

# WELL AWARE

November 2013

Volume 5, Issue 11

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### Contact DelaWELL

[www.delawell.delaware.gov](http://www.delawell.delaware.gov)

1-800-556-6106

EMAIL: [Employee.wellness@state.de.us](mailto:Employee.wellness@state.de.us)

### Alere®

<https://delawell.alerehealth.com>

1-866-674-9103

### Contact Statewide Benefits Office

[www.ben.omb.delaware.gov](http://www.ben.omb.delaware.gov)

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

## Flexible Spending Account Open Enrollment For 2014 Is November 4 – 26, 2013

It's time to enroll in the State of Delaware's Flexible Spending Account (FSA) program for 2014. The annual open enrollment period for the 2014 FSA plan year is from November 4, 2013 through November 26, 2013. Online enrollment is made simple by going to <https://enroll.asiflex.com>, and using the employer code DE. The password is your 6 digit Employee ID number plus the last four digits of your social security number. The 2014 plan year is from January 1, 2014 to December 31, 2014.

By enrolling in the FSA program, you can avoid paying federal, state and FICA taxes on the amount elected, which can save you up to 25% on each dollar that is contributed to these accounts.

Please note that for the 2014 plan year, the maximum annual amount you can elect to set aside under the Health Care FSA is \$2,500. If your qualified spouse has access to a Health Care FSA through his/her employer, you can each set aside up to \$2,500. For the Dependent Care FSA, the maximum annual household election is \$5,000 per calendar year (\$2,500 if married and filing a separate income tax return). Your annual election will be deducted evenly from each paycheck over the course of the 2014 plan year.

You can access your health care and dependent care FSA funds by either submitting requests for reimbursement to ASIFlex, or for health care FSA participants, by using the optional FSA debit card (Benny Card) to pay for health care expenses. If you choose the Benny Card option, a \$12 annual service fee will be deducted from your available health care FSA funds in January 2014. If you choose to use the Benny Card, you may be asked to substantiate your transactions in many instances, so always keep your itemized receipts. Failure to substantiate a transaction will result in your Benny Card being suspended or terminated until the requested documentation is provided.

**Important Reminder:** The FSA offers you a vehicle to save money and reduce your annual tax obligation, but you must plan carefully! Any balance remaining in your FSA after the deadline for submitting claims for reimbursement will be forfeited. Please don't let this scare you. Most people are not aware of how much they are spending on eligible expenses (especially health care expenses) until they start tracking them.

**Employees MUST re-enroll** in the FSA each year. Your 2013 flexible spending account election does not rollover to the 2014 plan year automatically. For more information, call ASIFlex at 1-800-659-3035 or visit the Statewide Benefits Office's website at <http://ben.omb.delaware.gov/fsa/index.shtml>.

## What's Going On:

- **DelaWELL's Healthy Holidays Challenge Begins November 1**

The Healthy Holidays Challenge is designed to help you put simple weight management steps into practice each day and give you a healthy boost for the holiday season. The goal of the challenge is to accumulate at least 125 points between November 1 and December 15. Participants earn points by practicing healthy eating habits and maintaining an exercise schedule. Read more at <http://delawell.delaware.gov/wellness-challenges.shtml>.

- **Great American Smokeout – Thursday, November 21, 2013**

Tobacco use remains the single largest preventable cause of disease and premature death in the United States. DelaWELL is celebrating the **Great American Smokeout** on **Thursday, November 21, 2013** by encouraging smokers to use the date to make a plan to quit, or to plan in advance and quit smoking that day.

*Looking for tools to help you kick the habit?* Quitting is hard, but you can increase your chances of success with help! Visit <http://delawell.delaware.gov/smoking.shtml> to learn about the wealth of tobacco cessation resources available to you, including online tools, “*Know Your Health: A New Look At Why I Smoke And How To Quit*” onsite seminars and the Alere Tobacco Cessation Health Coaching Program.

- **November Is American Diabetes Month**

The leading cause of blindness among adults aged 20-74 is diabetes. That's just one of the many harsh and frightening facts concerning diabetes. Others include:

- Two out of three diabetics die from stroke or heart disease.
- More than 60% of non-traumatic lower-limb amputations occur in people with diabetes.
- It kills more Americans than breast cancer and AIDS combined.

Prevent becoming a statistic by knowing the facts about managing diabetes. The free and confidential Alere Condition Care Program can help you make better healthcare decisions, so you can prevent diabetes complications. Visit the DelaWELL Health Portal (<https://delawell.alerehealth.com>) to learn more or enroll today by calling 1-866-674-9103.

## Upcoming Events:

- **DelaWELL Health Screenings - Offered Now Through November 15, 2013 AND January 6, 2014 Through April 30, 2014**

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.

