

# Employee Benefits & Well-being

Human Resource Services



## FEBRUARY NEWSLETTER

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### Contact Us

If you have a question after reading this newsletter or visiting our [website](#), please [contact us](#).

### Own Your Benefits

**IRS Form 1095-C for 2022 Tax Year**

As part of the Affordable Care Act (ACA), employers are required to provide the IRS Form 1095-C to employees who were offered and/or enrolled in employer health insurance. The university will mail the 1095-C to the employee's home address on file prior to the March 2, 2023 deadline. While you **DO NOT need the IRS Form 1095-C to file your 2022 tax return**, you do need to keep it with your important tax documents. To show proof of health insurance coverage, UNI sends this information to the IRS on your behalf. For more information about the IRS Form 1095-C, please visit the [HRS supporting webpage](#).

### **Flexible Spending Account (FSA) Reimbursement Deadline for 2022**

March 15, 2023 is the last day to experience claims for your 2022 [Flexible Spending Account \(FSA\)](#). Make sure all claims are submitted to ASIFlex by March 31, 2023 as unused balances will be forfeited. You may use the convenient [ASIFlex mobile app](#) or upload claims through [ASIFlex.com](#). Don't forget you may also use your remaining 2022 balance by visiting [FSASore.com](#) to purchase eligible items, which include [over-the-counter items](#).

### **Health Care FSA Eligible Expenses**

UNI's Health Care Flexible Spending Account (FSA) can be used for many expenses that are not covered by health insurance. This would include office visit copays, coinsurance, and deductibles owed for services.

Other eligible expense examples are:

- Glasses
- Contacts/contact solution
- Over-the-counter medicines
- Sunscreen

To see what items qualify for reimbursement, please visit the [ASIFlex eligible expenses webpage](#), and the [over-the-counter drugs and medicines listing](#).

## **Financial Wellness**

### **America Saves Week**

America Saves Week (ASW) is February 27 - March 3, and this year's theme is: A Financially Confident You. This week is designed to remind Americans to save for both short-term and long-term goals. To learn more about daily themes and programs to assist with saving, visit the [ASW toolkit](#).

## **Employee Assistance Program**

**Your Employee Assistance Program Provides Support**

Your EAP is designed to provide support for employees and their families in times of need. These may include marital and family turmoil, medical, financial, or legal problems. Your EAP can also support you with managing stress and maintaining a good mental health. Anyone may experience life challenges at any time, and they often can't be planned for. This is why your EAP is available for you to call 24/7/365. A licensed mental health counselor will always be available to connect you with resources and assistance. To connect with resources including legal and financial assistance, work/life solutions, and counseling, call 855-784-2057. For additional information visit our [EAP webpage](#).

## My Well-being

### Go Red for Heart Month

February is American Heart Month. On Friday, February 3, the American Heart Association (AHA) wants us to "Go Red" by wearing red clothing and accessories to raise awareness of heart disease in women. According to the AHA, cardiovascular disease is the number one killer of women, causing one in three deaths each year. Black women in particular have higher rates of hypertension and maternal mortality rates. [Heart disease and stroke](#) can affect women at any age, yet prevention through living a healthy lifestyle can help. Everyone can benefit through movement, eating right (a diet rich in plants), and managing blood pressure.

You can also help yourself by knowing your health numbers. UNI Employee Well-being provides one free confidential biometric screening per academic year. Among other health numbers, this screening includes a complete cholesterol breakdown and total count, as well as a blood pressure reading from a nurse health coach. There are two biometric screenings yet this spring. Visit our [Confidential Biometric Screening webpage](#) to learn more and register today!

### Free WW

It's not too late to sign-up for WW (Weight Watchers Reimagined) for free. All health insurance benefit eligible employees may join the program for free at any time. Now is a great time to get started. New members that join by February 28 are eligible for a **FREE WW Bluetooth® Body Scale!** This scale auto-syncs to your WW app. New members can redeem for the scale at [ww.com/freescale](http://ww.com/freescale). To learn more and get signed-up visit our [Free WW webpage](#).

