



Communicator

F E B R U A R Y 2 0 1 1

The 2011 Preventive Incentive

At the beginning of the year, the B Well program kicked off a new incentive program to all employees. The program recognizes the importance of prevention and early detection of various health conditions. To emphasize this, B Well will reward employees and spouses or partners for completing one of the following services:

- Annual Physical
- Cholesterol Screening
- Colonoscopy
- Dental Cleaning
- Diabetes Screen
- Eye Exam
- First-time Aetna HRA Completion
- Mammography
- Pap Test
- Prostate Screen
- Tobacco Cessation

Employees (and spouses or partners) who choose to participate will be eligible to receive their choice of several B Well prizes. Each employee may submit to receive one prize per month for each preventive care service that they participate in (that's right, you can receive several prizes!).

The prizes include:

- SmartWool socks
- B Well Gym Bag
- Salad Bar Discount Sticker at the Den (for employees only)
- \$10 Coupon to the St. Mary's Farmer's Mkt
- B Well Lunch Bag
- B Well T-Shirt

To claim your prize, you must submit a Preventive Incentive Form found on the B Well Website

(www.bates.edu/b-well.xml)

Attached to the form must be either an Explanation of Benefits or a stamp from the Health Care Provider. If you are completing the Aetna online HRA for the first time, you may submit the certificate of completion which appears after you have finished the survey.



*B-Well
T-Shirt Design*

INSIDE THIS ISSUE

Snow Shoveling	2
Safely	
Dates of Interest in	2
February	
Retirement	3
Savings Tax Credit	
Majority Go To	3
Work Sick	
REMINDER:	3
1997 Scholarship	
Everybody Has a	4
Story	

Let us love winter, for it is the spring of genius.
~Pietro Aretino

Shoveling Snow? Be safe.

Last month we covered the basics of snow blower safety. This month, we've opted to address those of you handling the white stuff the old fashioned way—with a shovel.

The good news is that fifteen minutes of snow shoveling counts as moderate physical activity towards your B Well 2011 resolution. The bad news is that the simple task of clearing your walkway can send you to the ER -- 70,000 people ended up with a shoveling-related injury bad enough to trigger a doctor's visit in 2009, according to the Consumer Product Safety Commission. A quarter of those people visited an emergency room, and about 900 were admitted to a hospital for heart related symptoms or serious back injuries (slipped disks).

To get a good handle on snow shoveling follow the safety tips below:

Stretch!

Treat this chore like working out with Mike Milliken. Take a couple of minutes and warm up. Before heading out, stretch out your back and shoulders, as well as

your stomach and hamstrings.

Take it easy.

Shovel small amounts of snow at a time, especially if the snow is heavy and water-laden. When the snow is heavy or wet work in 15 or 20 minutes stretches. Go inside, warm up, stretch a bit and then head back out.

It's all about shoveling technique.

Don't bend from your waist. When disposing of the

snow, keep the shovel close to your body and, again, squat with your legs. Walk over to where you're going to dump the snow, as opposed to leaning over and throwing it, and don't rotate or twist your body, that's the worst thing you can do for your back.

Dress for the job.

Wear boots for maximum traction on slippery surfaces, as well as wear warm clothing and a face mask in extreme cold.

Be honest.

If you're seriously out of shape, have high blood pressure or diabetes consider giving the chore a skip. Make a local teen very happy and give him \$20 to do the job.

Now that you're educated on snow blowing and shoveling safety, there is time to build a snowman with the family!

~Ray Potter



It Makes You Think

For the first time in U.S. history, this generation of children may live shorter lives than their parents.

Performance Development Timeline Reminder

Mid-Year Review
November '10–March '11

Year-End Review
April '11–July '11

Dates of Interest in February

- 3rd Bi-weekly pay date
- 10th Monthly pay date
- 17th Bi-weekly pay date



Get a Tax Credit for Your Retirement Savings Contributions

Did you know that if you contribute to the Bates 403(b) Retirement Plan that you may be eligible to receive a credit against your 2010 taxes?

Whether you are eligible and the amount of the credit depends on your filing status and your adjusted gross income. You may receive a credit of 10%, 20% or 50% of the first \$2,000 you contributed to the 403(b) plan.

The adjusted gross income limits by filing status are:

- Single, married filing separately, or qualifying widow (er), with income up to \$27,750
- Head of Household, with income up to \$41,625
- Married Filing Jointly, with income up to \$55,500

To be eligible for the credit you must have been born before January 2, 1992, you cannot have been a full-time student during the calendar year and

cannot be claimed as a dependent on another person's return. If you received a distribution from your retirement plan within the last two years it may affect whether you can take the credit.