- **DelaWELL University Onsite Health Seminars**

Know Your Health - A New Look At Why I Smoke And How To Quit

January 2014: *A New Year To Stress Less: It Starts With YOU*

April 2014: *Dump The Junk: Take Control Of Your Weight, Nutrition and Health*

Register today for a time and location convenient for you at [www.delawell.delaware.gov](http://www.delawell.delaware.gov).



## MOTIVATION STATION: EMPLOYEE SPOTLIGHT

### Patricia Stinglin

Social Service Specialist, Edward W. Pyle State Service Center  
Delaware Health and Social Services (DHSS)



*“Now with my new found knowledge of how to deal with stressful situations, I’m no longer eating because I’m stressed (this was an outlet for me before) and I have lost about 40 pounds over the past year...”*

To read Patricia’s complete story and other participant health testimonies, visit [www.delawell.delaware.gov](http://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](mailto: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 establish rules governing State of Delaware's employee and pensioner health, dental, and vision plans. These rules are called the "Group Health Insurance Program (GHIP) Eligibility and Enrollment Rules". In addition to governing eligibility and enrollment in health, dental, and vision plans, also included are "qualifying events" that allow an employee to make changes to coverage outside of Open Enrollment. The Eligibility and Enrollment Rules and other applicable policies can be viewed in the "Documentation" section of the Statewide Benefits Office website at <http://www.ben.omb.delaware.gov/>.

Remember, the next open enrollment for the above reference benefit programs is May 2014 for an effective date of July 1, 2014.



## Diabetes And Your Eyes

If you're one of the more than 26 million Americans with diabetes, you know how important it is to take good care of yourself. That includes watching your blood sugar, watching your diet—and looking out for your eyes. If you're diabetic, proper eye care can lead to the early detection and early treatment of vision-related complications.

Annual, comprehensive eye exams should be an important part of your diabetic care. These exams can help detect changes in your vision early on, enabling prompt referral and treatment that can lessen the risk of vision loss. Learn more at <http://delawell.delaware.gov/documents/diabetes-and-your-eyes.pdf>.

*To learn more about your vision benefits*, please visit [www.eyemedvisioncare.com](http://www.eyemedvisioncare.com) and click the **Members** tab.

## Preventing Leg Injuries

Minor leg injuries are common. Symptoms often develop from everyday wear and tear, overuse, or an injury. Knees, ankles, and feet are the most affected body areas.

An acute injury may occur from a direct blow, a penetrating injury, a fall, or from twisting, or bending a limb abnormally. Acute injuries usually require prompt medical evaluation. Overuse injuries occur when too much stress is placed on a joint or other tissue, often by "overdoing" an activity or doing the same activity repeatedly.

Injuries can also result from poor muscle balance, lack of flexibility, or weakness in soft tissues. By keeping the muscles and joints of the legs strong and flexible you can reduce the likelihood of injuries to your legs.

Learn about a few basic exercises to stretch and strengthen the muscles of your legs at:

<http://delawell.delaware.gov/documents/preventing-leg-injuries.pdf>

## Information On Hearing Exams/Screenings, Hearing Aids, Etc.

Services, as provided through your health care plan and Flexible Spending Account program, are listed below for your information and access.

### **Highmark Delaware and Aetna Health Care Plans:**

Highmark Delaware's Comprehensive-PPO Plan, CDH Gold Plan, and First State Basic Plan provides a hearing exam as part of a routine physical or by an audiologist, as a specialist.

Highmark Delaware's HMO/IPA/Blue Care Plan provides a hearing exam as part of a routine physical by the primary-care-physician (PCP) or by an audiologist, as a specialist.

Aetna's HMO Plan provides a hearing exam as part of a routine physical by the primary-care-physician (PCP) or by an audiologist, as a specialist.

Aetna's CDH Gold Plan provides a hearing exam as part of a routine physical or by an audiologist, as a specialist.

All Highmark Delaware and Aetna health care plans provide children, up to the age of 24, to receive one hearing aid per ear every three years.

