



Eugene Education Association

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4J BENEFITS AND WELLNESS NEWSLETTER

Prepared by Jamie Myers • 541-790-7682 • myers_j@4j.lane.edu • December 17, 2019 • Issue Number 316

WHO'S IN CHARGE:

YOU OR YOUR PHONE?

The 4J Joint Benefits Committee, in partnership with Cascade Health, is offering a free *Controlling Technology Use: How to Have a Healthy Relationship with Your Smart Phone* class to 4J employees.

The class will take place:

- **Tuesday, January 14, 2020**
- **5:00 – 6:00 p.m.**
- **Education Center Auditorium**

Do you have nomophobia? Yes, there is a term for the anxiety many people feel when separated from their mobile devices. Smart phones have brought a lot of good things to our world, however, there is more and more proof that they are affecting our health and our relationships in negative ways. In this training we will discuss creating positive relationships and personal boundaries in a world run by technology.

- Learn how your brain is affected by technology
- Examine your technology habits and motivations
- Create healthier behavior and boundaries with your devices

To register, please reply by Friday, January 9th to Jamie Myers: myers_j@4j.lane.edu or 541-790-7682.

EMPLOYEE ASSISTANCE

PROGRAM (EAP):

Teaching is a high-stress job with an intense workload. On top of that, we all have families and responsibilities outside of our classrooms and buildings. It can be hard to balance everything, and sometimes we need a little help. The EAP can help with numerous issues. The following is a list of services the EAP provides:

- Confidential Counseling by phone, in person, or online

- Resilience Webinars
- Childcare Services
- Adult & Eldercare Services
- Legal Services
- Financial Planning Phone Consultations
- Mediation Services
- Online Legal Forms
- Home Ownership Program
- Identity Theft Services

The EAP is a benefit available to employees and their families. Most of these services are free or low cost. You can access the EAP by phone or online:

- Call 866-750-1327
 - Go to **ibhsolutions.com**
1. Select **Members** from the top right corner
 2. Click on the **RBH logo**
 3. Enter your access code: **OEBB**
 4. Click the **My Benefits** button

WELLNESS CLINIC CLOSURE

The 4J Wellness Clinic will be closed during part of winter break: December 23, 2019 – January 1, 2020. **Please plan ahead if you will need prescription refills during that period.** If you have an urgent medical need arise during the clinic closure, please seek care at an urgent care or other primary care clinic. And, of course, if it is a medical emergency please call 9-1-1.

Regular clinic hours will resume January 2, 2020.

SICK LEAVE BANK Q & A

Who is eligible to join the Sick Leave Bank?

All licensed employees working at least 0.5 FTE may join.

How do I become a member of the Sick Leave Bank?

You must donate one (1) sick leave day, pro-rated for your FTE, to the Sick Leave Bank to become a member. There are two enrollment periods per year, one in fall and one in spring. If you were hired after the start of the school year, you may donate a day within 90 days of your hire date.

How often do I have to donate to remain a member?

You must donate a minimum of one (1) day every two (2) years to maintain your membership in the SLB.

Can I donate as many days as I want?

No, there is a limit. You may donate a maximum of 16 hours each school year.

Do I have to apply for days from the Sick Leave Bank if I need them?

Yes! There is an application process. Contact Jamie Myers to get started.

Is there a limit to how many days I can be granted from the SLB?

Yes. An initial request is limited to 25 days. You can apply for additional days, if needed, up to a total of 70 consecutive days. The limit for a five-year period is set at 105 total days.

When is the next enrollment period?

The next enrollment period is February 1, 2020 – April 3, 2020.

JOINT BENEFITS COMMITTEE

Ever wonder who decides on insurance plans and rates? It's a complicated task, and you have a small and mighty group of colleagues who tackle it on your behalf each year. The Joint Benefits Committee meets about once a month with 4J, and works to ensure you have the best possible benefits granted under our Collective Bargaining Agreement. If you have a concern or question about your benefits, or would like the committee to discuss an issue, you can reach out to one of the following JBC members:

Sabrina Gordon, EEA President

Patricia Polter, French and Read 180 Teacher at Monroe Middle School

Katy McAuliffe, Counselor at Churchill High School

Steve Korin, ESC, Title, & Instructional Coach at Chávez Elementary School

Julie Wenzl, Retiree Representative

Jamie Myers, Licensed Staff Benefits Coordinator

DITCHING DAIRY? *

If you're trying to avoid cow's milk, the number of plant-based options can be dizzying! There are some differences between the different types of plant milk that you should be aware of when shopping. Keep an eye out for added sugar, and avoid carrageenan, a thickener that may be linked to a variety of gastrointestinal complications.

Almond milk is rich in magnesium, potassium, vitamin E, zinc, iron, selenium, fiber, and calcium. It is low in calories, but also low in protein.

Coconut milk is made from coconut meat and water. It contains potassium & medium-chain triglycerides. And – surprise! – it has a coconut flavor.

Soy milk is mild in flavor and high in protein. Phytic acid in the soybeans may inhibit absorption of calcium, magnesium, iron, & zinc. Soy foods contain isoflavones, which are being studied for their positive health effects. Soy milk is thought to be closest to cow's milk.

Rice milk is often high in sugar, and low in protein. It is also low in fat, but check the ingredients for added vegetable oil. It is the most hypoallergenic option.

Oat milk contains more protein than almond milk, and also contains a soluble fiber (beta-glucan) that reduces LDL cholesterol levels. It is low in calories, cholesterol, & saturated fat, and high in fiber. It contains vitamin E, iron, and folic acid.

Cashew milk contains fiber, antioxidants, copper, and magnesium. It is low in calories, protein, saturated fat, & cholesterol. It is creamier than almond milk.

Hemp milk is made from hemp seeds and water. It contains omega-3 fatty acids and is rich in protein. It has an earthy flavor.

*Excerpted from the Duke Medicine Health News, August 2019