

Communicator

October 2011

Great News! No Increase in Medical Premiums for 2012!

The college is very pleased to announce that there will be no increase in the medical plan premiums for 2012. Bates will continue to provide health-plan benefits through Aetna for 2012 with no reduction in our current coverage. According to Ken Emerson of Human Resources, "With the cost of medical care still increasing at a double-digit inflation rate in Maine, having no increase in medical premiums is quite an achievement for our employees. This news is something the whole Bates community should take pride in, because our medical claims expenses determine what our premiums will be."

When asked how these results were achieved, Ken said, "There is always a cyclical nature to the level of medical claims, where some years are better or worse than others. However, I would like to believe that our B Well program is beginning to have an impact. More than 100 employees have now participated in the Taking the Controls 12-week program, where participants develop a personalized nutrition and exercise program. Mike Milliken, the col-

lege wellness coordinator, has been successful in developing a variety of free B Well exercise classes, activities, screenings and events for our employees."

Mike recently celebrated his four-year anniversary as the Bates wellness program coordinator, and we asked him if he has seen a difference in the B Well program over the years. "Keeping the B Well program fresh each year is always a challenge. Everyone at Bates takes great pride in their role in providing our students with a high quality education, but it is equally important for us all to remember to make the time to take care of ourselves. Over the years, the B Well program has encouraged participants to Know Your Numbers, meaning know whether you have any risks of high blood pressure or cholesterol, diabetes, etc. But I think the real change started in February 2009 when we started offering free B Well exercise classes at different times of the day. I really enjoy meeting new employees and letting them know at new employee orientation all of the wonderful opportunities

the college supports through our B Well program."

See www.bates.edu/prebuilt/hr/hr-b-well-calendar.pdf for current listing of classes.

We should all continue to take steps to manage our health-care wisely. The B Well Preventive Incentive program has rewarded 166 employees and nine spouses for taking advantage of the medical plan's 100 percent coverage for preventive physician visits and tests. The medical plan also now offers a lower \$50 co-payment for visiting a participating Urgent Care Center, compared to the \$100 co-payment for the more expensive emergency room. Learning what questions to ask your doctor and knowing what treatment alternatives are available is important. However, the best thing we can do is to continue to make the time to take care of ourselves. Monitor your health risk factors, get enough sleep, eat properly and maintain an exercise regimen. If we continue to strive toward keeping ourselves healthy — then **Together We Can** continue to hold down the cost of health care!

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Bates Community Giving Campaign



“Last year approximately 12% of the Bates workforce donated \$40,616 to three local agencies.”

The signs are all around us... another busy academic year is well underway! The air is crisp and the leaves on the trees are changing colors. The change of seasons also marks preparation for the annual Bates Community Giving Campaign.

Last year approximately 12% of the Bates workforce donated \$40,616 to three local agencies: United Way, MaineShare and

Community Health Charities of Maine. This year we are hoping to encourage even more Bates employees to contribute to the Campaign, either through payroll deduction or one-time contribution. Our 2012 campaign goal is to increase the participation level of the Bates community and, in so doing, to help support the organizations working to promote the well-being of our

neighbors, communities and the environment.

Please take time now to explore the giving opportunities provided by these agencies and to think about your contribution to the Bates Community Giving Campaign. Your contribution will make a difference! More complete information about the campaign will be distributed via campus mail in the coming weeks. Thank you!

The agencies in our campaign support a multitude of community organizations providing critical services. Information on each agency and the organizations they support is available online:

United Way of Androscoggin County
MaineShare
Community Health Charities of Maine

<http://www.unitedwayandro.org/>
<http://www.maineshare.org/>
<http://maine.healthcharities.org/>

Welcome to the Bates Community

Jesse Foglia

Assistant Rowing Coach

Charlotte Green

Admission Counselor

Elizabeth Hurley

Assistant Rowing Coach

Adam McAllister

3rd Cook

Ryan Newton

Custodian

Emily Parent

Administrative Assistant, Advancement

Simone Pathe

Admission Counselor

Marcus Peterson

Sanitation Worker

Scott Steinberg

Senior Associate Director, Admission

Penney Ward

Administrative Assistant, Advancement

Notable Dates

October 13	Bi-Weekly and Monthly Payroll
October 27	Bi-Weekly Payroll
November 3	On-site flu shots

Please Note

More information about the college’s annual benefit enrollment and November 3rd flu shot clinic will be coming in the next few weeks!