See IRS Form 8880, Credit for Qualified Retirement Savings Contributions, for instructions on how to take the credit or review IRS Publication 590, Individual Retirement Arrangements (IRAs), for more information.



Majority of Americans Report to Work When Sick

So much for keeping your germs to yourself. Most respondents to a recent CareerBuilder survey—72 percent—said they typically go to work when they are sick. More than half of the survey respondents (55 percent) said they feel guilty if they call in sick. The CareerBuilder survey was conducted nationwide from Nov. 15-Dec. 2, 2010, among more than 3,700 workers.

While sick employees in the workplace might be getting work done, they might be infecting their co-workers. Fifty-three percent of survey respondents said they have gotten sick from a co-worker who came to the office sick, while

12 percent said they picked up a bug from someone who was sick on public transportation going to or from work.

Rosemary Haefner, vice president of human resources at CareerBuilder, offers the following tips for staying well at work:

Don't share germs. Stay home if you are sick. If you are sick and come to work, try to isolate yourself from your co-workers by working in a conference room or confined area so that you don't spread your sickness. Cover your mouth when you cough or sneeze, and wash your hands or use hand sanitizer frequently.

Find a way to unwind. Many employees have heavier workloads, longer hours and more stress. Take breaks during the day to prevent becoming overwhelmed. Try walks, yoga or meditation.

Understand sick leave. If employees are concerned about taking days off, they should speak to their managers or HR so that they understand how sick days can be used. HR managers can make sure all workers know how to utilize their sick leave.

Beth Mirza is senior editor for HR News. She can be reached at Beth.Mirza@shrm.org.

REMINDER: Class of 1997 Scholarship

Applications are being accepted for the Class of 1997 Scholarship, an annual award that provides financial assistance for college tuition and other educational expenses or projects. The scholarship is for children of hourly-paid staff members in Dining Services, Physical Plant, Administrative and Academic Services.

For more information, contact Alicia Richard at arichard@bates.edu or 786-6336.



Everybody Has a Story—Emily Wright-Timko

Every once in a while, we have opportunities in life to meet individuals that leave a unique impression on us. This month, I interviewed Associate Multifaith Chaplain, Emily Wright-Timko, and recognized that I had indeed met just such a person.

Emily has been with Bates just over three years, and her path to us was anything but direct. Born in Albuquerque, New Mexico, Emily moved to Midland, Texas at a young age and lived there until she went to college. College took her to the mountains of Tennessee and to Sewanee, the “University of the South.” At Sewanee, a scheduling convenience led her to take a religion class and thus was planted the seed of her eventual vocation. Emily fell in love with the stories of religion and became fascinated with how these stories “help people navigate their

life.” She developed a close relationship with the chaplain at her school, and after a brief flirtation with the idea of becoming a high school teacher, she focused her aspirations toward chaplaincy.

After graduation, Emily traveled the country visiting, among other places, the Dakotas, Montana, Canada and the pacific coast. This leg of her life journey eventually ended in Cambridge, Massachusetts, at Harvard Divinity School, where she fulfilled her desire to continue her studies of religion, obtained a Master of Divinity, and met a former Bates chaplain. While she missed the desert and her family, Emily is pleased that the paths she traveled led her to Bates, where she says she feels privileged to have a position that allows her flexibility, creativity and the opportunity for daily interaction

with people. (Not to mention, like many other couples here on campus, it’s where Emily met her future husband, Ethan!)

She loves family, dancing and dogs and pushes herself too hard when it comes to sports. And, she has felt privileged to be reminded, during every day of her work here, that we as humans carry with us every day beneath the surface a “multitude of stories and experiences: beautiful, raw, painful, hopeful, and tender.” She would like the campus to know that the Multifaith Chaplaincy is open to everyone, staff and faculty included, so, don’t hesitate to attend their events or stop by and see her or Bill Blaine-Wallace. I would personally recommend that you stop by and say “hello” and chat with Emily; you won’t be disappointed!

New Staff

Linda Archambault, *Laboratory Research Assistant*, Chemistry

Jeremy Braz, *Data Management Specialist*, College Advancement

Jerod Denson, *3rd Cook*, Dining Services

Matthew Fisher, *Programmer/Analyst*, ILS

Scott Lagasse, *Cook’s Assistant*, Dining Services

Donna Martin, *Recruiting Assistant/Receptionist*, Bates Career Development Center