

FALL 2008

Benefits Newsletter



Please direct any inquiries to:
Kim Powell
Benefits Coordinator
570-484-2486 or
kpowell@lhup.edu

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Reminder:

When you have life event changes such as marriage, birth, adoption, ineligibility of a dependent, or divorce, be sure to notify Kim Powell, Benefits Coordinator, as soon as possible so that the proper changes may be made to your health plans. For SSHE Group Employees, the number of people on your health care plan will affect the amount of premium you pay.



Attention: Managers, Faculty, Non-Faculty Coaches, and Security, Police and Fire Professionals enrolled in the PASSHE PPO or Indemnity Health Plan

What is Healthy U?

Healthy U is the new Health Care Management Program (Wellness Program) negotiated for faculty, non-faculty coaches, police, security personnel and provided through policy to management. PASSHE has contracted with Highmark Blue Shield to provide services for the program, which was effective July 1, 2008. The Healthy U is a customized plan for PASSHE employees, spouses and same-sex domestic partners that promotes a phased-in approach to wellness using Highmark's Lifestyle Returns Program.

What is Lifestyle Returns?

This is Highmark's on-line program that provides the venue for you and your covered spouse or same-sex domestic partner to complete the requirements for lower health plan contributions and much more. Lifestyle returns will track your progress in meeting the requirements and provide access to numerous wellness and lifestyle improvement programs. Entry to lifestyle returns is provided through Highmark's website at www.highmarkblueshield.com.

How do I qualify for lower health plan contributions?

Following the recommended actions in the Easy Steps for Completing the Phase 1 requirements is all that needs to be done to ensure you will continue to pay the lowest contribution rates effective the first pay date in January 2009. The deadline for completing the phase 1 steps is November 15, 2008. Dependent on your health plan selection and covered dependents, participation in the program could save you between \$120 and \$390 in the first six months alone. Even better, you likely will receive benefits of a longer, healthier life.

Information about the **Healthy U** program is available through the Human Resources Website by going to www.lhup.edu/hr and selecting PASSHE Group Medical Coverage.

Weight Watchers at Work Coming to LHU!!

The Office of Human Resources is excited to bring Weight Watchers at Work to LHU!

The Registration/Information Meeting will be held:

Wednesday, October 8th, 12:00 pm—12:45 p.m., East Campus J206.

Leader for meeting: Carol Leone

Cost: \$186—Payable by: Cash, Major Charge or Check

(Split payment option available-3 checks for \$62, all dated for 10/15, and deposited on 10/15, 11/15 and 12/15)

It's not too late to register for this 17-week session!! Contact Kim Powell at extension 2486 or kpowell@lhup.edu.

New Administrators and Tenure-Track Faculty on HR Web Site!

Visit the Human Resources web site at www.lhup.edu/hr and click on New Administrators and Tenure-Track Faculty to see the new Tenure-Track Faculty and Administrators who have begun employment at LHU.

Important Dates to Remember

PEBTF Open Enrollment

October 6, 2008—October 24, 2008

Weight Watchers at Work Registration/Information Meeting

October 8th, 2008—12:00 p.m.—East Campus J206

LHU Employee Health Fair

November 6, 2008—11:00 a.m.—2:00 p.m.—Roger's Gymnasium

PASSHE Healthy U Program

November 15, 2008—Deadline to complete program steps.

SERS Retirement Counseling

November 20, 2008—9 a.m.—12 p.m.—Sullivan 310

December 18, 2008—9 a.m.—12 p.m.—Sullivan 310

To schedule an appointment, contact Martha Hoover at 800-633-5461, ext. 3401.

TIAA-CREF Retirement Counseling

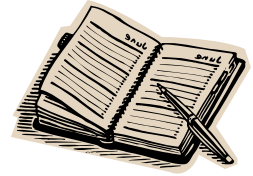
November 12, 2008—9 a.m.—4 p.m.—Sullivan 310

November 13, 2008—9 a.m.—4 p.m.—Sullivan 310

December 3, 2008—9 a.m.—4 p.m.—Sullivan 310

December 4, 2008—9 a.m.—4 p.m.—Sullivan 310

To schedule an appointment, sign up online at www.tiaa-cref.org/moc or call (866) 242-2173.



PEBTF Open Enrollment (AFSCME and SCUPA Covered Employees)

The PEBTF Open Enrollment for Health Care Plans will take place from **Monday, October 6, 2008 through Friday, October 24, 2008**. Changes will take effect on **January 1, 2009**. Open enrollment newsletters were mailed by PEBTF to home addresses.

