



# LIONSWork Newsletter

by the Office of Human Resources



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## Greetings!

Welcome to the LIONSWork Newsletter, UNA's Human Resources Electronic Newsletter. The goal of this newsletter is to provide faculty and staff with news and information about programs, events, and opportunities relevant to work-life at the University. Recent and archived issues will be available on the HR website. To view or print this issue, or past issues, please use the navigation links at the bottom of the newsletter to view our website. Please send any questions or suggestions to [employment@una.edu](mailto:employment@una.edu).

## Benefits Information

Health Insurance Premiums—What drives the number?

Questions from members of the campus community about health insurance premiums have a common theme. Such questions are answered in this article:

- What determines the monthly health insurance premium?  
The premium is based on the claims experience in the previous year. In particularly high claim years, a rate adjustment has to be made in anticipation of a similar year. In stable years, we don't see an increase in premium.
- Is UNA's plan grouped with other plans?  
No, UNA has a stand-alone group health plan, so the claims experience is exclusive to those of University employees and their dependents.
- How can health insurance premiums be reduced or at least kept stable?
  - ◆ Choose Alabama: The negotiated rates for hospitals and physicians within the state of Alabama are significantly lower than in other states. For example, Blue Cross paid 26% of what was billed for inpatient and outpatient claims last year at UAB. In contrast, similar claims at Vanderbilt were paid at 52% of the billed amount. Of course, you should seek the care that is right for you and/or your dependents. But, when there are two viable options, and one is in Alabama, we all will benefit from the savings that result from choosing the one in Alabama.
  - ◆ Choose Generic: Prescription drug claims accounted for 20% of the total medical claims for our group last year. Choosing generic drugs (when available) can make a significant difference in our overall claims amount.
  - ◆ Choose University Health Services: If you have a routine medical issue that needs treatment, use University Health Services instead of an urgent care center or your primary physician. Why? First, seeing a physician/nurse practitioner and pharmacy on campus means little time away from your job. Second, the total cost of the \$5 per visit fee, plus at-cost prescriptions, is normally much less than

## BENEFIT HINTS

**BlueCross BlueShield of Alabama now has a mobile app!** The Alabama Blue mobile app is available for your smartphone or mobile device. Get your plan details - such as copay amounts - file prescription claims, get a virtual ID card, and find a doctor. Check your Flexible Spending/Dependent Care account balances, and use your device's camera to submit a photo-receipt capture for reimbursement – all on the go! Click [here](#) to view details online and download the app!

**Wellness Tip – Summer is upon us! Wear your sunscreen!** Just one blistering sunburn in childhood or adolescence more than doubles a person's chance for developing melanoma later in life. Racking up more than five sunburns at any age also doubles the risk for melanoma. Keep the red at bay by slathering on a broad-spectrum sunscreen of SPF 15 or higher, and make sure you have a source of shade – think hats, umbrellas, tents – readily available (especially during the sun's peak hours of 10am to 4pm). Remember – eyes can get sunburned, too, so don't forget some shades!

the co-pay for a physician's visit alone! Finally, a visit to University Health Services results in NO insurance claim, so our overall claims experience is not affected!

- Does the University have to offer only two plans, individual and family? Would it be possible for there to be an addition of a two-person family option?

Although the University has historically offered only a two-tiered health plan structure, there is an option with Blue Cross/Blue Shield to offer a four-tiered option (Individual, Employee Plus Child/Children, Employee Plus Spouse, Family). However, the total monthly premium to be paid to Blue Cross/Blue Shield will be the same; it will simply be divided differently among participants. So, in order for some employees to pay less, others will pay more. The four-tiered proposal will be introduced to the Faculty-Staff Welfare Committee in the Fall, and feedback from all members of the campus community will be welcomed.

## Online Employment System

Our data migration issues have finally been resolved by PeopleAdmin, the parent company of our Online Employment System. At this time we are completing testing once again to make sure all issues are resolved. Once testing is complete, we will schedule a new "Go-Live" date, the campus will be informed via email. When the go-live date has been set, the system will again be down for up to 48 hours to complete the migration. During this time, application materials will be available, if needed, by contacting [employment@una.edu](mailto:employment@una.edu). If you have any questions, please email [employment@una.edu](mailto:employment@una.edu). Thank you for your patience during this transition.

