

Total Rewards Newsletter

Live Well, Work Well Click the link below to find out more information regarding: • Mental Health Month

- Learning About Smoking Cessation
- Sugar Substitutes and You
- Combatting the Loneliness Epidemic at Work
 - Tofu with Broccoli
- ...and more

Link to Flyer: Live Well, Work Well Flyer Live Well, Work Well Flyer – Mental Health

(216) 838- WELL

Your personal health and a securing a safe work and learning environment are our top priority - if you have a COVID-19 test result or concern regarding your health, please contact the CMSD COVID Support Hotline at 216-838-WELL. Our Hotline is staffed with trained school nurses who will guide you through next steps. In event of a positive test, school nurses will coordinate with local health departments and provide next steps to Facilities, Talent and Communications departments, while also keeping supervisors appropriately updated.



Identity Theft: Unemployment

Identity theft is a widespread national challenge and many Ohioans have become victims with their identities used to file fraudulent unemployment claims. The Ohio Department of Job and Family Services offers resources if you are a victim of this type of fraud. If you receive any notices in the mail and/or via text message, please report any identity theft related to unemployment immediately at the link below:

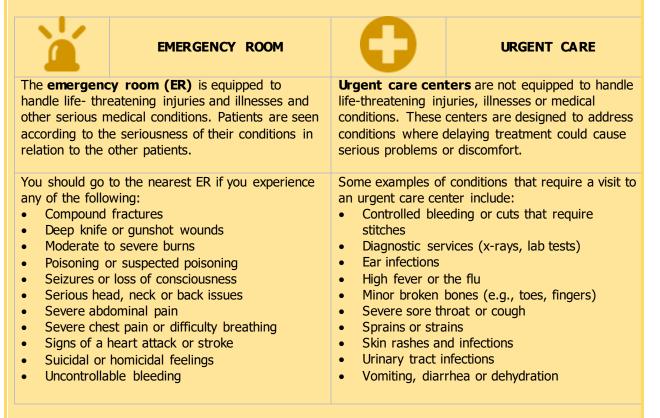
https://unemploymenthelp.ohio.gov/IdentityTheft/

If you do not have access to report the identity theft online, contact ODJFS at (833) 658-0394, 8 a.m. to 5 p.m., Monday through Friday. In addition, please notify the District by emailing <u>Compensation@ClevelandMetroSchools.org</u> so that we may report the suspected fraud on behalf of the employer.

Emergency Room or Urgent Care?

If you're faced with a sudden illness or injury, making an informed choice on where to seek medical care is crucial to your personal and financial well-being. Making the wrong choice can result in delayed medical attention and may cost hundreds, if not thousands, of dollars. More than 10 percent of all emergency room visits could have been better addressed in either an urgent care facility or a doctor's office.

If you're suddenly faced with symptoms of an illness or injury, how can you determine which facility is most appropriate for your condition?



REMEMBER: Unless it is a true emergency – a serious or life-threatening condition that requires immediate treatment that is only available in a hospital – consider your options for appropriate, quality care that is efficient and economical.

For additional information and considerations, please visit the <u>Employee Benefits Guide 2021</u> located on the <u>Employee Benefits Website</u>.

Qualifying Events: Making Changes During the Year

Qualifying events are events that may trigger a Benefits event outside of the Open Enrollment period. Below is the list of qualifying events and the amount of time, you have as an employee, to notify the Benefits Department via Workday. Notification of qualifying events must be made **<u>through Workday</u>**, within the noted days from the event, as presented below. Failure to notify the Benefits Department and provide all necessary documentation within the timeframe noted will require you to wait until the next open enrollment period to make your change.

Unless you experience a life-changing qualifying event listed below, benefit elections cannot be updated until the next open enrollment period. For more information, please visit the Employee Benefits Guide 2021, Page 11, on the Employee Benefits Website.

Qualifying Event	Timeframe to Notify Benefits*
Marriage, divorce or legal separation	30 days
Birth, adoption or placement for adoption	30 days
Death of a dependent	30 days
Change in your Spouse's employment status	30 days
Change in coverage status under your spouse's plan	30 days
A loss of eligibility for other health coverage	30 days

Change in dependent child's status, sither nowly		
Change in dependent child's status, either newly		
satisfying the requirements for dependent child	30 days	
status or ceasing to satisfy them		
Judgment, decree or court order allowing you to	30 days	
add or drop coverage for a dependent child		
Change in eligibility for Medicare or Medicaid	60 days	
Termination of eligibility for Medicaid or a state	60 days	
Children's Health Insurance Program (CHIP)		
Becoming eligible for a premium assistance	CO dava	
subsidy under Medicaid or a state CHIP	60 days	
	*days from the qualifying event	



To view information regarding Benefits, please visit the Benefits Website via the links below. All information available in this newsletter and subsequent newsletters can be found via the Districts website. Click here for the Benefits Website Link: <u>Employee Benefits Website</u>

Click here for the Monthly Newsletter Flyers provided by our Providers: Monthly Newsletter Flyers