**Highmark Delaware Members** may learn more on discount programs at these locations:

- Beltone at: <http://www.beltone.com/special-offers/blue-365.aspx?planid=highmarkbcbscom>
- TruHearing at: [http://www.truhearing.com/hearing\\_aids\\_blue365/?plan\\_id=highmarkbcbscom](http://www.truhearing.com/hearing_aids_blue365/?plan_id=highmarkbcbscom)
- Highmark Delaware's Customer Services may be reached at 1-800-633-2563

**Aetna Members** may learn more on discount programs by contacting:

- Hearing Care Solutions at 1-866-344-7756 from 8 AM to 6 PM (Central Time) Monday thru Friday or at [www.hearingcaresolutions.com](http://www.hearingcaresolutions.com). They will assist you in finding a provider, in accordance with your health care plan, and set up your appointment. You will be mailed a packet containing details on hearing loss, available hearing aids, and what to expect at your first appointment to your home address.
- HearPO at 1-888-432-7264 and ask for a validation packet to be mailed to your home address. Upon receiving, make an appointment or find a program provider by visiting [www.aetna.com](http://www.aetna.com) and take your packet with you to your appointment.
- Aetna's Customer Services may be reached at 1-877-542-3862

**Flexible Spending Account (FSA)** members may be reimbursed for hearing aids and related expenses, such as fittings and batteries. Additional information on FSA can be viewed at <http://ben.omb.delaware.gov/fsa/index.shtml>. ASI, the FSA Administrator, may be reached at 1-800-659-3035.

FSA's Open Enrollment is from November 4 to 26, 2013 for the 2014 calendar year.

## Better Work/Life Balance

Having targeted goals can help! Achieving better work/life balance does not have to be as difficult as it appears. Focusing on too big a picture of what you want can be overwhelming. Instead, break the large goal of attaining balance into chunks. Focus on specific, targeted goals—one small goal at a time. This approach can get you to your bigger goal faster. Set aside the next 90 days to work on balance. Identify specific activities in the most valued parts of your life. Target the “hunger”—fun time, relationships, personal, exercise, family, etc. Write down what and when specific things will happen. Balance is not about divvying up time and allotting percentages. It is about doing things to match your values—those things you hold dear, the things that really matter to you.

To talk to a Licensed Professional Counselor for free and confidential assistance, available 24/7 365 days a year, call HMS (Specializing in EAP and Work/Life Solutions) at 800-343-2186. Or use the self-search database, at [www.hmsincorp.com](http://www.hmsincorp.com), (username: Delaware and password: statehms04) to access over 4,000 updated and authoritative articles, view video clips, attend monthly online seminars and more.

## Healthy Recipe

### apple celery stuffing



Takes 30-60 minutes  
Makes 8 to 10 servings

#### **INGREDIENTS:**

- No-stick cooking spray
- 1 medium onion, diced
- 2 ribs celery, strings removed, ribs diced
- 2 large red apples, such as Cortland or Braeburn, chopped
- 7 cups whole-wheat bread cubes
- 3/4 cup (6 fl oz/180 ml) low-sodium chicken broth or vegetable broth
- 3 egg whites, lightly beaten
- 2 teaspoons chopped fresh thyme
- 2 teaspoons chopped fresh sage
- Salt and freshly ground black pepper, to taste

#### **PREPARATION:**

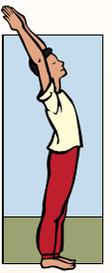
1. Preheat oven to 350° F (175°C). Lightly spray a 2-quart (2-liter) baking dish with cooking spray.
2. Lightly spray a large sauté pan with cooking spray and set pan over medium-low heat. Add onion and celery and cook until soft, about 10 minutes. Add apples and cook, stirring, for 2 minutes. Stir in thyme, sage, salt and pepper.
3. Transfer the apple mixture to a large bowl. Add bread cubes, broth and egg whites, tossing gently to mix. Transfer to the prepared baking dish. Lightly spray a piece of aluminum foil with cooking spray and cover mixture.
4. Bake for 30 minutes. Remove foil and continue to bake until the top browns, about 20 minutes longer.

#### NUTRITION INFO PER SERVING

105 Calories
1.0g Fat
0.2g Saturated fat
4.0g Protein
22g Carbohydrate
3.1g Fiber
416mg Sodium

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

## The Fitness Guru Says...



### Health Tip: Desk Workout – Get Your Stretch On

Dear Reader,

These easy stretches can improve flexibility and protect against repetitive motion injuries. Try them out while you're on the phone, sending e-mails or in meetings.

#### **Wrists**

- Make a fist.
- Rotate wrist in a circle.
- Reverse in other direction.

#### **Head and neck**

- Drop your head sideways toward your right shoulder.
- With your right hand, gently pull your head down further to your shoulder.
- Hold for 30 seconds.
- Repeat on the left.

#### **Shoulders**

- Bring your right arm across your body, parallel to your shoulders.
- Grip your right elbow with your left hand and gently pull.
- Hold for 30 seconds.
- Repeat on left.

#### **Feet**

- Take off your shoes.
- Roll a golf ball under one foot.
- Roll the ball under the other foot.

For more ideas and information on Fitness & Activity, log on the DelaWELL Health Portal at <https://delawell.alerehealth.com>.

#### *Best of Health!*

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