## Student Employment

Student Employment offers recruitment and staffing through a temporary pool of student workers. These students will be on call to support your short term, temporary needs.

- What is short term?  
Short term is viewed as occasional assistance from a few hours or for up to 90 days. Assignment Examples: Front desk coverage, project based assignments, answering phones/taking messages during absence of sick employee, event set-up, etc.
- How does it work?  
Student Employment currently has a pool of UWS and FWS student employees that have interviewed and prescreened for skills and availability. Any continuous assignment that is longer than 90 days will need to be treated as regular FWS or UWS student employee positions must be posted through LionJobs.
- This program is not designed to subsidize your budget. The purpose is to assist with special projects or unexpected need that may occur during the academic year. If you are interested in using the temp pool this summer or during the upcoming academic year, please contact Stephanie Smith, Student Employment Coordinator, [srsmith3@una.edu](mailto:srsmith3@una.edu) /256-765-4590.

### **Samantha Gross named UNA Student Employee of the Year**

Samantha Gross is a native of Tusculumbia, Alabama and the Lead Student Assistant in the Office of Student Engagement. She is a graduating senior pursuing a degree in Social Work with a minor in Business Administration. Her supervisor, Juliette Butler states, "Samantha can be relied on to do the tasks that she is assigned. Our office is student service oriented. Therefore, good customer service is critical. She is very thoughtful, proactive and a problem solver. She interacts with multiple students on a daily basis. She has the ability to provide our office with thoughtful feedback especially from a student's point of view and is very candid in her opinions. Samantha takes pride in her work and gives her 100%." Upon graduation in May, Samantha hopes to be secure employment with a mental health center. She hopes to gain valuable experience that she can use to grow into a leadership role and one day become a Mental Health Center Administrator. In addition to receiving this distinguished honor, Samantha received a \$500 Scholarship.

Christopher Heatherly and Adam St. John were also selected as finalists for the award. The following nominees received Honorable Mention for interviewing for the award: Abril Agnew, Samantha Hammond, Autumn McMunn and Chelsea Moon.

The UNA Student Employee of the Year is awarded to a current student employee who has exhibited excellence in scholarship and contributions to the university and presented during Student Employment Week. All nominations were submitted by the immediate supervisor. Each nominee was interviewed by the Student Employee Recognition Committee and rated on an equally weighted scale based on: Reliability, Quality of Work, Initiative, Attitude, Professionalism, and Uniqueness of Contribution.

### **New Employee Welcome**

We welcome the following new employees to the University! Listed below are full-time, regular employees who have been hired since January 1 of this year.

- Natalie Burt – AMSTI K-5 Specialist; AMSTI
- Zack Crowell – Student Recruitment Relationship Specialist; College of Business
- Christopher Stopera – Assistant Professor; Chemistry & Industrial Hygiene
- Amanda Terry – Employer Development Specialist; Career Planning & Development
- Joseph Labrosse – Instructor; Military Science
- Brenda Kiel – Custodian I; Custodial Services
- Matthew Holland – Custodian I; Custodial Services
- Michael Canfield – Custodian I; Custodial Services
- Matthew Elom – General Mechanic III; Maintenance
- Dana Peeden – Buyer; Procurement
- Micah Hamner – Maintenance Laborer; Maintenance

### **HR News**

We are excited to announce that the summer semester adjunct contracts, as well as faculty supplemental payments (overloads, independent study payments, etc.) will now be handled through Electronic Personnel Action Forms (EPAFs) within Self-Service Banner. By eliminating the paperwork involved in this process, the EPAFs will continue to support the Green Campus Initiative, an effort designed to make UNA facilities as energy-efficient and environmentally friendly as possible. We are continuing to look for ways to make processes more efficient and less paper-driven. We welcome any suggestions to support this effort.