

WELL AWARE

July 2013

Volume 5, Issue 7

In This Issue

- Human Management Services, Inc. (HMS)
- Benefit News, Reminder
- DelaWELL News, Upcoming Events And Employee Spotlight
- Did You Know?
- House Bill 75 – Civil Marriage Equality and Religious Freedom Act
- July Is Eye Injury Awareness Month
- Summer Courses For A Lifetime For Teenagers
- Fitness Guru – Exercising In Hot Weather
- Healthy Recipe – Grilled Teriyaki Pork

Contact DelaWELL

www.delawell.delaware.gov

1-800-556-6106

EMAIL: Employee.wellness@state.de.us

Alere®

<https://delawell.alerehealth.com>

1-866-674-9103

Contact Statewide Benefits Office

www.ben.omb.delaware.gov

1-800-489-8933 OR (302) 739-8331

Human Management Services, Inc. (HMS)

HMS is the State of Delaware's Employee Assistance Program (EAP) provider. The EAP is designed to provide up to a maximum of five confidential counseling sessions to employees, pensioners, and their dependents enrolled in a non-Medicare health insurance plan sponsored by the State of Delaware. HMS provides one-on-one counseling sessions at *no charge to the member* as they attempt to balance the high demands of home and work life. Contact with HMS is strictly confidential! Members are encouraged to reach out to HMS as a problem solving resource that can help with personal problems or other issues of concern. Here are just a few of the reasons to reach out to HMS:

Marital relationships	Divorce/Separation	Stress management
Grief and Loss	Substance abuse	Legal/Financial
Occupational stress	Elder care/Child care	Depression
Interpersonal conflicts	Parenting/Schooling issues	Emotional issues

The website to visit HMS is www.hmsincorp.com (User Name: Delaware, Password: statehms04).

For additional information about your EAP, please visit the Statewide Benefits Office website at

<http://ben.omb.delaware.gov/eap>. You may also call HMS at (800) 343-2186 or Larry Frank at the Statewide Benefits Office at (302) 739-8331 or (800) 489-8933. Larry Frank is also available by email at Larry.frank@state.de.us.

Benefits News

Reminder:

If you are enrolled in a health care plan sponsored by the State of Delaware as of July 1, 2013, your July 26, 2013 paycheck will include the first benefit deduction(s) for the current plan year. It is important to verify the benefit deduction amount(s) shown on your July 26, 2013 pay advice or paycheck. **To view your current pay advice and/or live paycheck data:**

- Go to: <https://eapps.erp.delaware.gov>
- **EMPL ID:** Enter your 6-Digit Employee ID number
- **Password:** Enter your password

QUESTIONS: Please contact your Human Resources Office or the Statewide Benefits Office at (302) 739-8331 or toll-free at 1-800-489-8933. More detailed information about your benefits can be found at www.ben.omb.delaware.gov.

What's New:

- **Make Your Health Goals Happen And Earn DelaWELL Rewards Up To \$200! 2013-2014 DelaWELL Program Year Starts July 1, 2013 And Runs Through May 31, 2014**
NEW features this year include the addition of a **Health Advisor** and **Healthy Values!** Whether you want to achieve or maintain a healthy weight, increase physical activity, improve eating habits, manage a chronic health condition, quit smoking, manage stress or maintain your current healthy lifestyle, DelaWELL is here to help! Learn more at www.delawell.delaware.gov.
- **Weight Watchers Offerings - Discounted Pricing, At-Work Meetings And More**
The State of Delaware is committed to helping you achieve your weight-loss goals and improve your overall health by offering discounted pricing and credit towards the 2013-2014 DelaWELL \$200 Gold Level Reward if you meet certain purchase requirements. Interested in joining existing Weight Watchers At-Work Meetings or starting your own at your worksite? Learn more about the Weight Watchers Offerings at <http://www.delawell.delaware.gov/ww.shtml>.
- **2012-2013 DelaWELL Reward Payout Date Is July 12**
Read more at <http://www.delawell.delaware.gov/rewards.shtml>.
- **DelaWELL Has Partnered With GlobalFit. Now You Can Contact GlobalFit Directly For Great Savings!**
Learn more at www.globalfit.com/DelaWELL.
- **Highmark's Running 101 Program**
Running 101 is a free, 10-week physical activity program that provides the tools and support to help beginner runners train and complete their first 5K race. Learn more at www.highmark.com/running101.