## Upcoming Events

OWN YOUR BENEFITS

**Understanding Retirement Health Care Options**

Human Resource Services will host an informational session on retiree health care options in retirement. Join us to learn about Medicare basics, supplemental plans, MedicareBlue Rx Plans (Part D), and Medicare Advantage Plans. All faculty and staff are welcome to attend. The hour-long session will be presented by Cory Tilson from Wellmark, February 6 at 10 a.m. in Gilchrist 009. This session is currently full, but watch for similar sessions in the future.

#### WELL-BEING WEDNESDAY

##### **Emotional Eating: The Connection Between Food and Mood**

Human Resource Services will host an informational session focused on how our mood impacts our eating habits and what to do about it. The population of the United States is becoming increasingly obese with each passing decade. There are many speculations about the cause of this phenomenon from an increasing sedentary lifestyle, the availability of high calorie foods, stress and even sleep deprivation. If people ate only when they were truly hungry and stopped when they were full, there would be no obesity epidemic. This workshop will address the relationship between emotions and food consumption and how to retrain your body and mind to recognize the cues of hunger and to eat for physiological and not emotional reasons. This hour-long session will be offered via Webcast Wednesday, February 15 at noon. Please [register in advance](#).

#### RETIREMENT READINESS

##### **Bridging the Gap: Healthcare in Retirement Before 65**

Human Resource Services will host an informational session on bridging the gap from your employer health plan to Medicare. Learn how to use the Marketplace or healthcare.gov to price Affordable Care Act (ACA) compliant plans, and options such as COBRA, short term health plans, sharing programs and group plans. The hour-long session will be presented by Todd Cooper with Veridian, March 1 at noon in Gilchrist 009. Please [register in advance](#).

*Participation in events that occur during scheduled working hours must be approved by your supervisor. Employees on a university-approved leave should contact [hqs-leaves@uni.edu](mailto:hqs-leaves@uni.edu) for approval. Stay up-to-date with the status of this session by visiting <https://hrs.uni.edu/event-status>. If the status of this session changes you will also be notified by UNI email or campus phone. Individuals needing an accommodation in order to participate in an event, please contact a HRS team member at 319-273-2954, or [hqs-benefits@uni.edu](mailto:hqs-benefits@uni.edu), at least one week prior to the event.*



## **TIAA Consultation**

TIAA Participants: Schedule a free personalized meeting with a TIAA financial consultant using the [online scheduler](#) or by calling 800-732-8353 (available weekdays from 7 a.m. – 7 p.m. CST).

## TIAA February Financial Wellness Webinars

### Make the Move Toward Long-Term Financial Security: Your Mid-Career Retirement Check-In

February 15 at 11 a.m. (CT)

Are you halfway down the road to retirement? Now may be a good time to check in to see if you're on track. Join us for a webinar to learn more about the keys to successful money management, how to juggle competing financial demands and retirement saving strategies that can help put you on the path to lifelong financial security.

### Hindsight is 2020

February 15 at 2 p.m. (CT)

A look back at 2020 and the lessons learned during this unique time. This presentation will look back at the historical example of 2020 and what we learned in terms of the value of advice, following a disciplined risk management strategy and the role lifetime income can play in a sound financial plan.

TIAA webinars are open to all employees. Visit [TIAA's webpage](#) to register.

Times through the webinar link will be shown in Eastern Standard Time.



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## IPERS February Retirement Webinars

- February 22 | 9 a.m. to 3 p.m. CST  
Creating a Secure Retirement

IPERS webinars are for state of Iowa employees within five years of retirement and their spouses. To register: <https://ipers.org/members/calendar>

## Recognizing Our Retirees

We are thankful for the service of all of UNI's retirees! With their consent we are able to celebrate their years of service and share their information with the entire campus community.

