bend Campus**
- Wednesday October 7\textsuperscript{th}
- Thursday October 8\textsuperscript{th}
- Times: 11am to 2pm

There is a drive-up option as well as by appointment at the on-campus location.
Where Can I Find More Information Online?

https://hr.oregonstate.edu/benefits/current-employees
What About Customer Service Enhancements?

PEBB Team Focus Areas:

• Rachel Forslund - Focus area: PEBB Health Insurance changes due to life events

• Betty Buck - Focus area: PEBB Health Insurance termination due to loss of eligibility

• Noni Scherer - Focus area: PEBB Health Insurance for New Hire enrollment

• Jessica Dalziel - Focus area: HR Benefits System Specialist

Microsoft Bookings

• All Benefits Team members will be using Microsoft Bookings by October 1, 2020 so employees can make appointments online rather than send an e-mail or leave a voice mail and wait for an answer.
Who Can I Contact for Assistance?

Main Phone Line: 541-737-2805

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

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

Pension & Retirement Savings: Retirement@oregonstate.edu
  • Melissa Medina
  • Diana Lauderdale

Graduate Health Plan: Gradhealth@oregonstate.edu
  • Alexandra Martino
  • Sara Harrag

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