

Think Positive

“You miss 100%
of the shots
you don’t take.”

— *Wayne Gretzky*



What's Inside

This issue of Benefit Me! includes reminders about new benefits for 2023, including the university’s new paid parenting leave program. Additionally, it highlights virtual and in-person mental health resources available when you need extra support. With the start of a new year, it’s also a good time to revisit your Health Savings Account contribution amounts if you’re enrolled in the HDHP medical plan.



New Year, New Benefits

As of Jan. 1, 2023, you and your covered dependents have access to the following new benefits.

New Diabetes Prevention Program

If you elected medical coverage through the university, you may have access to a 16-week health program at no cost through a new diabetes prevention program, or DPP.

You're eligible to participate in the DPP if you've received a prediabetes diagnosis or if you have a higher risk of developing diabetes. Choose from various programs and from online and in-person formats. To help you make lasting lifestyle changes that significantly reduce your risk of developing diabetes, most programs include:

- Lifestyle health coaching
- Weekly activities
- A small support group

To sign up, take the one-minute DPP quiz online. If the quiz determines that you're eligible, follow the prompts to enroll.

Expanded Musculoskeletal Benefits Now Available

Did you know that musculoskeletal disease affects one out of every two adult Americans, according to the United States Bone and Joint Initiative (USBJI)? Common musculoskeletal conditions — which can be disabling — include arthritis, osteoarthritis, back pain, carpal tunnel syndrome, and tendonitis.

If you are enrolled in a university medical plan through Blue Cross of Idaho, you have access to treatment for chronic and acute musculoskeletal (MSK) conditions.

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For Acute, Short-Term Pain

If you are experiencing acute, short-term pain, you can access these benefits through Blue Cross of Idaho:

- Virtual physical therapy (by phone or video) in the comfort of your home
- A customized exercise plan
- Health coaching to help you reduce inflammation and pain through weight management and healthy eating
- Referrals to qualified specialists if your condition requires surgery or another in-person intervention

To learn more or to get started, email caremanagement@bcidaho.com.

For Chronic, Ongoing Pain

If you are experiencing chronic, ongoing pain or injury, see improvement by exercising at home for just 15 minutes three times a week with these benefits available through

Hinge Health:

- A customized exercise plan
- Wearable physical activity devices
- Information about how to manage pain and prevent future injuries
- Unlimited 1:1 support from a professional health coach

To learn more, visit hingehealth.com/universityofidaho and fill out a brief questionnaire to get started.

Not sure which solution is best for you? Just email caremanagement@bcidaho.com and you'll be connected with the right resources to help you live pain free.

Emergency Transportation Insurance Through MASA

MASA Medical Transport Solutions is a new voluntary benefit offered through Corestream;* you do not need to be enrolled in a university medical plan to purchase this coverage. MASA provides supplemental insurance that covers emergency ground or air ambulance transportation anywhere in the United States or while traveling in Canada. It covers out-of-pocket expenses for emergency transportation, hospital-to-hospital transfers, and transfers to a hospital near home if you are hospitalized while traveling — all by any transportation provider, even out-of-network providers.

- If you enrolled in MASA benefits and have questions about coverage, call **800-643-9023** or visit masamts.com.
- If you're interested in enrolling in MASA coverage, contact Corestream at **855-952-1600** or info@corestream.com or log in to [VandalWeb](#) and navigate to **Employees > myBenefits > Voluntary Benefits > Emergency Transportation Services**.

*MASA is not available to employees with home addresses in Alaska, New Jersey, New York, North Dakota or Washington.



Mental Health Resources

It's just as important to prioritize your *emotional* health as your *physical* health, especially during tough times. Through your university benefits, you and your covered dependents have access to confidential in-person and telehealth counseling resources to help you manage various mental health issues like grief, stress, anxiety and depression.

Employee Assistance Program: In-Person or Telehealth Counseling

As a benefit-eligible U of I employee, you and your covered family members have 24/7 access to up to eight confidential counseling sessions per issue per year — at no cost to you — through the Employee Assistance Program (EAP). Receive professional help in person or via telehealth. Get started by contacting Kepro, our EAP provider, at **800-999-1077** or eaphelplink.com (use company code UI1).

To learn more about the EAP, AbilitiCBT and resources available through the university, visit the university's [Mental Wellness Resources](#) page.

AbilitiCBT: Online Therapy Anytime, Anywhere

AbilitiCBT is an online cognitive behavioral therapy program available at no cost to benefit-eligible employees and covered family members. This convenient service pairs you with a professional therapist who will meet with you privately by phone or video. After an initial assessment, you can work through program activities at your own pace using the AbilitiCBT web portal or mobile app, supported by regular check-ins with your therapist.

It takes just a few minutes to get started!



New!

Paid Parenting Leave Benefit

Beginning Jan. 1, 2023, the university will provide eligible employees with up to 432 hours of paid parenting leave to care for a child following birth, adoption or foster placement. Leave can be used continuously or as part of a reduced work schedule.

For more information about this benefit, visit the [parenting leave webpage](#).

HDHP Participants:

Verify Your HSA Contributions

The amount you and the university can contribute to your Health Savings Account (HSA) increased to \$3,850 (employee-only coverage) and \$7,750 (employee-plus-dependent coverage) for 2023. If you are age 55 or older in 2023, you can make an additional \$1,000 catch-up contribution. Keep in mind that the university provides a matching contribution of 50 cents on the dollar, up to a maximum contribution of \$500 (for employee-only coverage) or \$1,000 (for employee-plus-dependent coverage).

You can update your HSA contribution amount at any time during the year. Check your paystub to verify what you're currently contributing. If you want to change your contribution amount, follow the instructions in this [HSA tip sheet](#).



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U of I Benefits Website

uidaho.edu/benefits

- View plan documents for core benefits
- Find retirement resources, information and links
- Register for orientation events
- Access wellness and employee assistance resources
- Understand leave and time-away-from-work benefits
- Find frequently used forms and FAQs
- Learn about voluntary benefits, perks and discounts