



# Office of Human Resources Newsletter

August 25, 2009  
Issue 6

## Upcoming Events

### Welcome Back To All!!!

Here are a few upcoming events that will take place on campus.

- Just For The Health Of It Meeting: Sleep Tight!! The Importance Of Sleep and How To Get As Much As You Need. September 16, 2009 12:30pm-1:30pm, Room U216
- NYCERS Pension Meeting: September 24, 2009, 4:15pm-6:15pm, Tapestry Room
- Blood Drive: October 19-21, 2009 10:00am-6:00pm, Room U220
- Employee Recognition: Date, Place and Time TBA

The CUNY Work/Life Program, Corporate Counseling Associates is a free confidential service for you and your family. Services are available 24 hours a day, 7 days a week. You may contact them at 800-833-8707 or visit the web at [www.cuny.edu/worklife](http://www.cuny.edu/worklife)

## TRS TDA Plan

### Interest Rate for Fixed Return Fund Now 7%

The annual interest rate for the Fixed Return Fund is determined by the New York State Legislature in accordance with applicable laws. On June 30, 2009, the law setting the interest rate expired. The State Legislature has not taken action to extend the 8.25% interest rate in effect on June 30; so, by law, the interest rate has been set back to 7%, beginning July 1. If there are any further changes in the interest rate, we will provide additional information.

## New MetLife Representative For Faculty

Al Marciano is no longer with Metlife. He is being replaced by Ken Conway. Faculty who are members of the TIAA-CREF (ORP) pension have an option to invest with Metlife. For more information contact Mr. Conway at 646-227-5075 or via e-mail at [kjconway@metlife.com](mailto:kjconway@metlife.com)

## **Just For The Health Of It**

Listed below are the monthly "Just for The Health Of It" Brown Bag Lunch Meetings. These monthly seminars will consist of speakers from different organizations presenting the topic. Make sure you check your e-mail for the dates and time the meeting will take place.

### **Just For The Health Of It Calendar**

August-VACATION

September- Sleep Tight!: The Importance of Sleep and How to Get As Much As You Need

October- Help for the Helper: Caregivers' Needs and Resources - For Now, For Later

November- Fight, Flight, or Flow: How to Recognize and Deal with Stress: Yours and Others'

December- The Great Balancing Act: How to Manage and Help Others Manage Their Weight

2010 Calendar:

January- Healthy Eating - Hidden Calories and Nutritional Dangers; Label Literacy

February- Relationship Red Flags: How to Recognize and Help Others Deal with Unhealthy Relationships

March- How Sweet It Is! How to Recognize and Manage and Help Others Manage Diabetes

April- The Safety Net "Secret" Revealed: A Celebration of Public Health (Week)

May- Beyond the Blues: How to Recognize and Respond to Your Own and Others' Depression

June- Take Two and Call Me in the Morning: Safe Medication Use; Label Literacy

## **Governor Paterson Signs Legislation To Make Health Insurance More Affordable and Improve Access To Health Care.**

**PLEASE NOTE: THIS DOES NOT APPLY TO CUNY AS OF YET.**

Governor David A. Paterson signed into law three Governor's Program bills that will make health insurance more affordable and improve access to health care for New Yorkers. The first extends the period of time for COBRA coverage from 18 to 36 months; the second permits families to cover their young adult dependents through age 29 under their job-based insurance; and the third enacts a series of managed care reforms to make health insurance work better for consumers and permit timely access to necessary health services. The Governor signed the legislation at the University of Rochester Medical Center and was joined by members of the Senate, Assembly and community. The bills signed into law will:

**Expand COBRA for Employees to 36 Months:** This law will increase the period for employees who lose their jobs to continue their health insurance under COBRA from 18 to 36 months. Under the federal Consolidated Omnibus Budget Reconciliation Act (COBRA), workers who lose their jobs can continue purchasing group health insurance provided by their former employers' group health plans for limited periods of time under certain circumstances for themselves and their families. Federal COBRA generally applies to employers with 20 or more employees, while the State's "mini-COBRA" law requires that smaller employers - those who have fewer than 20 employees - offer the same continuation coverage. This allows employees to maintain health insurance at a lower cost than if they had to buy it independently on the open market. The Governor's new law will allow New Yorkers who lose their jobs to extend their health insurance coverage for a longer period of time, which is particularly important in the current economy with its record high level of unemployment.