Aetna reducing Urgent Care Co-pay for Concentra

Ken Emerson, Human Resources

It's Saturday morning and your son just turned his ankle playing soccer. Your doctor's office does not have weekend hours and you do not relish spending your afternoon waiting in the emergency room. Now there is a local alternative in Lewiston that will cost you less money and time!

Effective Saturday, October 1st Concentra Urgent Care, located at 59 East Avenue in Lewiston, has expanded their

hours as follows:

Monday – Friday
7:30 a.m. to 8:00 p.m.
&
Saturday and Sunday
9:00 a.m. to 3:00 p.m.

Also, effective October 1st, Bates' medical plans with Aetna have changed their in-network* Urgent Care co-pay to \$50, compared to the Emergency Room co-pay of \$100!

Concentra Urgent Care

should not replace your visiting a Primary Care Physician, but for those times where you can't get in to your doctor and you need to see a medical professional, Concentra in Lewiston offers a convenient and affordable solution. Go to <http://www.bates.edu/urgent-care.xml> for more information.

*\$50 co-pay applies only to urgent care facilities that are identified as participating in Aetna's Network on their Web site (<http://www.aetna.com/docfind/home.do>), such as Concentra.



Enhanced Infertility Services—January 1, 2012

Ken Emerson, Human Resources

The enhanced benefit will include the following: diagnostic services to determine infertility, certain surgical and non-surgical treatments, injectible medications, artificial insemination and advanced reproductive technology up to \$25,000 per year. To be eligible for infertility services, a member will need to meet the clinical criteria guidelines of the plan (limits and restrictions will apply for the infertility services covered). Infertility treatments will be covered the same under both the HMO and POS health



plan.

Adding coverage for infertility treatments is a wonderful compliment to the college's recent enhancements in family supportive benefits such as the new maternity and adoption leave policies. We want to communicate the additional benefit now, because the college recognizes

the emotional and financial impact infertility can have on our employees and wants to allow adequate time for planning.

If infertility treatments are something you or your spouse/partner are contemplating and you would like to learn more specific details about the benefit coverage prior to the January 1, 2012 effective date please contact Human Resources or Lisa Crane in the ClearPoint Benefit Advocate Department at (800) 410-6571 ext 2049134.

Everybody Has a Story—Keith Pray

Amie Parker, Human Resources

Interviewing employees for the Everybody Has a Story feature is a privilege. Each interview provides me a unique glimpse into the lives of our employees and Keith Pray is no exception. While I have come to know Keith during my time at Bates, interviewing allowed me to learn new and interesting things about his life.



Keith and Caroline, sharing a father-daughter moment.

Born and raised in Lewiston, Maine, Keith is one of the few employees who have bragging rights to the claim that he was born to work at Bates. His father, Chase Pray, celebrates 40 years with Bates, and his brother, Nelson, is also an employee with Dining Services. For the Pray family, Bates is truly home. Keith started at Bates when he was 14 years old as a pot washer and

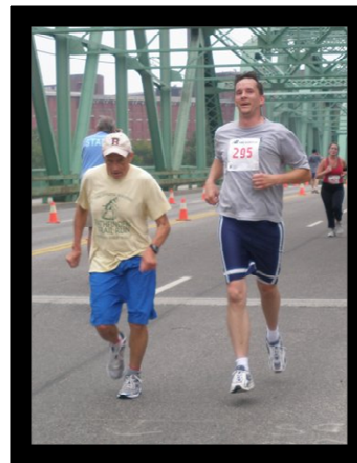
over the years has worked to his current position as Assistant Chef. He credits the organization with providing him with many opportunities, and in some ways, Bates saved him.

As a child, Keith was diagnosed with mental retardation, and as a result, spent his school career in special education. Keith failed to let this label define him and as an adult recognized that he was misdiagnosed. This error had a profound impact on his life, and he now is committed to letting local youth in special education programs know that labels do not define you, only you hold that privilege and responsibility. He indicates that one of the reasons he appreciates Bates is that he is allowed to be “who [he is]”.

In 1999, Keith’s mother passed away as a result of cancer and this event led to another passion. He quit smoking in 2001, and has been involved in efforts to promote a smoke free lifestyle in many capacities. He is currently a tobacco support group facilita-

tor with the organization Healthy Androscoggin, and has been recognized for this work by Healthy Androscoggin and the American Cancer Society and was the recipient of the Mayoral VIBE (Volunteers Inspired by Example) Award in 2008.

From overcoming a label, to turning a tragedy into a triumph, Keith Pray is an employee whose story is both surprising and inspiring. His commitment to youth and community exemplifies the spirit of what we encourage the Bates community to be. Thank you, Keith, for sharing your story!



Keith and Chase Pray