EMPLOYEES HIRED AFTER AUGUST 1, 2003

Effective January 1, 2009 the PEBTF will be changing the "Least Expensive Plan buy-up" rate to a statewide rate paid only for the PPO Plan. Employees who elect the PPO plan will pay \$15.39 biweekly for single coverage, or \$38.94 for family coverage, in all areas of Pennsylvania, in addition to the employee contribution of 1 1/2% of pay (1% for employees with a Get Healthy partial waiver of contributions). Employees can elect **ANY HMO (this includes Geisinger Health Plan which currently has a buy-up rate)** or the Consumer Driven Health Plan at no additional cost and will pay only the employee contribution.

All enrollment forms need to be returned to Kim Powell by 4:00 p.m. on **October 24, 2008**. The form can be located on PEBTF's web site, www.pebtf.org under resources, PEBTF-2 enrollment/change form. **If you do NOT wish to change health plans you do not need to complete any paperwork.**

LHU Employee Health Fair



Please join us for the LHU Employee Health Fair which will be held on **November 6, 2008 from 11:00 a.m.—2:00 p.m. in Roger's Gymnasium**. We will have door prizes, healthy snacks, drinks, screenings, and the latest health information. There are over 35 vendors coming this year. I have listed below some of the Vendors who will be participating:

American Cancer Society
American Heart Association

Cigna

Consumer Credit Counseling Service of NE-PA

Department of Health

Digital Hearing Aids System

Geisinger Health Plan

Great West Deferred Compensation

Highmark Blue Shield

Lock Haven University—PA Program

National Vision Administrators

North Central Sight Services

Penn State Cooperative Extension-Clinton County

Pennsylvania Employees Benefit Trust Fund

Sam's Club

TIAA-CREF

United Concordia

VanGorder Chiropractic

West Branch Drug & Alcohol Abuse Commission

FALL INTO WEIGHT- LOSS ACTION!

This Fall, harvest some great weight-loss tips with the help of Weight Watchers®



✓ Seasons Change—so do food choices

With the changes of the season, autumn food selections are now filling the marketplace, so be sure to include them in your menus. How do you know what's available? Check supermarket circulars—abundant items will certainly be advertised. Remember that as the weather cools down, you might crave heartier foods, so take that into consideration as you plan your week's meals. Cook big batches of soup, chili, and stew on the weekends, and freeze for easy meal preparation on weeknights. For new seasonal recipes, go to a favorite magazine or website—it will be loaded with just what you are looking for. (Remember to keep your food plan guidelines in mind so you pick recipes that fit the bill.)

✓ Enjoy the season

Fall is a great time to get outside and earn activity POINTS® values. Take advantage of the beautiful weather by scheduling special outings on weekends. Try apple or pumpkin picking, hiking or bicycling, or long walks in the crisp cool air while enjoying the colorful fall foliage. And while the days are still long, set aside the morning for a mini-workout. On workdays, set your alarm clock 10 minutes earlier than you usually do and use the time to energize your system. March in place to lively music, climb stairs, or do jumping jacks. Before you leave the house, clip on a pedometer and aim for taking 10,000 steps per day, as health experts suggest. Check it periodically throughout the day and don't take it off till you reach your goal.

✓ Become classy!

Do you get those “continuing education” brochures from your local high school, Y, or library in the mail each fall? What a great opportunity to try something new! And after a long day's work, a fun class might be just what you need to energize yourself. Register for a foreign language or flower arranging course. Or to earn some activity POINTS values, take a yoga or aerobics class or try golf or tennis. And a healthy cooking course might be just the thing to spark up your menus and enhance your weight-loss efforts. You'll have fun, meet new people and maybe discover a new and exciting pastime.

✓ Plan ahead

It's never too soon to begin planning for the upcoming holiday season and planning doesn't only mean shopping. Think of where you want to be in your weight-loss efforts by year's end and make a commitment now. Attend Weight Watchers meetings or subscribe online. Start an exercise regime or add more activity to your day—an additional 10 minutes daily will add up down the road. Focus on your meals and try some new recipes to help keep you motivated. By doing it now you'll be well on your way to weight-loss success—and be less stressed—as the holidays approach.