**Insure Dependents through Age 29:** This law, outlined by the Governor in his State of the State address, requires insurers to allow unmarried children through age 29 - regardless of financial dependence - to be covered under a parent's group health insurance policy. Young adults ages 19 to 29 represent 31 percent of uninsured New Yorkers. They often become ineligible for coverage under their parents' policies at age 19 or upon high school or college graduation, find themselves in entry-level jobs that do not provide employer-based health insurance, and cannot afford to pay premiums for individual insurance policies - which are much more expensive than group policies. Under the new law, premiums will be paid for by families, not employers, and would cost less because coverage is under group policies rather than individual policies. The law also requires insurers to offer employers an option to purchase coverage that includes young adults as dependents in family policies through age 29.

**Managed Care Reform:** This bill will implement reforms that help consumers receive the care they need and cut some of the red tape that results in inappropriately delayed or denied claims. Some of the protections that will benefit consumers under the proposal include:

- o Prohibiting insurers from treating an in-network provider as out-of-network simply because the referring provider was out-of-network;
- o Extending current protections for consumers in HMOs to consumers in "HMO look-alike" plans - health plans that operate the same as HMOs but are not licensed as HMOs, such as "exclusive provider organizations" or EPOs;
- o Reducing the prompt-pay timeframe from 45 days to 30 days for electronically submitted claims so doctors and hospitals are paid more quickly;
- o Reducing the time insurers have to review requests for post-hospital home health care;
- o Extending providers a right to request an external appeal of a concurrent denial;
- o Extending protections to doctors and hospitals when health insurers seek to recover alleged overpayments. The protections include basic notice and an opportunity to challenge the insurers' overpayment recovery efforts.
- o Limiting health insurers' and HMOs' ability to deny or delay payment of claims by sending a coordination of benefits questionnaire;
- o Permitting participating health care providers to request reconsideration of a claim that is denied as untimely and limiting penalties for untimely claims;
- o Requiring insurers and HMOs to give participating providers notice of adverse reimbursement changes to provider contracts and giving providers an opportunity to cancel the contract;
- o Requiring insurers and HMOs who fail to meet a loss-ratio requirement to make efforts to locate and pay dividends or credits to former policy holders;
- o Permitting newly licensed providers and providers moving to New York to be provisionally credentialed until the final determination is made; and
- o Establishing a new external appeal standard for rare disease treatments.

The bills signed into law today build upon other initiatives aimed at increasing the availability and affordability of health insurance. In March, Governor Paterson signed into law his Program Bill to help New Yorkers who lost their jobs at small businesses take advantage of a COBRA subsidy made available under the federal American Recovery and Reinvestment Act (ARRA). In addition, the 2009-10 budget eliminated certain barriers to enrolling in public health insurance coverage such as face-to-face interviews, finger imaging, and asset tests, and authorized the Department of Health to seek federal support for expanded coverage for low-income adults. Moreover, as of September 1, 2008, all of New York's uninsured children became eligible for moderate or no-cost health care coverage under Child Health Plus.

# Living room



## Life Begins at 50



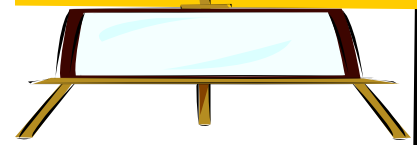
Corporate Counseling Associates  
People it forward.™

Move over, mid-life crisis; make room for mid-life celebration. For an increasing number of people, mid-life presents opportunities to fulfill goals that were previously unattainable due to earlier life circumstances. Use this life stage to your benefit, and explore your possibilities for the future.

Find room to celebrate mid-life. Call or log on for assistance and information, any time, any day.

Call **800-833-8707** or visit **[www.cuny.edu/worklife](http://www.cuny.edu/worklife)** for assistance anytime, any day.

## Connections Training Update



The Office of Human Resources has resumed "Connections Training". We had the opportunity to hold our first official training program. President Peruggi address the trainees and presented them with certificates of completion. Please see photos of the event below.

