

Think Positive

“The real meaning of wilderness will open our eyes like an Idaho sunrise on a summer morning.”

— *Frank Church*



What's Inside

Summer is almost here! This issue of Benefit Me! features ways to enjoy big moments: growing your family, resolving to boost your physical and mental wellness, and safely enjoying sunshine after a long winter. Through every moment, your university benefits are here.

Are You Taking Advantage of All Your University Benefits?

Find Out →

I University of Idaho
Benefit Services

Your Personalized Wellbeing Checklist

Take a couple minutes to respond to these 12 questions and receive a personalized checklist showing which university benefits can help you improve your physical, emotional and financial health.



Attention, New and Expecting Parents!

Beginning in January 2023, the university introduced paid parenting leave. Eligible employees can take up to 432 continuous hours of paid leave during the 12 weeks immediately following the birth, adoption or foster placement of a child. The university prorates that amount for employees who work fewer than 40 hours per week.

Paid parenting leave is a type of family and medical leave (FML) and has the same eligibility requirements. You're eligible if:

- You work at least half-time in a board-appointed position;
- You've been employed by the university for at least 12 months; and
- You've worked at least 1,250 hours in the 12-month period before the first day of your leave.

Review more information about paid parenting leave on our [website](#). To apply, **fill out an FML application form** at least 30 days in advance of your leave.

Bright Beginnings for Your New Child

If you're enrolled in a university-sponsored medical plan, you and your dependents can access the Bright Beginnings pregnancy support program through Blue Cross of Idaho. Bright Beginnings provides clinical support throughout your pregnancy. Plus, when you complete the program, **you get \$100 to spend on your baby**. Strollers are expensive! Every little bit helps.

Sign up for Bright Beginnings by calling **208-387-6999** or toll-free **800-741-1871**. More information available [online](#).



A Different Approach to Weight Loss

Managing stress, exercising, eating and sleeping. They're basic human needs. But it can be difficult to understand how these needs work in concert.

That's where Wondr Health comes in. Wondr Health is a digital health platform that uses behavioral science to introduce skills you can incorporate into your daily routine. It helps you manage stress and anxiety, eat better, sleep restfully, lose weight and feel your best with an encouraging and supportive approach. Wondr Health is on your side and ready to help on your terms.

You and your covered family members can sign up and participate in Wondr Health at no cost to you. The next opportunity to sign up is May 15-28 for sessions beginning on June 12.

[Learn more about Wondr Health.](#)

Your colleagues have positive things to say about Wondr Health

"I have gained important life skills—not only about eating but managing stress."

— A university employee

"It took me a couple of weeks to get in the swing of the program, figure out what my different hunger levels felt like, and not eat on a set schedule. But when I did, the weight just started melting off."

— A university employee



Vision Care for the Whole Family

Seeing is believing. To receive eye care, you and your covered family members can visit the provider of your choice. Your vision plan includes regular eye exams and coverage for lenses, frames and contacts.

You maximize your vision benefits when you use eye care providers in the VSP network. Your eye doctor can access your vision plan benefits on the day of your appointment. **You won't receive an ID card for vision coverage.** Just give your provider your name, date of birth and the last four digits of your employee ID number. Find an in-network provider using [VSP's online tool](#).

For more details about your vision benefits, [visit our website](#).

Don't use your Social Security number to create a VSP account!

When you create a VSP account, the VSP website asks for the last four digits of your Social Security number. **Don't provide it.** Instead, use the last four digits of your employee ID number.

Therapy Offers Benefits for Many

Being a person feels hard sometimes. Take some of the pressure off with **AbilitiCBT**, a virtual mental health program. You and your covered family members have 100% free access to the AbilitiCBT self-paced program with guidance from expert therapists. It's convenient, it's free and it works. Why not give AbilitiCBT a try?

Learn more and sign up. It only takes a few minutes!



Ask the Expert

Sun Safety Tips

The Palouse is beautiful year-round, but there's nothing like it in the summer. As soon as the temperature ticks up, the great outdoors beckons. So don't ignore the call of the wild! Spending time in the sun causes your body to produce vitamin D, which strengthens your bones, and serotonin, which keeps you relaxed. Despite the positives, spending time in the sun can be dangerous if you're not careful. Enjoy summer safely with these expert tips.

When do I need to apply sunscreen?

Don't bother if you're just running to the mailbox. But, for any duration longer than 15 minutes in the sun, you need sunscreen. According to the American Academy of Dermatology, it also takes 15 minutes for your skin to absorb the sunscreen and protect you, so plan to lather up a little before leaving home. Reapply after two hours, or more frequently if you're swimming or sweating.

What kind of sunscreen should I buy?

The common measurement for a sunscreen's strength is SPF, which stands for "sun protection factor." You'll want a water-resistant sunscreen with an SPF of at least 30. But don't be misled! SPF only indicates how well the sunscreen protects you from **UVB** rays. **UVA** rays are more dangerous and are

responsible for most skin cancers. To guard against UVA rays, you'll need a sunscreen that also has "broad-spectrum" printed on the label.

To summarize: Buy water-resistant, broad-spectrum sunscreen with an SPF of at least 30.

Am I fully protected after putting on sunscreen?

No. Sunscreen isn't a catch-all solution to UV rays. Pair sunscreen with other protective methods, like clothing, hats, sunglasses and shade.

How else can I take care of my skin?

Get an annual checkup with a dermatologist. Between checkups, schedule an appointment if you notice a mole changing size, shape or color. It could be a sign of skin cancer.



Take a Benefits Refresher Course

Benefits Orientation events offer something for new and longtime Vandals alike. Join a Zoom session to learn about your benefits and to ask questions. Tune in for information about your university medical, dental, vision, life and disability coverage, plus other perks and voluntary benefits. New employees can also get help choosing the benefits best for them and their families.

Sign up for any of the following dates. All sessions are held at 1:30 p.m. PT.

- May 8
- May 22
- June 12
- June 26
- July 10
- July 24

Getting married? Having a baby?

These are just two examples of qualifying life events that give you a chance to make midyear changes to your benefits. [Watch this video](#) to learn about next steps.



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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