**Sandra K Sattizahn**

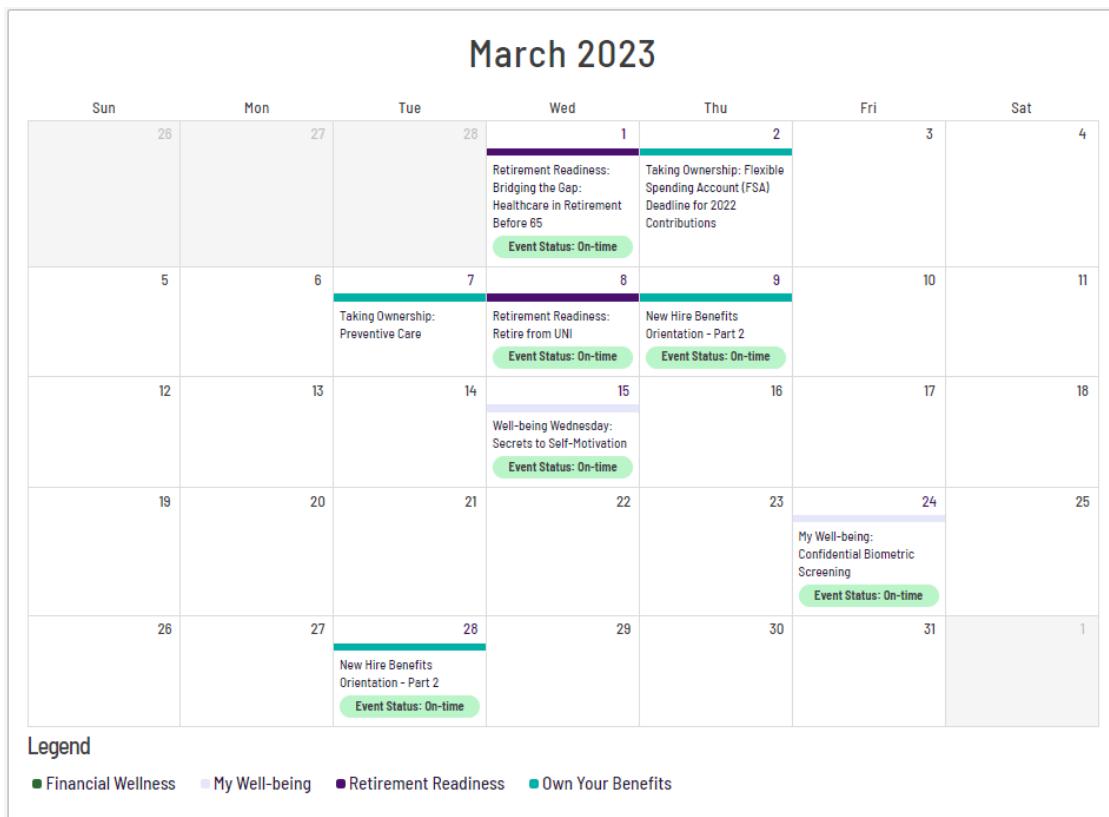
Custodian I, Housing & Dining Facilities  
 24 Years of Service, Retiring in February  
[r\\_ssattizahn@gmail.com](mailto:r_ssattizahn@gmail.com)

## Retirement Readiness

### Retirement Benefit Questions? The HRS Benefits Team is Here to Assist!

The Human Resource Services Benefits Team is continuing to help employees with retirement benefit questions. If you plan to retire please email [hqs-benefits@uni.edu](mailto:hqs-benefits@uni.edu) or call 319-273-2423. For additional information on retirement visit [Retire from UNI: Next Steps](#).

## Coming In March



## Stay Up-to-Date with HRS Events

Plan on attending an upcoming Human Resource Services (HRS) sponsored event? Please visit the [HRS event status webpage](#) to view if the event is on-time, postponed,

rescheduled, or canceled. Registered participants will also receive an email from HRS notifying that an event status has changed.

## Subscribe to HRS Latest News and Events

Be the first to hear the latest news and events from UNI Human Resource Services including benefits and well-being news. [Subscribe to receive the HRS News emails](#) right to your [uni.edu email](#) account.

## Is Your Personal Information Up-to-Date?

To make changes to your office and/or home (confidential) contact information: Login to MyUNiverse > My Page > Update My Personal Information. This information is sent to Human Resource Services and will be updated within four working days.