Giving Back through the SECC Campaign.

During the month of October, UNT System team members have a unique opportunity to make a difference in our community through the State Employee Charitable Campaign (SECC). This annual fundraising effort gives state employees the opportunity to improve the quality of life for tens of thousands in the North Texas region and throughout the state.

For more than 25 years, State of Texas employees have embraced fellow Texans through the SECC, contributing millions of dollars annually. Last year alone, UNT World team members raised more than $180,000 among UNT, UNT Dallas, UNT Health Science Center and UNT System Administration.

For more information on how you can make a difference through the SECC, please click the appropriate link for your institution below. Together, we can make a difference.
Deadline Approaching - Review Your September Pay Check

Please note that October 14, 2019 is the final date that our benefits team can make retroactive corrections to any errors in the Employee Retirement System of Texas database. Errors discovered after October 14 can only be corrected moving forward, so please review your September pay check to make sure it reflects the choices you made during open enrollment. If you discover any errors, please call the benefits team toll free at 1-855-878-7650 and select option 2 to be connected.

New Dental Provider

UNT Faculty & Staff: With the start of the new fiscal year, we have several helpful benefits updates outlined below.

As of Sept. 1, 2019, Delta Dental became the new dental provider for employees enrolled in the State of Texas Dental Choice or the Dental HMO plan. Please note the following details in order to take advantage of your dental benefits:

1. Check to see if your dentist is in your plan’s network. Please visit the ERS Find a dentist page and click the link associated with your plan to check.

2. Delta Dental dentists should not require an ID card. You and your enrolled dependents will not receive a new ID card in the mail. In lieu of a physical card, please review the Where’s My ID Card digital flyer for more information on what you should provide to your dentist’s office for verification of coverage and claims.

3. Make sure review your plan’s benefits fact sheet for more information: DeltaCare USA DHMO Benefits Fact Sheet or State of Texas Dental Choice PPO Benefits Fact Sheet

Should you need assistance, please contact Delta Dental at (888) 818-7925 (TTY: 711)

Deductibles, Coinsurance and Referrals

As a reminder, if you are enrolled in the employee health and/or dental insurance plans, deductibles, coinsurance maximums and out-of-pocket maximums reset annually. In the HealthSelectSM plans, they start over on January 1. That means, for example, you might pay more for a prescription in January
than you paid in December, until you reach the $50 prescription drug deductible. In addition, if you had previously met your coinsurance maximum of $2,000 this will reset to $0.00 again on January 1.

To make the most of your benefits, consider getting prescriptions filled and/or medical services completed before Dec. 31, 2019. Visit https://healthselect.bcbstx.com/ to learn more about your health plan.

**Teachers Retirement System of Texas (TRS)**

If you were not a member of TRS prior to the start of the 2017–2018 school year, and TRS did not receive any contributions for you prior to Sept. 1, 2017, you cannot register for a MyTRS account at this time. TRS is upgrading its member portal and the site is not expected to be available until January 2020.

See temporary changes to MyTRS for more information.

For a full benefits overview, please visit: https://hr.untsystem.edu/benefits

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**Campus Updates.**

**UNT Faculty, Excellence & Staff Appreciation Awards**

It’s time to nominate your colleagues for the 2020 Presidential, Faculty Excellence and Staff Appreciation awards. Recognizing UNT’s best of the best is a way for us to shine a spotlight on the dedication and enthusiasm that goes into making our university an exceptional place to work, teach and learn. Please thoughtfully consider recognizing your colleagues who embody the UNT spirit, work ethic and commitment to service. To learn more about the nomination process, including full award descriptions, visit the UNT Awards website.

For assistance in writing the perfect nomination, UNT System Human Resources will host two writing workshops:

Tuesday, Oct. 15 from 7:30-9:30 a.m. – Spanish
Tuesday, Oct. 29 from 1-3 p.m. – English

All UNT faculty, staff members and students are eligible to submit nominations for staff awards. The nomination window closes Thursday, Oct. 31.
The Organizational Development & Engagement (ODE) area of Human Resources provides learning and development opportunities to promote employee engagement. ODE staff aim to help create a productive and successful organization that uses best practices to attract, develop and retain employees.

Enroll in Upcoming Training Sessions Today!
(click course titles to register)

Owning Your Own Engagement

Want to find meaningful ways to internalize and explore your own engagement as an individual contributor? Explore what having a psychological and emotional connection to your job means and discover ways to find connection in your work!

**When:** Tuesday, Oct. 29, 2019 10:00 AM-12:00 PM  
**Where:** UNT Support and Services Building, SSB - 102

Engagement Action Planning

Want to create an engagement action plan with your team but don’t know where to start? Join us in an informative session where we will review a few ways to conduct an engagement conversation with your team and jump-start your plans!

**When:** Thursday, Oct. 31, 2019 2:00 PM-4:00 PM  
**Where:** UNT Support and Services Building, SSB - 102

Staying Motivated on the Job (EAP)
Feelings of being stuck or overwhelmed at work can affect more than just your productivity. You may only be temporarily out-of-balance, or you may need to reevaluate your situation and find ways to move forward in your life.

**When:** Wednesday, Oct. 9, 2019 12:00 PM-1:00 PM  
**Where:** Webinar

### Multi-Generational Workplace

Today's economy is changing, people are working longer than they ever have before and it is the first time in history that we have all four generations in the workplace. The Multi-Generational Workplace session explores how each generation is shaped by its unique experiences growing up, and its members' diverse ideas about what they want in their work lives and personal lives. In this session, you will discover the benefits of having each generation present in the workplace as well as the implications it has in presenting perceived threats and potential conflicts.

**When:** Tuesday, Oct. 15, 2019 2:00 PM-4:00 PM  
**Where:** UNT Support and Services Building, SSB - 102

### Navigating ADA, FMLA & Worker’s Comp

This session covers three major employment laws-- the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA) and Workers' Compensation. As a supervisor, it is important that you understand the rules and obligations around these laws and how they sometimes intertwine. Your understanding of each of these laws is necessary in order to avoid potential liability. The Navigating ADA, FMLA & Workers' Compensation session will focus on: what each law addresses, who is covered, what each law requires and how these laws apply in a given situation.

**When:** Wednesday, Oct. 16, 2019 10:00 AM-12:00 PM  
**Where:** UNT Support and Services Building, SSB - 102

### Facilitating Evaluations

For many supervisors, performance reviews are viewed with a certain amount of anxiety, particularly when it comes to feedback on performance growth and development opportunities. The Facilitating Effective Performance Evaluations session will outline an effective approach to performance evaluations that will help you use the annual evaluation as a tool to communicate performance
expectations and goals, develop competencies and evaluate performance.

**When:** Thursday, Oct. 17, 2019 10:00 AM-12:00 PM  
**Where:** UNT Dallas, DAL1-222

*If you would like assistance with creating a customized learning plan for your team, please contact the System HR Organizational Development and Engagement (ODE) team at ODE@untsystem.edu*

**Miss an issue of HR Highlights? CLICK HERE to catch up!**