✓ Be a savvy snacker

As your time indoors grows longer, you may find the urge to snack becomes more frequent. Don't simply give in to the urge—you might actually be bored and not hungry. Instead of eating, call a friend, go for a walk, do something to distract you from thoughts of food. Chances are, the urge will subside. But for those times that it is actually hunger, keep healthy low POINTS value snacks on hand and include them in your daily menu plans. Try 94% fat-free microwave popcorn, crudités and hummus, small packages of almonds, trail mix...whatever you know satisfies you. Don't count on the office vending machine—keep a stock of planned snack foods available at work to help avoid temptation. Remember—although fall is a season of change, don't let it change your weight-loss resolve.

Fitness, Foods and Moods: Keeping Your Family Fit

We all want the best for our families. We envision healthy, physically fit and happy children. Yet in today's hectic world, it can be difficult to meet our ideals. During stressful, busy times, healthy diet and exercise often fall by the wayside.

We know that good nutrition and regular exercise are essential for physical health. Likewise, our mental health also depends on proper diet and exercise. According to the National Institutes of Health, regular exercise can improve mental health and enhance energy levels. And the American Dietetic Association warns us that poor diet can compound stress and depression.

Try these simple steps to keep your family healthy and happy.

Create a family fitness plan.

Without a plan, family fitness can easily become another resolution never fully realized. Assess your family's interests and abilities, and choose activities to match.

Set fitness goals, such as reaching a healthy weight, reducing cholesterol levels or exercising a certain amount per week. Your doctor or other health professionals can help you set your goals.

Get everyone involved. Make getting healthy a family project and find ways everyone can participate. Take turns selecting a family fitness activity each week. Involve friends and relatives in your fitness activities, and ask for their support in reaching fitness goals.

Get moving. Medical experts recommend at least 20 minutes of aerobic exercise three times per week for optimal health. Luckily, there are hundreds of ways to exercise. Find the best ways for your family to exercise. Whether you play basketball or take a walk in the park, get moving!

Eat and sleep well. Include a healthy diet and sleep schedule in your family's fitness plan. Avoid high-fat, sugary, salty, and processed foods. Skip fast food. Aim to get seven to eight hours of sleep every night for good health.

Have fun. Exercise doesn't have to be tough, inconvenient or dull. By having fun and being creative, your family is more likely to stay with the program. Try a family "treasure hunt" at a beach, park or your backyard. Collect items in the environment, like seashells, pine cones, leaves and rocks. Or have fun creating a family dance routine—record it with a video recorder or perform for relatives.

Changing lifestyle habits isn't always easy, and fitness hurdles can be difficult to overcome. When your family encounters challenges, reach out to experts who can assist you. UBH is here to help. Call or log on anytime for help with any of life's challenges.

Boost Your Family's Nutrition

During hectic days, it's easy to fall prey to the convenience of fast food. As much as possible, avoid the drive-through. Instead, spend a little time developing a healthy grocery list you can always turn to. This becomes one less thing to worry about during a busy period. It may also help to plan weekly meals in advance, so you're not caught off guard at the end of a long day.

When preparing wholesome food for the family, keep these principles in mind:

Carbohydrates are important for helping to regulate mood and energy. Aim for serving complex carbohydrates, such as whole grains, oatmeal, beans and starchy vegetables. These foods have more nutritional value than simple carbohydrates (things like pastry, cakes and candy), and will keep your family satisfied longer.

Keep a bowl of fruit readily available. Stock the fridge with veggies. Banish high-calorie, high-fat snacks from the pantry, so when the kids are hungry for a snack, they'll learn to gravitate toward fruits and vegetables instead.

Where and how you eat is important, too. As much as possible, eat together at the table. When people eat in front of the TV, or gobble food on the go, they tend to overeat.

By serving wholesome food, you'll teach your children healthy habits they'll have for a lifetime.



Fitness-Orientated Choices

Remember fitness is a lifestyle choice. Note your family's unhealthy habits and adjust them.

Break sedentary habits. Limit TV, computer and electronic games. Take the stairs instead of the elevator. Walk or bike to the corner store or library.

Quite Smoking. If you smoke, kicking this dangerous habit will send a strong message to your children.

Offer positive rewards. When progress is made or goals are met, choose rewards that aren't food-related, such as going on a special family outing. Don't sabotage progress with rewards that discourage fitness.

Resources

SEAP—Call toll free
800-692-7459
800-824-4306 TDD

Or log on to
www.liveandworkwell.com
access code:
Pennsylvania

Visit the Nutrition & Fitness Center (under the "Life Stages Centers" on the home page). You'll be connected to information about healthy eating, weight management, and how to make exercise a part of your life.