Open Enrollment is Here!

Benefits Open Enrollment for the 13,000+ full-time faculty, research associates, post-doctoral associates, and full- & part-time staff will be held from April 24, 2017 to May 16, 2017. Open Enrollment is your annual opportunity to review your benefit elections, make changes to the plans you have selected, and to add or remove dependents that you are covering, if applicable.

The Benefits Department is pleased to announce this year that Open Enrollment packets will be available online to align with the University’s initiative to go green! A letter from Cheryl Johnson, Vice Chancellor of Human Resources, along with highlights for this year’s Open Enrollment, will be mailed to home addresses. All other Open Enrollment information can be accessed on the website at openenroll.hr.pitt.edu starting on April 24, 2017. Paper materials can be requested by contacting the Benefits Department at hr-benque@pitt.edu.

Open Enrollment for part-time faculty, research associates, post-doctoral associates, and all post-doctoral scholars will be held from May 30, 2017-June 20, 2017.
Healthy Lifestyle Rewards

Panther Gold, Plus and Basic Participants

There’s still time to earn your healthy lifestyle rewards for this plan year! The first step on your journey to better health involves determining your current health status, so you know what goals to strive for. In order to establish your health goals and earn incentives, complete one of these two options:

1. Complete the MyHealth Questionnaire and earn $100, OR
2. Complete a biometric screening to earn $50 and an annual preventive physical examination through your POP to earn an additional $50.

The maximum incentive you as the faculty or staff member can earn using the biometric screening is $100. Additionally, your covered spouse or domestic partner is eligible to participate and earn the monetary incentives up to $100 for the plan year. You may still receive the incentive now through June 30, 2017, if you are a Panther Advocate participant over the age of 18. If you are a Panther Advocate participant over the age of 18, you will be able to earn the $100 credit for completing the MyHealth Questionnaire between now and June 30, 2017. The credit will be applied to your health incentive account once you complete the questionnaire. You will receive valuable suggestions as to which healthy activities may be the most beneficial for you.

 Panther Advocate Participants

If you are a Panther Advocate participant over the age of 18, you will be able to earn the $100 credit for completing the MyHealth Questionnaire before June 30, 2017. The credit will be applied to your health incentive account once you complete the questionnaire. You will receive valuable suggestions as to which healthy activities may be the most beneficial for you.

Although the on-campus biometric screenings have ended, all plan members can still schedule a screening at a local Quest Diagnostics facility by calling UPMC’s Member Services at 1-888-499-6885.

Schedule an Appointment with Pitt’s Onsite Health Coach

Need some motivation to get moving for Spring? Taelor Vetica, the University’s onsite health coach, can provide one-on-one coaching sessions on Tuesdays or Wednesdays at the UPMC MyHealth/Work Health and Wellness Center, located in Suite 505 of the Medical Arts Building on Fifth Avenue on the Pittsburgh campus.

Taelor can assist with your goals related to physical activity, nutrition, weight management, smoking cessation, and stress management. Coaching with Taelor can be scheduled through the Center at 412-647-4949. There is NO COST to utilize the health coaching services for participants who.White activities may be the most beneficial for you.

2017 Weight Race Update

Believe it or not, we’re one week from the end of the University’s weight race! So far, the combined weight loss for all participants is 637.6 pounds! Participants have made great efforts and progress in reaching their goals. We wish them continued success as they make their way to the finish line. Keep up the good work!

MyLife MyBenefits Online Claim Filing

Need to file a claim for Family Medical and Leave Act (FMLA) or Short-Term Disability due to your own illness or to care for a qualified sick family member? You can now file a claim with MyLife online through the new MyLife Benefits portal by going to my.uc.pitt.edu > Human Resources > MyLife MyBenefits. After submitting your claim, MyLife will send written acknowledgement of your claim or request. You may check the status of your claim at any time on MyBenefits as well.

Staff members are eligible for FMLA if they have worked for the University for at least one year, and for 1,250 hours during the previous 12 months. To qualify for short-term disability, an employee must be at least 50% effort and must have been employed by the University of Pittsburgh for at least six months.

Additional information on filing a new FMLA or Short-Term Disability claim can be found in the MyLife MyBenefits instructions brochure and MyLife MyBenefits user guide. More information regarding FMLA and Short-Term Disability, as well as other University leave programs can be obtained by visiting the Leaves section of the Benefits’ website at: hr.pitt.edu/benefits/medical_leave or contact the Benefits Department at 412-624-8160. More information on this new benefit can be found in the Paid and Unpaid Time Off section of the staff handbook. Resources related to this leave, as well as other medical leave types for staff, are available on the Benefits website: hr.pitt.edu/benefits/medical_leave.

Parental Leave

The Office of Human Resources, in collaboration with the Staff Association Council, will implement a new paid parental leave policy for full-time regular and part-time regular staff effective July 1, 2017. The paid parental leave allows for four consecutive weeks (20 work days) of paid maternity/paternity leave. The employee must have been employed in a benefits-eligible position for at least six months and must be at least 50% effort to be eligible for this benefit. Any birth, adoption, or foster care placement that occurs on or after July 1, 2017 will be eligible for this benefit.

