



SEIU 517M
PUBLIC EMPLOYEES

The **E-Former**

The Official Electronic Newsletter of
SEIU Local 517M

August 2020

Staff Directory

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State Employee Membership Re-Authorization Process and Timeline Coming Soon!

By Jeremy Tripp, SEIU Executive Director

As previously reported, new [Civil Service Rules](#) approved on July 13, 2020 require all employees to annually re-authorize union dues deductions.

Those who do not re-authorize will have their dues deduction immediately ended beginning the first full pay period of each new fiscal year which runs October 1 – September 30.

Currently the process to re-authorize is being created by the State Personnel Director and is not available, however, it is expected soon.

Once the new process is completed, all members will be notified directly by both Civil Service and SEIU 517M and given instructions on what steps they must take to re-authorize their union dues deduction and maintain their membership.

In the meantime, all members should confirm that they are able to access [HRMN](#) with their username and password as it will be needed to re-authorize union dues deductions. If you have forgotten your HR Self-Service password, visit the [password help site](#).

* If you need to reset your password and have a state email address, you will receive your new password immediately at that address. If not, your new password will be mailed to your home address.

Latest COVID-19 Information is Available on our Website

By Dave Corrie, SEIU Staff

SEIU Local 517M is working diligently to keep you informed with the latest information on the spread of COVID-19 and the steps taken to contain the virus from the Governor's office and SEIU International. We have dedicated a section of our website as a resource to members containing this information.

Please keep checking back for the latest information at:

<http://www.seiu517m.org/2020/07/13/covid-19-updates-and-resources/>

STAY SAFE — STAY INFORMED

www.seiu517m.org

Twitter at: [@SEIU517M](https://twitter.com/SEIU517M)

Facebook at: [SEIULocal517M](https://www.facebook.com/SEIULocal517M)

Notice of Election for Technical Unit Vice President

By Dave Corrie, SEIU Staff

The Technical Unit of SEIU Local 517M (UTEA) is holding an election for Unit Vice President for a 3-year term of office. If you are interested in running for this office, the Candidate Petition Form is available on the website and by clicking the link below. Candidate Petition Forms will be accepted between August 1, 2020 and Noon on September 4, 2020. The election calendar is shown below:

- August 1, 2020 - Notice of Election in August E-Former and website with Link to Candidate Petition Form.
- September 4, 2020 (at Noon) Deadline for Return of Candidate Petition Forms & Photos.
- September 14-25, 2020 Electronic Voting Available. Ballot links will be sent via email to members.
- September 21, 2020 Deadline for requesting a paper ballot.
- September 25, 2020 Electronic Voting ends at 5:00 p.m.
- October 1, 2020 Ballots Counted and Election Certified by Election/Tally Committee.
- November 1, 2020 Newly Elected Vice President takes office.

Social Distancing Does Not Have to Mean Social Isolation

By Dave Corrie, SEIU Staff

While we are following the guidelines of social distancing, we must also try to prioritize social support and connection. There are many ways to connect with others and it is an important component of a complete stress management plan, not just during COVID-19. The National Institute on Aging (<https://www.nia.nih.gov/>) gives the following tips on combating loneliness and social isolation.

Loneliness and social isolation have been associated with higher rates of depression, a weakened immune system, heart disease, dementia, and early death.*

Are you at risk? Try to stay active and better connected if you:

- live alone or are unable to leave your home
- feel alone or disconnected from others
- recently experienced a major loss or change
- are a caregiver
- lack a sense of purpose

Ideas for staying connected

Find an activity that you enjoy or learn something new. You might have fun and meet people who like to do the same thing.

- Get moving! Exercise decreases stress, boosts your mood, and increases your energy.
- Volunteer. You'll feel better by helping others.
- Stay in touch with family, friends, and neighbors in person, online, or by phone.
- Consider adopting a pet. Animals can be a source of comfort and may also lower stress and blood pressure.

Learn more about [preventing loneliness and social isolation](#).

*Cacioppo JT, Hawkley LC. Perceived social isolation and cognition. *Trends Cogn Sci*. 2009; 13 (10):447-54

State of Michigan Insurance Open Enrollment and Changes

Compiled by Dave Corrie, SEIU Staff

During the last round of negotiations with the State, a number of changes were made to health benefits for state employees. Below is information from the State concerning those changes, when they are to take effect, and the process of enrollment for those benefits.

Insurance Open Enrollment (IOE) will become Benefits Open Enrollment (BOE). Benefits will transition to a calendar-based plan year with one combined annual open enrollment starting next year for both IOE and Flexible Spending Account Open Enrollment (FSA OE).

To allow this move to calendar-based plan years and one consolidated annual enrollment period for all benefits, there will be **two enrollment periods in 2020** called **BOE Part 1** and **BOE Part 2**.

BOE Part 1 runs from **August 3, 2020 through August 18, 2020**. Like IOE in the past, employees may change or enroll in the usual benefits – health, dental, vision, disability, and life insurance – and add or remove dependents. With the shift to calendar-based benefit plan years in 2021, the coverage period for **BOE Part 1 elections will only be in effect from October 4, 2020 through December 31, 2020**.

BOE Part 2 will take place from **November 2, 2020 through November 24, 2020**. Benefit elections during BOE Part 2 will have coverage effective from January 1, 2021 through December 31, 2021. BOE Part 2 will include **both insurance and FSA enrollment** and begins a single, comprehensive open enrollment for state insurance and FSA benefits that will occur each fall moving forward, with benefit elections effective the following January 1.

During BOE Part 2, a new health insurance option will be introduced: a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). A Limited Purpose Health Care FSA will also be introduced that will only cover dental and vision expenses and is compatible with the new HDHP with HSA plan. More information on these new options will be shared before their first offering during BOE Part 2.

In addition to enrollment changes, there are also plan design changes during BOE Part 1 for vision, dental, and health benefits.

Effective October 4, 2020 polycarbonate lenses will be a covered in-network benefit under the State Vision Plan and computer and safety glasses benefit. Also, an employee-only \$1,000 Lasik reimbursement benefit will be added to the State Vision Plan. This is a lifetime maximum benefit and applies only to employees; dependents who are not also benefit-eligible state employees are not covered.

Beginning October 1, 2020 through December 31, 2020, the State Dental Plan's annual benefit maximum will be \$1,000. Over a standard 12-month plan year, the maximum is normally \$1,500, as it will be in 2021. In 2022, the annual maximum will increase to \$2,000.

For BOE Part 1 coverage starting October 4, 2020, HMO enrollees will pay the same deductibles over the following 15-month period that they normally would during a 12-month plan year. No HMO deductibles will be charged during the Part 1 plan year. Deductibles will reset as normal at the start of the BOE Part 2 plan year on January 1, 2021.

Much more information will be shared throughout the year to explain these changes. Employees will find open enrollment information with details and resources on the changes occurring in 2020 and beyond at www.mi.gov/BOE.

Beginning August 3, 2020, visit www.mi.gov/selfserv to enroll online through HR Self-Service or call the MI HR Service Center at 877-766-6447, Monday through Friday, from 8:00 a.m. to 5:00 p.m., to walk through the enrollment process with a MI HR Representative.