

COMMUNICATOR

INFORMING THE BATES COMMUNITY

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Your 2014 Total Compensation Statement is Now Available

Ken Emerson, Human Resources

Your 2014 Total Compensation Statement is now available under the Employee Menu on the Garnet Gateway. The statement lists your calendar year 2014 gross earnings and the college's contribution to the benefits you received in 2014.

As an employee of Bates College, you receive pay for the services you provide to the college and are eligible to participate in a variety of benefit programs. The value of your pay may be easy to understand as presented in your paycheck. The purpose of the Total Compensation Statement is to identify the value of the benefits provided to you, which in addition to your pay, equal your total compensation.

Human Resources thanks the Systems Development and Integration group for their hard work and creativity in generating the Total Compensation Statement and presenting it in an easy to understand format.

If you have any questions on your Total Compensation Statement, please contact Ken Emerson at ext.8271 or by email at kemerson@bates.edu.

What's Your Financial IQ? Take the Challenge to learn more!

Put your financial knowledge to the test! We've teamed up with TIAA-CREF to bring you the What's Your Financial IQ Challenge.

From February 23rd to March 25th, take this educational challenge to have fun and learn important information about financial planning. Each day 5 new questions are added to the Challenge, and you can increase your score with every correct answer. So the more you play, the better your chance of increasing your IQ. Even better - Every time you play, you are entered for a chance to win a \$100 Amex gift card. The more you play, the better your chances of winning – so sign on every day! (All responses are confidential.)

The link to the challenge is <https://www.whatsyourfinancialiq.org/wyfiq/?quiz=bates/Quiz1>

Good Luck!

“Even though February was the shortest month of the year, sometimes it seemed like the longest.”

- JD Robb

New Staff Members

Henry Gillert
Clerk of the Works
Facility Services

John Lemay
Sanitation Worker
Dining Services

Kimberly Lloyd
Assistant Sports
Information Director
Communications

Christine Murray
Social Science Librarian

Laura Wardwell
Academic Administrative
Assistant
Academic Support
Services

Sara White
Custodian
Facility Services

A Note About Reimbursement Accounts

Ken Emerson, Human Resources

Unused 2014 Healthcare Reimbursement Account (HCRA) contributions? Don't worry, you may carry over up to \$500 in unused 2014 contributions into an account in 2015 (note, the carry over replaces the previous extension of March 15th to use your 2014 contributions). You still must have a minimum of \$100 to open an account in 2015. If you already opened a reimbursement account in 2015 through annual enrollment then any amount of unused 2014 contributions will carry over. If you did not already open a 2015 account and you have more than \$100 of 2014 contributions left they will automatically be rolled over into an account in 2015 after the claim submission period which ends February 28, 2015. If you enrolled in the Aetna PPO Plan any carry over will be deposited in the HCRA. If you enroll in the Aetna Consumer Choice (HSA) Plan any carry over will be deposited in the Limited Purpose Flexible Spending Account.

What about 2014 Dependent Care Reimbursement Account Contributions? The rules regarding leftover Dependent Care Contributions have not changed, you still have until March 15, 2015 to incur dependent care expenses and use your 2014 contributions. All 2014 dependent care claims must be submitted by March 31, 2015.

Looking for a Way to Help Pay Your Child's Tuition?

Annie Sutton, College Advancement

Applications are being accepted for the Class of 1997 Scholarship, an annual award that provides financial assistance for college tuition or expenses related to other educational opportunities/projects. Children of hourly-paid staff members in Administrative & Academic Services, Dining Services, Facility Services, Security and Campus Safety are eligible to apply for support from the Scholarship.

Interested? Please have your child submit an application to the Bates Office of Human Resources, 215 College Street, Lewiston, ME 04240.

Application Deadline – Monday, March 2, 2015

Applications are available at Facilities Services (Cutten Maintenance Center), Dining Services (New Commons), Security and Campus Safety (245 College Street) and Human Resources (215 College Street). 2015 recipients will be notified of their selection in April 2015.

For more information, contact Annie Sutton, in the Office of Donor Programs, at asutton@bates.edu or ext. 6993

New Employee Assistance Program (EAP) provider

Ken Emerson, Human Resources

Effective January 1, 2015 our EAP is provided through ComPsych. You may access their services by calling their toll-free number at 1-800-311-4327 or creating an account on their website at www.guidanceresources.com (when asked for a company web ID enter BWELL).

GuidanceResources® Online is your one stop for expert information to assist you with the issues that matter to you, from personal or family concerns to legal and financial concerns. Each time you return, you will receive personalized, relevant information based on your individual life needs. You can:

- Review in-depth HelpSheets on topics you select
- Get answers to specific questions
- Search for services and referrals
- Use helpful planning tools

Confidential Counseling on Personal Issues

Your Employee Assistance Program (EAP) is a confidential counseling service to help address the personal issues you are facing. This service, staffed by experienced clinicians, is available by calling 1-800-311-4327 toll-free 24 hours a day, seven days a week. A Guidance Consultant is available to listen to your concerns and refer you to a local provider for person counseling or to resources in your community.



KUDOS!

Kudos to Daisy Taylor and Michelle Bisbee from Dining Services. They took second place in the Decadent Display category at the 6th Annual Chocolat competition. This category was judged by both professional confectioners and attendees. Please make sure to congratulate these talented ladies the next time you see them!

Check Your 2015 Paystub

Shirley Govindasamy, Human Resources

It is advised that all employees check their pay stubs in the new year for accuracy:

- Do we have your current address?
- Are your deductions what you signed up for during open enrollment?
- Did you have a life change in 2014 such as a marriage, the birth of a child, a divorce? If you did, this could mean a change in your personal exemptions on the federal and state W4.
- The new maximum for contributing to your pension fund is now \$18,000. If you are over 50, you can contribute an additional \$6,000. Contact Ken Emerson or Brenda Sawyer if you want to make a change.

Your W2 for 2014 is now available on the Garnet Gateway. You may print as many copies as you would like.

What is Stroke?

A stroke is caused by the abrupt loss of blood supply to a part of the brain (ischemia). In some cases, stroke is caused by bleeding into brain tissue (hemorrhage). It is similar in principal to a heart attack, so a stroke is sometimes referred to as a “Brain Attack.” When the supply of blood, oxygen and nutrients to the brain are interrupted, damage occurs. That is why early recognition and treatment of stroke is so critical. This damage must be stopped as quickly as possible to prevent disabilities or death. Rapid treatment saves lives: Time is Brain!

Stroke Warning Signs

If you experience any of the following warning signs, call 9-1-1 immediately. Do not delay calling for emergency medical help.

- sudden numbness or weakness to the face, arm, or leg (especially on only one side of the body);
- sudden trouble speaking;
- sudden confusion or trouble understanding;
- sudden loss of balance or trouble walking;
- sudden difficulty seeing in one or both eyes;
- sudden, severe headache.

Stroke Prevention

The following may help prevent a stroke:

- Exercise regularly.
- Increase intake of fruits and vegetables and limit dietary salt and fat.
- Stop smoking.
- If you drink alcohol, drink alcohol only in moderation (1-2 drinks per day).
- Frequently check blood pressure and follow physician recommendations for keeping it in a safe range.
- Maintain a healthy weight.
- Consider taking a low dose of aspirin (75 milligrams per day) if your physician determines it is safe.
- Keep chronic medical conditions under control (such as high cholesterol and diabetes).
- Seek medical care if you have symptoms of a stroke, even if symptoms stop.
- Stop the use of recreational drugs (cocaine, heroin, marijuana, amphetamines).

**“The first wealth is
health.”**

**- Ralph Waldo
Emerson**