



HR Today

How do I add a new baby to my medical plan?

How do I change my annual HSA contribution?

JUST ASK

Have an HR Question? Just askHR.

Welcome to a new semester at Indiana University. As you're settling in, don't forget to take some time to ensure you're making the most of the benefits available to you as part of the IU family. When you have a question about health care or retirement benefits, staff policies, or even jobs at IU, just ask.

When you have a life event or other big change, askHR can help make sure your benefits are up-to-date. Is retirement on the way? askHR can help you find the answers to your questions and link you to resources to help you prepare.

In the 10 months since askHR launched, IU employees have contacted us via email and phone more than 43,000 times. No matter which campus you work on, whether you're a new or long-time employee, one contact can get you the answers you need to your HR-related questions.

You have questions. We have answers.



askHR@iu.edu | 812-856-4101



Telemedicine Is Changing How You Care for Your Family

You bank online, shop online, you even order food online. Online services are a major convenience of modern life. Now you can access a doctor online as part of your IU health benefits.



Online health care, often called telemedicine, is a convenient and cost-effective way for you and your family to connect face-to-face with a doctor or health care provider using a smart phone, tablet, or computer with a webcam. Online health care visits are typically less expensive than in-office visits, they eliminate travel time to in-office visits, and can reduce the amount of time you spend away from work.

Members enrolled in IU-sponsored health care plans through Anthem and IU Health can access convenient telemedicine services. Similar to an office visit, doctors you see online are prepared to assess your condition, offer a treatment plan, and even send prescriptions to a pharmacy of your choosing.

When to Use Telemedicine

The doctors available online are able to address many non-emergent health issues, such as:

- flu
- cold
- fever
- rashes
- sore throat
- headache
- sprains & strains
- heartburn
- pink eye
- asthma
- acne
- sinus infections
- ear pain

Members enrolled with Anthem also have access to allergy, psychology, and psychiatry services.

To minimize wait time when a medical situation arises, consider setting up an account ahead of time. Then, when you need an appointment, you can connect through the website or app, pick a doctor based on the criteria that best meets your needs, and be seen within minutes.

Claims for telemedicine visits apply to your annual deductible and out-of-pocket, just like any other medical claim. However, online visits are less expensive than an in-person office visit.

For emergencies, always call 9-1-1.

ANTHEM

For those covered by any Anthem health care plan.

LiveHealth Online <https://livehealthonline.com/>

You can connect to a board-certified doctor anytime, anywhere using this face-to-face online tool. In addition to receiving general medical and allergy services, patients can talk with a licensed therapist and psychologist.

Availability: 24/7

Ages served: All ages. Patients under 18 will be connected to LiveHealth Online Medical for Kids and see a doctor comfortable with giving care to children through live video.

Requirements: Computer with high-speed internet and webcam or a mobile device required

Apps available: iPhone/iPad & Android

Pre-registration: Recommended to minimize wait time

Cost: Typically under \$50

See how it works: livehealthonline.com/how_livehealth_online_works_em1/

IU HEALTH

For those covered by the IU Health health care plan.

IU Health Video Visits iuhealth.org/video-visits-app

You can connect to an IU Health provider anytime, anywhere using this face-to-face online tool. General medical services are provided.

Availability: 24/7

Ages served: Patients 2 years of age and up. For patients under two years of age, contact your family's pediatrician or primary care provider.

Requirements: Computer with high-speed internet and webcam or a mobile device required

Apps available: iPhone/iPad & Android

Pre-registration: Recommended to minimize wait time

Cost: Typically under \$50

See how it works: iuhealth.org/video-visits-app

EVENTS

Oct 3 – 17	Oct 30	Nov 5 – 16	Ongoing
Job Framework Redesign Project Fall Tour	IU Tuition Benefit Fall 2018 Application Deadline	Open Enrollment	Retirement Educational Sessions

Breastfeeding in the Workplace—Online Webinar Series

From Healthy IU (healthy.iu.edu)

By Julie Newsom

Whether you are a mom, soon-to-be mom, supervisor, or supporter, join us for this first-of-its kind webinar series. For many working moms and dads, thriving with the responsibilities of both work and family is a fulfilling, and sometimes challenging, dance. And if mom is breastfeeding, part of that dance is finding the resources she needs to pump milk while she's at work.



Supporting all working parents is critical. For breastfeeding mothers, allowing time throughout the day to pump is required by law. But questions can arise: Where can the break occur? How long does it typically last? How often will a break need to be taken?

