

# BENEFITS bulletin

## SOUTH DAKOTA state employee benefits program

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Learn:

### Spouse and Dependent Eligibility Audit

The South Dakota State Employee Health Plan is partnering with **Dialog Direct** to conduct a spouse and dependent eligibility audit in the fall. Employees who have elected to enroll their spouse and/or dependent children in the State Employee Health Plan or the flexible benefit plans will be required to provide documentation to Dialog Direct which proves that their spouse and dependent children enrolled in the plans are eligible for coverage.

As a reminder, employees may cover spouses and dependent children up to the age 26 or up to age 29 if that child is a full-time student.

If you cover your spouse or dependents on the health plan and/or flexible benefits, you will receive an informational packet with detailed instructions in early September before the audit begins. Please be sure to read the instructions promptly and do not discard this packet.

Copies of valid records will be required for any spouse or dependent receiving coverage. These records will include marriage licenses, birth certificates or adoption records, and proof of full-time student status for children between the ages of 26 and 29.

The State of South Dakota Office of Vital Records charges a fee of \$15 to issue birth and marriage certificates. Other states may charge fees as well. Please follow the instructions in your Dialog Direct packet when it arrives to see what types of documentation are applicable.

If you cover your spouse or dependents on the health plan and/or flexible benefits and do not provide the necessary documentation to Dialog Direct by November 9, 2018 deadline, your spouse and dependents will be removed from coverage effective December 31, 2018.

ACT:

### Sign up for an onsite Health Screening



### Employee Assistance Program Monthly Webinar:

#### Eating Your Way to Wellness

This session focuses on the USDA's **MyPlate** with tips and resources on how to eat your way to better and longer-lasting health.

You could earn 25 points if you watch this webinar and enter the date at [benefit.staywell.com](http://benefit.staywell.com), under My Progress, arrow down to Employee Assistance Program. The maximum you can earn in that section is 50 points.



### Your beneFIT well-being Program:

#### Five Stress Reduction Tips for Employees

Even the most rewarding job can lead to stress. Small doses of anxiety are normal, but too much can have an adverse effect on your health, your job performance, and your home life. Research has shown that dealing with increased levels of stress at work can increase risks of heart attacks and other cardiovascular problems than those with low-stress jobs. Additionally, workplace stress can also lead to stomach issues, fatigue, and headaches.

Employees aren't the only ones who suffer. Job-related stress has been shown to lead to boosts in accidents, absenteeism, productivity drain, employee turnover, and spiraling health care costs. Studies have shown that job-related stress costs companies a whopping \$300 billion per year.

Here are five tips to help leave stress by the wayside:

- Use your breaks to recharge. Listen to music, take a walk, or chat with a coworker about something that has nothing to do with your job.
- Take a breather. Getting angry at your computer or co-workers won't do you any good. It's better to walk away and come back to it later.
- Stay healthy. Eating healthy snacks and drinking lots of water during the day will do you good.
- Make a list. Keeping a list of tasks in order of priority can do wonders for helping things seem less daunting.
- Give yourself time. Balancing work and family life is important. Developing a network of supportive friends and coworkers can also help you to cultivate a happier outlook.

Visit [benefit.staywell.com](http://benefit.staywell.com) for more tips and workshops on reducing stress.



### ASK

#### How much does a video visit cost?

Video visits are available through Avera and Sanford Health to all health plan members at the cost of \$49 per visit. The payment for the video visit counts towards your annual deductible. If you have met your deductible, you will be responsible for 25% of the cost of the video visit. If you have met your out-of-pocket maximum, the health plan will pay 100% of the cost of the video visit.

#### Why is the South Dakota State Employee Benefits Program conducting a Spouse and Dependent Eligibility Verification?

This verification is part of the South Dakota State Employee Benefits Program's ongoing efforts to manage the healthcare program effectively. It is important that coverage is provided only to participants who meet the eligibility criteria in the plan. This helps control costs for both you and South Dakota State Employee Benefits Program, and ensures that the program is operating fairly for all participants.

#### Where can I find the Health Screening Schedule for FY19?

The FY19 Health Screening Schedule is now available on the Benefits website: <https://benefits.sd.gov/HealthScreenings.aspx>

#### What is the Lunch and Learn Series?

**Lunch and Learn** is an upcoming series of presentations to be offered online at [sd.net](http://sd.net) through South Dakota Public Broadcasting. The first session will be an overview of the beneFIT well-being program from 12:10 – 12:50 p.m. on Wednesday, August 8. Members will have the opportunity to email in questions to be answered on the topic of the month.

The Benefits Lunch and Learn series will be the second Wednesday of every month, now through December. Watch the Benefits Bulletin for more information!

#### Upcoming Lunch and Learns:

- August** – beneFIT well-being Program Overview
- September** – Benefits Program Freebies
- October** – Health Savings Accounts
- November** – Decoding flexible benefits insurance options
- December** – Conditions, complex case & medical management

### For Your Information...

## Five Reasons to Join a Lunch and Learn!



THESE PRESENTATIONS CAN BE SEEN FROM YOUR COMPUTER, TABLET, OR SMART PHONE ON SD.NET.

EACH LUNCH N LEARN WILL TAKE PLACE BETWEEN 12:10 AND 12:50 PM

LEARN MORE ABOUT THE BENEFIT WELL-BEING PROGRAM, FREE SERVICES AVAILABLE FROM YOUR BENEFITS PROGRAM, HEALTH SAVINGS ACCOUNTS, AND MORE!

YOU WILL HAVE THE CHANCE TO ASK QUESTIONS AND LEAVE FEEDBACK. WE WANT YOUR HELP TO MAKE OUR PRESENTATIONS BETTER!

EACH PRESENTATION WILL BE GIVEN BY A SUBJECT-MATTER EXPERT, GIVING YOU THE CHANCE TO GO INTO GREATER DETAIL THAN DURING OTHER EVENTS.

### Contact Us:

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