Upcoming Events:

- **Register Now For Your 2013-2014 DelaWELL Health Screening Appointment**
The free screenings will take place from July 15, 2013 through November 15, 2013 AND January 6, 2014 through April 30, 2014. Appointments are available during work hours, as well as late afternoon/ evening hours. After you log in, click on the links on the left menu of the DelaWELL Health Portal (<https://delawell.alerehealth.com>) for more information, including a screening calendar, health screening frequently asked questions (FAQs) and to register for an appointment.
- **Register For The Exciting, Upcoming DelaWELL University Onsite Health Seminar Topics - Seats Fill Up Quickly**
Topics include *Fall Into Fitness: 'Get Your Workout On'* (October 2013), *A New Year To Stress Less: It Starts With YOU* (January 2014), *Dump The Junk: Take Control Of Your Weight, Nutrition And Health* (April 2014) and *Know Your Health: A New Look At Why I Smoke And How To Quit*. Register today at www.delawell.delaware.gov.



MOTIVATION STATION: EMPLOYEE SPOTLIGHT

Patty Cannon

Business Development Manager, Delaware Economic
Development Office

2012

2013



"With the help of Weight Watchers, DelaWELL, family and friends, I have learned to take better care of my body to become the healthiest me I can be! I was very happy to participate in this year's Polar Bear Plunge, 68 lbs. lighter."

To read the complete story and other participant health testimonies, visit www.delawell.delaware.gov and click on the "Motivation Station" link. Has the DelaWELL program impacted your overall health? Do you have a success story that will encourage your co-workers along their path to wellness? If so, we would like to hear from you! Send us an e-mail at Employee.Wellness@state.de.us for possible posting in an upcoming edition of WellAWARE and on the DelaWELL website.

Did You Know?



The State Employee Benefits Committee (SEBC) is authorized by Delaware Code to administer the Spousal Coordination of Benefits Policy and the Administration of Dependent Coverage to Age 26 Policy. These policies govern the coverage of spouses and dependent children up to age 26 who are enrolled in a State of Delaware's Group Health Insurance Program's health care plan as administered by Aetna or Highmark Blue Cross Blue Shield Delaware (Highmark Delaware).

The Spousal Coordination of Benefits Policy (S-COB) requires that each subscriber (employee or pensioner) who covers his/her spouse complete a S-COB form during open enrollment.

The Administration of Dependent Coverage to Age 26 Policy (AD-COB) requires that each subscriber (employee or pensioner) who covers their dependent child up to age 26 with coverage in Aetna's HMO Plan or Highmark Delaware's COMP-PPO Plan; HMO/IPA/Blue Care® Plan; or First State Basic Plan complete a AD-COB form during open enrollment.

What happens if you did not complete the S-COB form and/or the AD-COB form? If you did not complete the form or correctly designate coverage during open enrollment, then your spouse and/or adult dependent child up to age 26, in accordance with each policy, will have his/her health care and prescription coverage reduced effective July 1, 2014. In late June, the Statewide Benefits Office will mail a letter to each subscriber (employee or pensioner) who did not submit the appropriate form or correctly designate coverage advising the subscriber that health care claims for their spouse or adult dependent child up to age 26, will be processed for payment at 20 percent (20%), with the remainder becoming the subscriber's personal financial responsibility. Prescriptions must be paid-in-full at the time of delivery, the subscriber may request a refund of 20 percent (20%) of the allowable amount minus the applicable copay by submitting a claim form directly to ESI/Medco, the State of Delaware's pharmacy benefit manager. ESI/Medco's claim form can be found at <http://ben.omb.delaware.gov/script/index.shtml>