To help members of the Indiana University community find solutions to these questions, as well as offer tips and guidance, Work + Life, a part of Healthy IU, has created an online webinar series, “Breastfeeding in the Workplace.” Registration for any or all of the following webinars is open now.

- “**Breastfeeding in the Workplace**” Thursday, September 20 at Noon (ET)
- “**Breastfeeding Mothers: Planning for Your Return to Work**” Thursday, October 18 at Noon (ET)
- “**How to Support Your Breastfeeding Employees**” Thursday, November 1 at Noon (ET)

“Creating a supportive environment for breastfeeding mothers is not always intuitive,” said Angela Reese, MSW, IU work + life coordinator. “This series aims to help breastfeeding mothers learn about the options available to them at work. It also provides ‘support for the supporter’—information for supervisors to be welcoming.”

The Benefits of Breastfeeding

According to the American Academy of Pediatrics and the United States Breastfeeding Committee, when breastfeeding is a viable option and/or choice, there are unique benefits for mom, baby, and employers.

Moms	Babies	Employers
Lowers blood pressure	Reduces rates of type 2 diabetes and incidence of obesity	Increases employee productivity and loyalty
Decreases cholesterol levels	Decreases rates of leukemia and lymphoma	Fewer days missed due to illness of baby
Lowers rates of breast and ovarian cancer	Fewer and less severe respiratory and gastrointestinal infections	Decreases turnover
Reduces risk of diabetes	Reduced risk of developing asthma and allergies	Decreases health care costs
Reduced bleeding after giving birth	Strengthened immune systems	
Decreased instances of postpartum depression	Fewer instances of constipation and diarrhea	
Burns calories that can contribute to post-pregnancy weight loss		

Learn More About Saving for College

Earlier this year, we shared a new resource on how to start saving for education expenses: 529.iu.edu. The IU Office of Financial Literacy created the site to help explain some of the most common saving options available and break down the process of how to set-up a 529 plan. The site also compares different college savings plans, including the most popular 529 plans.

The Financial Literacy team has the information and resources available to help you make the best choice for your education savings needs.

“Our team is always searching for new ways to help IU families make wise financial decisions, including reducing their reliance on student loans,” said Phil Schuman, director of financial literacy. “Partnering with HR to communicate with employees about 529 plans will help us drive home the benefits of saving for education expenses.”

The resources at 529.iu.edu will help you get started in selecting a plan. Once you’ve enrolled, you can set up a direct deposit from your paycheck right to your plan through IU Payroll. Learn how with this step-by-step flyer (hr.iu.edu/pubs/misc/529directdepositflyer.pdf).



2018 Indiana CollegeChoice Contributions are Due by December 31, 2018

If you’ve already opened a CollegeChoice 529 plan, way to go! You can get a state income tax credit equal to 20 percent of your contributions (maximum \$1,000 per year). Make sure you’ve made your contributions by December 31, 2018 to take advantage of the credit when you file taxes.

Job Framework Redesign Project Campus Sessions Continue

The IU HR Compensation team is embarking on another tour to share the latest developments of the Job Framework Redesign Project: a thorough review and redesign of Indiana University’s classification structure for appointed staff positions. This new session will share information about role descriptors, career levels, titles, and more.

“Using input from across the university, we’re redesigning the classification structure for appointed staff and creating a new structure that will reveal the diverse career opportunities at IU,” said Betsy Larson, director of compensation. “We want to bring you along on the journey and look forward to sharing our progress with you at one of our fall Listening Sessions.”

Fall sessions take place October 3–17 on five IU campuses and include time for related questions and answers. If you can’t make it to a session, an online zoom-only session is being offered and a recording will be available online later this fall.

View the fall tour schedule at hr.iu.edu/redesign/news.html

If you missed the spring session, you can watch it online now, and learn more about the Job Framework Redesign Project at hr.iu.edu/redesign.



Easing into Conversations About Aging

If you're an adult child caring for an aging parent, having a healthy outlook on aging and approaching conversations about aging with sensitivity can help smooth out the ups and downs of getting older for both parents and children. Below are some tips and resources for beginning conversations about the aging process together.

In 2035, the U.S. Census Bureau projects:

78 million

AMERICANS WILL BE
65 OR OLDER

THAT'S

1 in 5

U.S. RESIDENTS

11.8 million

WILL BE 85 OR OLDER

Start the conversation. Approaching topics of declining health such as vision or health issues can be difficult, but you can begin a dialog by expressing your genuine concerns. Seek the input and support of siblings for their unique perspectives.