The parental leave will run concurrently with Family Medical Leave (FMLA) and Short Term Disability (STD). The employee is still required to file for FMLA/STD with Metlife when taking the maternity/paternity leave.

More information on this new benefit can be found in the Paid and Unpaid Time Off section of the chart. Resources related to this leave, as well as other medical leave types for staff, are available on the Benefits website: hr.pitt.edu/benefits/medical_leave. More information on this new benefit can be found in the Paid and Unpaid Time Off section of the staff handbook. Resources related to this leave, as well as other medical leave types for staff, are available on the Benefits website: hr.pitt.edu/benefits/medical_leave. More information on this new benefit can be found in the Paid and Unpaid Time Off section of the staff handbook. Resources related to this leave, as well as other medical leave types for staff, are available on the Benefits website: hr.pitt.edu/benefits/medical_leave.
Benefits Department Staff Achievements & Re-Certifications

Amelia Kephart (below, left photo), Benefits Analyst in the Benefits Department, acquired her Group Benefits Associate (GBA) designation. This designation tested her knowledge on Group Health Plan Design, Group Benefits Management, and Health Care Financing, Quality and Reform. Amelia has been with the Benefits Department for four years where she concentrates her efforts on the daily administration of medical leave, life insurance, long-term care, and retiree benefits. In addition to Amelia’s significant achievement, the Benefits Department had three other team members who passed continuing education requirements this fiscal year to maintain their professional designations.

Pitt Benefits Department Wins Human Resources Award for Launch of Employee Health Care Center

The Benefits Department in Pitt’s Office of Human Resources will be awarded the Fred C. Ford Award by the College and University Professional Association for Human Resources (CUPA-HR) at its Eastern Region conference. CUPA-HR awards an individual or team that has made the most significant creative or innovative contribution to the profession in the previous year. Pitt’s Benefits Department was selected based on the launch of the UPMC MyHealth@Work Health and Wellness Center in 2016. Facilitated by UPMC health care providers, the Center addresses acute conditions at no cost to the employee, regardless of insurance coverage. The Center is within walking distance of most campus locations and is open weekdays with no appointment necessary, allowing faculty or staff members to visit a clinician quickly and avoid disrupting their workday.

To learn more about the UPMC MyHealth@Work for the University of Pittsburgh Health and Wellness Center, visit: hr.pitt.edu/wellness.

2017 Benefits Fairs

Come to the fairs and meet with vendors in person to answer your benefits questions.

<table>
<thead>
<tr>
<th>DATE</th>
<th>LOCATION</th>
<th>TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday, April 24</td>
<td>Shadyside, Flaine</td>
<td>11 a.m.-1 p.m.</td>
</tr>
<tr>
<td>Tuesday, April 25</td>
<td>Shadyside, Student Union Gym</td>
<td>11 a.m.-1 p.m.</td>
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<tr>
<td>Thursday, April 27</td>
<td>Shadyside, Village Hall, Room 115</td>
<td>11 a.m.-1 p.m.</td>
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<tr>
<td>Monday, May 1</td>
<td>Shadyside, Student Union, Cambria Room</td>
<td>11 a.m.-1 p.m.</td>
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<tr>
<td>Thursday, May 4</td>
<td>Pittsburgh, William Pitt Union, Assembly Room</td>
<td>10:30 a.m.-1:30 p.m.</td>
</tr>
<tr>
<td>Friday, May 5</td>
<td>Pittsburgh, Student Union Hall, 1105 A, SLC</td>
<td>10:30 a.m.-1:30 p.m.</td>
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Lori Carnvale (opposite page, right photo, far left), Director of Benefits, recertified her International Society of Certified Employee Benefit Specialist (CEBS) designation. Lori has been with the University for three years. She manages day-to-day operations of the Benefits Department.

Meghan Tintera (above, right photo, far right) and Aynsley Jimenez (above, right photo, middle) recertified their Professional in Human Resources (PHR) designations. Meghan is a Benefits Analyst in the Benefits Department for four years where she concentrates her efforts on the daily administration of medical leave, life insurance, long-term care, and retiree benefits. In addition to Meghan’s significant achievement, the Benefits Department had three other team members who passed continuing education requirements this fiscal year to maintain their professional designations. Meghan Tintera (above, right photo, far right) and Aynsley Jimenez (above, right photo, middle) recertified their Professional in Human Resources (PHR) designations. Meghan is a Benefits Analyst in the Benefits Department for four years where she concentrates her efforts on the daily administration of medical leave, life insurance, long-term care, and retiree benefits. In addition to Meghan’s significant achievement, the Benefits Department had three other team members who passed continuing education requirements this fiscal year to maintain their professional designations.

Want to contact the Benefits Team?

hr-BEN QUE@pitt.edu | 412-624-8160

Have a vendor question?

1-888-499-6885  | 1-800-682-9139

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