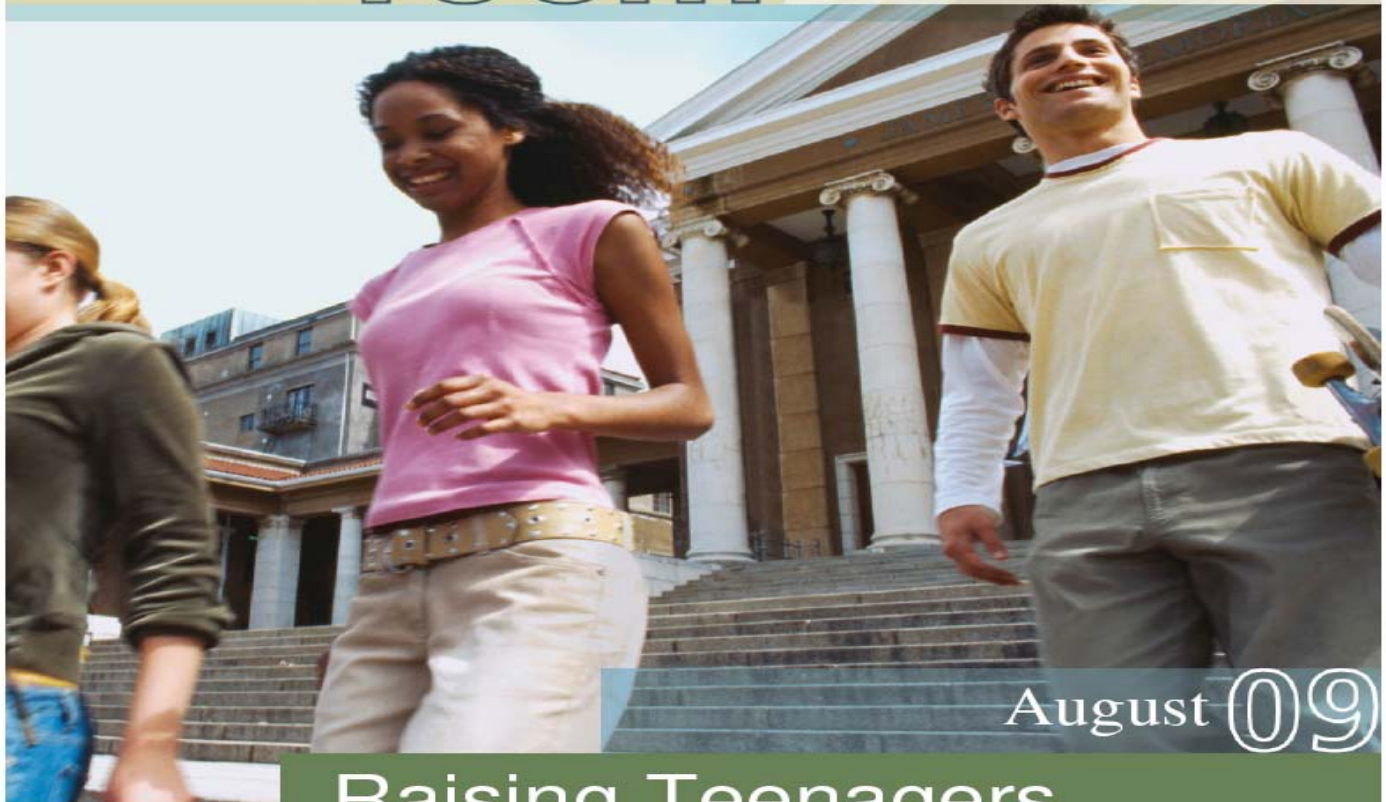
One program will be conducted each Fall and each Spring. Those who have completed the program before will be asked to participate again to learn new material as well as to assist those who have never taken the sessions. Our goal is to deliver the best "Customer Service" oriented staff to all that seek our guidance.



## Had any Life Changes?

Did you get married? Divorced? Had any children? Has your spouse passed away? Maybe you need to make some changes to your beneficiary information with the pension system, union or life insurance. If so, come by the benefits office in P203 to update your records. Do not allow your hard earned money go to your estate instead of your loved ones.

# Living room



## Raising Teenagers



Corporate Counseling Associates  
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The teenage years are notorious for challenging parents to be resilient. Staying involved means developing new communication and parenting strategies. During adolescence, the parent/child connection often changes, but the importance of parental guidance and support is still the same.

Find room for family connection. Call or log on for assistance and information, any time, any day.

Call 800-833-8707 or visit [www.cuny.edu/worklife](http://www.cuny.edu/worklife) for assistance anytime, any day.

**Kingsborough  
Community College**

Office of Human Resources

Phone: 718-368-6525

Fax: 718-368-6647

E-mail:

detrice.mcphatter@kbcc.cuny.  
edu

Just a friendly reminder to return all time sheets to the Human Resources office each Monday morning. Make sure they are filled-in completely. Don't forget your signature as well as your supervisor's.

Visit us on the Web at  
[Kingsborough.edu](http://Kingsborough.edu)

## Tell Us Your Ideas

The Office of Human Resources is committed to providing quality service, responsiveness and sensitivity to the faculty, staff and students of the College Community. In order to further this mission, our office is planning to continue growth in the area of service and responsiveness. However, we need you to assist us in accomplishing our goal. This is your opportunity to assist us in developing the Newsletter to suit your interest and needs. Please write or e-mail us ideas and suggestions outlining subjects of interest to you that we can focus on in future issues.