Talk about health needs and health history. Being aware of existing health needs and knowing your parents' health history upfront can avoid confusion later on. Have your parents had annual physicals? What types of health insurance and care options are available to them? A thorough medical evaluation is a good place to start, and being prepared can relieve stress on your entire family.

Discuss financial issues. When the current living situation is no longer safe or viable, what resources are available to pay for senior housing or in-home care? Keep in-mind that money is often a sensitive subject, so working with a professional financial planner or attorney may be helpful in coming up with a plan that fits your family's needs.

Determine driving skills. There may come a point when your parents need to limit their driving or even stop altogether. Observing their driving skills first-hand as a co-pilot may be a good first step in determining your parents' driving abilities. Maybe they should be driving fewer miles, not driving at night or in bad weather, or just steering clear of high-traffic times. This can be a difficult change, as driving is often seen as an expression of independence. Your family physician can help connect you to independent driving evaluations to help you navigate this change.

Talk about end-of-life issues. While it's uncomfortable, it's probably the most important conversation you're not having. Find out if your parents have end-of-life wishes, instructions, or even a designated health care proxy. These topics are best discussed when your aging parent is clear-headed and able to share their wishes. AARP and The Conversation Project—an effort devoted to helping people talk about end-of-life care—have robust resources to help you begin this important conversation with your loved ones.

Most people are reluctant to give up their independence. Being sensitive to how these changes affect them shows that you understand their concerns and care for their feelings as well as their physical wellbeing.

This content is an adaptation of an original article by Rudri Patel featured at the Care.com Community.

Helpful Resources

AARP

Provides resources, advice, and discounts on health care, employment, income security, and travel for older Americans.

www.aarp.org

Alzheimer's Association

Provides and enhances care and support for all affected by Alzheimer's disease.

www.alz.org

Care.com

A resource available to eligible IU employees for finding and hiring pre-screened caregivers and care companies for childcare, eldercare, pet care, home assistants, backup care, and more.

iu.care.com

Caregiver.org

The Family Caregiver Alliance provides support, tailored information, and tools to manage the complex demands of caregiving.

www.caregiver.org

The Conversation Project

Provides tools, guidance, and resources to begin talking with loved ones about your and their end-of-life wishes.

theconversationproject.org

Join the “Sustain and Move IU!” Challenge

From Healthy IU
By Julie Newsom

This fall, get moving for a great cause! Join the “Sustain and Move IU!” Challenge to explore everyday physical activities that benefit our health and the environment.

The three-week challenge starts October 8, and it’s open to all members of the IU community—faculty, staff, spouses, and students across the state. Each week of the challenge focuses on one form of sustainable physical activity—walking, bicycling, and carpooling/busing.

It’s free to participate, and full-time faculty/staff and their spouses are eligible to receive a portable walking/biking LED light as a challenge incentive. Everyone who signs up will receive activity ideas via e-mail each week, and can pick two to try.

The activities for the challenge were thoughtfully selected to be small steps that can be done by anyone, anywhere. Ideas include: holding a walking meeting, learning about bicycle safety, carpooling to lunch, and many more. The challenge also includes activity ideas for participants who do not have walking, bicycling, or carpooling/busing available to them.

“Sustain and Move IU!” is a partnership between Healthy IU, Indiana University’s workplace wellness program, and Sustain IU, which seeks to encourage every Hoosier to play a role in creating a living legacy, committed to a sustainable future for all.

“Many of us know the benefits physical activity brings to our brains and our bodies. But it’s also one of the most important pieces of keeping our planet healthy, too,” said Patty Hollingsworth, Healthy IU director. “This challenge sheds light on that connection, celebrating your contribution to both self-care and planet-care.”

Interim University Director of Sustainability Andrew Predmore notes that a focus on connection and collaboration is crucial to any sustainability effort. “Sustain IU is committed to working to provide—and improve—alternative transportation options across IU for the health of the campus and all who call it home,” said Predmore. “Each year, we work with hundreds of students, faculty, and staff on numerous programs to encourage a thriving campus; our partnership with Healthy IU is a perfect example of how sustainability and health and well-being are paramount to that goal.”

Join IU colleagues as we make strides for ourselves and our world! Learn more or sign up at the “Sustain and Move IU!” webpage.

