

New Healthcare Policy...Revised Child Eligibility Rules

In accordance with the "Affordable Care Act" medical/prescription drug eligibility rules are revised to allow enrollment of the subscriber's natural child, adopted child, or stepchild who are:

- 1) Up to age 26;
- 2) Any age if permanently and totally disabled, and who are enrolled as a dependent in the State plan or an equivalent plan at the time the disability occurred;
- 3) And, whether or not they are:
 - (a) Married (a dependent's spouse or the employee's grandchildren are still not eligible for coverage);
 - (b) Living in Connecticut;
 - (c) Living with the Employee;
 - (d) In School;
 - (e) Financially dependent on the employee; or
 - (f) Eligible to enroll in their employer's health coverage

Eligibility rules for the state dental plans are not affected by the federal "Affordable Care Act".

Who to contact in HR...

Jaye Bailey baileyj10@southernct.edu	Associate VP for HR & Labor Relations	x25552
Aimee Bonn bonna1@southernct.edu	University Assistants, Lecturers, Work-Life Balance, Dual Employment	x28848
Maria Buccieri buccierim1@southernct.edu	CSU Administrative Assistant to the AVP	x28810
Darci Carson carsond1@southernct.edu	Lecturers, Unclassified Employee Administration	x25075
Diane Mazza mazzad3@southernct.edu	All Contracts & Labor Relations Issues	x25405
Jacque Patton pattonj1@southernct.edu	Retirement, Clerical, Police, A&R, 1199, & Maintenance Administration	x25572
Darnelle Perry perryd2@southernct.edu	Student Workers, Graduate Assistants, Graduate Interns, Classified Employees	x25063
Fran Poole poolef1@southernct.edu	Benefits, Worker's Compensation, FMLA, Supplemental Benefits	x25059
Paula Rice ricep1@southernct.edu	Faculty, SUOAF, Management, Lecturers, Training & Development	x25568
Amanda Salvo salvoa1@southernct.edu	Labor Relations, Worker's Compensation, Retirement	x25569
Marlene Santiago-Cordero santiagom4@southernct.edu	Labor Relations	x25537



SCSU is proud to work with the Lexington Group as our Employee Assistance provider! Their services are available to all employees and their families for issues including marital/family difficulties, emotional stress, addictions, problems at work, elder/child care, financial/legal concerns, and much more! We encourage you to contact them at 1-800-676-4357 if you are experiencing any difficulties. You may also access their services online at <http://www.the-lexington-group.com/>. The username and password are both 'scsu'.

New Lecturer (Adjunct) Process

When completing lecturer paperwork, please be sure to include the employee's email address. HR is emailing all lecturer appointment forms. This Fall was the first time we used this process, and we were able to process over 700 letters in less than half the time it normally takes to mail each letter.

We hope to streamline more processes in this way to make the lives of our employees easier and more productive.

Workplace Safety Training

The Office of Human Resources and University Police have rolled out an online Workplace Safety training for all employees. We all hope that there will not be an emergency on campus, but it is important for everyone to be prepared for the unlikely event of a campus emergency. This training gives specific examples as to how to be prepared and respond appropriately.

Please take the time to view the training and take the attached quiz. Being prepared can save lives!



Fitness Challenge

This past summer marked the first Faculty/Staff Fitness Challenge and it was a huge success! Led by the Fitness Center with the support of HR, 8 teams of faculty and staff competed to reach their own fitness goals. Individual goals consisted of weight loss, toning, weight maintenance, gaining muscle, feeling energized, learning proper nutrition/fitness habits, etc, and were reached with the help and motivation of team members and team trainers!

Look for more challenges like this in the future, and check the Fitness Center website for more info and team results!
www.southernct.edu/fitnesscenter



ING is on campus every Wednesday during the Fall semester in the Adanti Student Center.

Contact **Marilyn Timbers** at **860-580-2126** or **marilyn.timbers@ingfp.com** to schedule an appointment.

Work-Family Month

SCSU celebrated Work Family Month in October. In collaboration with Dr. Michele Vancour, Associate Professor of Public Health, the Office of Human Resources organized events to highlight this important month. Your time is precious, and your lives and the lives of your families and friends are important, so we are excited to offer programs to help balance your work and home life.



Congratulations to Dr. Michele Vancour for being elected President of CUWFA—College & University Work Family Association! This national organization is dedicated to assisting those who work in higher education with work/family balance. Congratulations Michele!

FREE Fitness Center Classes

The Fitness Center offered FREE CLASSES to faculty and staff on Thursdays throughout the month of October from 12:15-12:45.



Reduced Fitness Center Membership



Join the Fitness Center for only \$50 for 10/17/11-1/6/12. That's 11 weeks for \$50 (\$4.55 per week!) and have access to all equipment, classes, and locker room facility!

Desktop Fitness Program

The Fitness Center staff presented an education session on Desktop Fitness in the Student Center on 10/19. Simple hand, neck, and back stretches to decrease tension and stress were taught. Tips for and advantages of staying fit and healthy at work were discussed!



Check out this website for creating a safe and comfortable work station:

www.osha.gov/SLTC/etools/computerworkstations/positions.html

Lactation Room

Did you know SCSU has a Lactation Room for faculty and staff use? It is a private room located in the Women's Lounge on the 1st floor of Conn Hall.

To use the Lactation Room, please register with Fran Poole at x25059.



Visit this website for information for nursing mothers and transitioning back to work:

<http://www.southernct.edu/employment/lactationroomrequests/>

How Can We Help You?

Is there something we can do for you to help make your life easier and less stressful?

If you have an area in which you would like us to focus a program or training, please contact Paula Rice at x25568.



And a Fond Farewell to our 2011 Retirees!

Good luck and we will miss you!

Miguel	Cardon	Lead Custodian	Facilities Operations
Barbara	Cavallaro	Secretary	MBA Program
Nicholas	Colavolpe	Custodian	Facilities Operations
Delinda	Conte	Assistant Director	SPAR
Melville	Cotrill	Professor	Management/MIS
Gary	Crakes	Professor	Economics & Finance
Nancy	Disbrow	Assistant Professor	Information & Library Science
Debra	Emmelman	Professor	Sociology
Ronald	Herron	Vice President	Student Affairs
Brian	Hurlbut	Professor	Psychology
J. Edward	Lynch	Associate Professor	Marriage & Family Therapy
Nancy	Marano	Professor	Elementary Education
Jeffrey	McLellan	Payroll Officer	Payroll
Constance	Mindell	Associate Professor	Social Work
John	Monthei	Electrician	Facilities Operations
Jimmy	Morrison	Custodian	Facilities Operations
Cheryl	Norton	President	Office of the President
William	Phelan	Associate Professor	Art
Louise	Pompane	Fiscal Administrative Assistant	Athletics
Durga	Prasad	Professor	Management/MIS
Diane	Rosner	Assistant Director	Student Supportive Services
Marie	Selvaggio	Professor	Anthropology
Dwight	Smith	Professor	Biology
Daniel	Soneson	Professor	World Languages & Literatures
Katherine	Swenson	Associate Librarian	Library
Lana	Webb	Secretary	Athletics
Selase	Williams	Provost/VP	Academic Affairs
Hing	Wu	Associate Librarian	Library