The 83% Club

Bet you didn’t know that 83 percent of your benefits-eligible co-workers belong to one of IU’s High Deductible Health Plans (HDHP). If you’re not one of them, do you want to be? We thought so!

The key features of an HDHP are its low premium and high deductible. One offsets the other. In return for the lower premium, you must meet the deductible. To help pay this deductible the University contributes an amount on your behalf into a Health Savings Account (HSA) via payroll deduction in January. You also contribute to this account which helps build savings for future medical expenses. The key features of an HDHP are its low premium and high deductible. One offsets the other. In return for the lower premium, you must meet the deductible. To help pay this deductible the University contributes an amount on your behalf into a Health Savings Account (HSA) via payroll deduction in January. You also contribute to this account which helps build savings for future medical expenses.

“I would just like to say “Thank You!” to everyone who works to keep the cost of our healthcare manageable each year.

Angela Huff

Interested in learning more? Attend an OE info session at a campus location near you.

HR2020

In the inaugural issue of HR Today, we introduced John Whelan, the new associate vice president for Human Resources. John spent much of his first year on a Listening Tour, speaking with staff, faculty and leadership on every campus to better understand their needs.

Based on the findings of this tour, as well as President McRobbie’s challenge to HR to prepare the University for its bicentennial in 2020, Human Resources has identified the three strategic priorities listed below. These are the backbone of the HR2020 strategic initiative which includes the action plan that IU’s HR community is undertaking.

• Building a collaborative HR community
• Improving customer service and process efficiency
• Increasing employee engagement

An external consulting firm is administering two surveys related to HR activities and HR services and conducting focus groups with HR employees and customers. The results of the surveys and focus groups will be shared and used to define a 5-year strategy.

A website about the initiative is at HR2020.iu.edu.
Happy Municipal Election Day!

Election Day this year is November 3. It is a municipal election year. While not as grand or dramatic as a presidential year, these elections are exceedingly important to our everyday lives. Seats for local mayors and city council members are on the ballot. These elected officials make policy decisions that affect critical issues such as taxes, public education, safety, and infrastructure.

Not registered to vote? You missed the deadline! To vote next time, register online at the Indiana Statewide Voter Registration System.

Already registered to vote? Visit the site to confirm or update your registration, arrange to vote absentee, find your polling place, and even review candidates on a ballot. If you’re an engaged citizen who likes to be informed, you can even access juicy information such as campaign finance records.

The polls in each precinct open at 6 a.m. and close at 6 p.m. on Election Day. If your work schedule prevents you from voting between 6 a.m. and 6 p.m., you may be allowed time off with pay to vote, up to a maximum of two hours. See the policy Voting and Court Duty for details.

There are only 4,630,479 registered voters in the state of Indiana. We hope you are one of them!

Source: Indiana Voter Registration as of October 21, 2015

It Happens More than You Know

- Do you know the difference between sexual assault and dating violence?
- Do you know what constitutes consent?
- If you were a bystander of sexual harassment or a potential sexual assault would you know how to safely intervene?

Indiana University’s “It's On Us” video is part of a national awareness campaign designed by the White House to address the issue of sexual assault on college campuses. It’s on all of us to step up and help prevent sexual assault and all forms of sexual misconduct.

If you take sexual misconduct seriously; if you want to know the answers to the questions above; and if you want to help end sexual violence on campus, IU’s new online training is an excellent start. Employees who must take the training (“Responsible Employees”) receive personal emails notifying them about the requirement. But you don't have to be invited nor required to take the training. You just have to care.

It takes only 30 minutes to complete in the E Training app of One.IU.

- Click Start.
- Navigate to the Catalog section
- Click “University-wide”
- Click “Title IX”
- Select “Enroll” next to the Sexual Misconduct Training course
- Open
- Launch

Annual Federal Notices

Did you know that…

- If you leave the University for any reason other than gross misconduct you have the right to choose a temporary extension of medical coverage (COBRA).
- All IU campuses maintain a daily crime log of criminal incidents and alleged criminal incidents that are reported to the campus police.
- Any person who is intoxicated in public is at risk of arrest.

Human Resources fulfills the requirement that employers, like Indiana University, must provide notices to employees about the critically important rights and responsibilities in the areas below.

Healthcare Coverage
Your rights regarding healthcare coverage range from notices about the ACA Health Insurance Marketplace to privacy practices and women's health and cancer rights. A summary of each notice appears in Open Enrollment booklets. To see the full text of these notices visit Important Federal Notices.

Security Reports
Annual security and fire safety reports containing policy statements and crime and fire statistics for Indiana University campuses are available from the Police & Public Safety section of Protect IU website.

Safety and Prevention
Indiana University intends to maintain an alcohol and drug-free workplace and to comply with the Drug Free Workplace Act of 1988 and its amendments. To that end, all employees must comply with the University's Substance Free Workplace policy.
For Professional Staff Employees

Wanted: The Exceptional You

Indiana University’s engagement with China dates back to 1950. As of May 2014, we even have an IU China Gateway Office in Beijing that provides resources and services to IU faculty, staff, students, alumni, and partners to help advance their academic and professional interests in China.

This in mind, the Office of the Vice President for International Affairs is promoting a wonderful opportunity for professional staff employees to travel to China on a fully-funded four-week professional and leadership development program through the Zhi-Xing China Eisenhower Fellowship Program. The Program will be accepting 10 mid-career U.S. leaders for travel in China from October 15 to November 12, 2016. The application deadline is November 16, 2015.

Additional information and the application are available at the Eisenhower Fellowships website.

It would be wonderful to see an IU leader receive this esteemed award!

It’s Another Makeover!

The IU Benefits Video has a fresh, new look and is now friendly with portable devices. Woohoo! Anyone who wants to learn more about IU’s healthcare, retirement, and paid time off plans will find this video a helpful resource. It provides a rich viewing experience and greater flexibility choosing which chapters to view in your busy schedule. Closed captioning is available.

Watch the video at hr.iu.edu/benefitsvideo/

The 83% Club (from page 1)

for employee plus children, my increase will be less than $100 a year combined. I am always shocked to hear what family members and friends pay for their employer-sponsored health insurance. It makes me thankful for the benefits I have for me and my children.

I also truly appreciate the contribution to the HSA accounts each year. These funds have helped pay for much-needed prescriptions and unexpected medical bills for my son’s broken bone and follow-up care. Without these funds, he may not have received the quality of healthcare that was needed for his injury, preventing him from playing the sports that he loves.”

Angela Huff, IU South Bend

HDHP might be right for you if you:

- Are young and healthy with a low income
- Are older and healthy with a cushion of money tucked away
- Have children
- Like to be able to predict costs as much as possible and not be hit with high medical bills

“...know a little bit more than the average bear about benefits. I came from a plan in the private sector where my cost for myself and two children was $450 a month. I felt it was a competitive plan and I was happy.

When I came to IU, I went from an Anthem PPO to an Anthem PPO. But I went from my cost of over $400 in the former plan to $100 in the same plan at IU. I’m saving more than $3,600 per year. To that, I add $2,600 the University adds to my Health Savings Account. That’s $6,200. That’s $6,200 of real, spendable money! At current tax rates, I’d have to earn $9,000 in cash in order to yield the $6,200.”

Ray Klein, IU Southeast