How can you submit a S-COB form or AD-COB form now to avoid this penalty? Subscribers (employees and pensioners) may submit a S-COB form and/or a AD-COB form by following directions provided on the Statewide Benefits Office's website at <http://ben.omb.delaware.gov/documents/cob/index.shtml>

Where can you find more information on the S-COB Policy and the Administration of Dependent Coverage to Age 26 Policy? You may find each policy, form and Frequently Asked Questions (FAQs) at <http://ben.omb.delaware.gov/documents/cob/index.shtml>

Who can you contact if you have additional concerns? You may call the Statewide Benefits Office's Customer Service Staff at (302) 739-8331 or 1-800-489-8933.

House Bill 75...Civil Marriage Equality And Religious Freedom Act of 2013

Governor Markell signed this legislation into law on May 7, 2013. Effective July 1, 2013, House Bill 75 provides for a same-gender civil marriage between two individuals. It also allows both parties to a civil union (not subject to a pending proceeding for dissolution, annulment or legal separation) to convert their civil union to a marriage prior to July 1, 2014. Both parties to a civil union will need to apply for a marriage license at the Clerk of the Peace of the county in which their civil union license was issued. On July 1, 2014, all remaining civil unions not currently subject to a proceeding for dissolution, annulment or legal separation will automatically convert to marriages. No new civil unions will be formed in Delaware on or after July 1, 2013. The parties of legal unions, other than marriages, between two persons of the same-gender established in another jurisdiction will be afforded the same rights, benefits, and protections and are subject to the same responsibilities, obligations and duties as a marriage for the purposes of Delaware law. This law, in its entirety, is available at:

<http://www.legis.delaware.gov/LIS/LIS147.NSF/vwLegislation/HB+75?Opendocument>

Visit the Statewide Benefits Office website located at <http://ben.omb.delaware.gov/> for additional information on health benefit coverage available for same gender and/or civil union spouses and dependents. Questions or concerns can be made to the Statewide Benefits Office's Customer Service staff at (302) 739-8331 or 1-800-489-8933. **Additional information and updates on how the June 26, 2013, US Supreme Court decision to strike down the Defense of Marriage Act impacts civil union and same-gender spousal benefits from a federal tax perspective will be available soon.**

July Is Eye Injury Awareness Month



Protecting Your Eyes at Play Is Serious Business

A few basic techniques can help you avoid sports-related eye injuries, and maybe even raise your game.

Whether it's helping you judge a sharp turn down the ski slope or seeing when to hit an oncoming pitch, your eyes are key players in all of your sports activities. But the eyes can also get injured if left unprotected. Nearly all sports pose some type of risk for eye injury. By making the right moves in protecting your eyes, you can significantly lessen your risk of eye injury, and even give yourself a competitive edge by increasing performance. Here are a few tips to help keep your eyes protected and well equipped for whatever sports you play:



Baseball—Protect yourself from a wild pitch, thrown bat or pop-fly ball with a face guard made of sturdy plastic and by wearing eye guards.

Basketball—Wear eye guards to safeguard yourself from flying elbows, fingers and basketballs.

Soccer—Wearing eye guards helps shield your eyes from wayward elbows, balls or feet.

Football—As a full-contact sport, football dictates that you should wear eye guards and a full face guard to prevent injury.

Hockey—Use a full mask to defend your eyes and face from flying sticks, pucks and players.

Tennis or Racquetball—Eye guards should be worn to guard your eyes from a misjudged ball or flying racquet.

Skiing—Sports lenses are often made of polycarbonate materials, which are the best way to safely shield your eyes from wind, snow, sun and glare.

Swimming—Wear guards to help keep lake, ocean and chemically-treated pool water from getting in your eyes. In addition, remember to take out your contact lenses before swimming.

Hiking or Camping—Beware of insect bites and poison ivy, oak and sumac. Keep your hands, as well as repellent, away from your eyes.

If you do suffer an eye injury, seek immediate medical attention from an eye care professional, especially if you have pain, blurred vision or loss of vision. Wearing the proper eyewear can greatly reduce your chance of an eye injury. That means you can stay in the game and keep enjoying the sports and activities you love, worry-free.

To learn more about your vision benefits, please visit www.eyemedvisioncare.com

And click the **Members** tab.

For questions please contact the Customer Care Center at 1-855-259-0490.

Summer Courses Offer Lifetime Skills For Teenagers

Consider introducing your teenager to powerful courses they may not be exposed to in school that will spark a passion for a career or provide commanding and impressive leverage on a résumé in the future. Courses like business writing, entrepreneurship skills, public speaking, how a website works, financial literacy, and leadership skills are just a few examples. Many of these courses can be found online (including websites of local libraries) or through continuing education opportunities in your community. Next steps like public speaking contests, internships, and field experiences are typically included in these types of courses, making them as fun as they are rewarding!

Healthy Recipe

grilled teriyaki pork

Takes 30-60 minutes

Makes 4 servings

INGREDIENTS:

- 4 pork medallions (cut from the tenderloin) or boneless loin chops, about 4 ounces (120 g) each
- 1/4 cup (60 ml) low-sodium teriyaki sauce
- 1 teaspoon brown sugar
- 1 tablespoon grated fresh ginger or ½ teaspoon powdered ginger
- 1-2 cloves garlic, minced
- 1 teaspoon olive oil

PREPARATION:

1. Trim any fat or membrane from the meat. Place in a lock-tight plastic bag. Add the remaining ingredients. Close bag securely and shake to distribute the marinade. Marinate in the refrigerator for at least 30 minutes or up to 24 hours.
2. Preheat a gas grill or a stovetop grill pan. Remove the pork from the marinade. Grill 3 to 4 minutes per side, until cooked through. (Discard any uncooked marinade left in the bag.)

NUTRITIONAL INFO

PER SERVING

190 Calories
9g Fat
3g Saturated fat
0g Trans Fat
25g Protein
2g Carbohydrate
0g Fiber
374mg Sodium

For more great healthy recipes, visit the
DelaWELL Health Portal at
<https://delawell.alerehealth.com>.



The Fitness Guru Says...



Question of the Month: "Any tips or considerations for exercising in hot weather?"

Dear Reader,

Beat the heat and don't let it defeat you! If you could see me now, I'm humming Michael Jackson's 'Beat It' song and dancing in my chair... anyway, now back to the question. ☺

During hot weather, people who exercise outdoors need to take steps to steer clear of heat injury. Staying hydrated is crucial, and can be accomplished by drinking a large amount of fluids 30 minutes before exercising, drinking at least six ounces of fluids every 20 minutes during exercise and drinking beyond the point where you are no longer thirsty after exercise, according to the American Council on Exercise.

Water is generally the best fluid, unless your exercise session lasts longer than an hour. In that case, a sports drink may be more beneficial. Another tip from the council is to gradually adapt your body to exercising in hot weather. This usually takes 10 to 14 days and can greatly decrease your risk for heat injury. Once your body is acclimatized, you will sweat sooner, produce more sweat and lose fewer electrolytes. The benefits of acclimatization include a lower body core temperature, a decreased heart rate during exercise and a reduced risk of dehydration.

Reducing your exercise intensity level during hot weather -- particularly during the acclimatization period -- is another good suggestion. Also, don't wear rubberized sweat suits or any other clothing that is impermeable to water. This type of clothing prevents the evaporation of sweat from the skin, increasing the risk of heat injury.

Respect the conditions. In general, you should consider forgoing exercise when the temperature is above 90 degrees Fahrenheit and the relative humidity is above 60 percent.

Source: DelaWELL Health Portal, HealthDay

Best of Health!

F.G. (a.k.a. Fitness Guru)

