



MAY 2023

Summer is right around the corner. As we look toward the warm months, here are some things to keep in mind. Read on to learn more about mental health resources, retirement planning, and employee updates and reminders.



MENTAL HEALTH

May is Mental Health Awareness Month, and at USNH, we work hard to make your mental wellbeing a top priority. Better mental health can help you improve your physical health, have better relationships, and connect with your community.

Mental Health Awareness Month encourages us to talk about our problems, seek help when we need it, and understand the impact of mental wellbeing on ourselves and those around us. It's okay to not be okay, and we have many resources available to help our employees and their families improve their mental health. Check out this [Mental Health Resource Guide](#) to learn more about the programs and support available to you and your family members.

Manage Stress with the Help of LinkedIn Learning

Stress doesn't have to be a bad thing—in fact, a little bit of stress can be a good way to keep you focused, motivated, and excited. Dealing with stress is all about how you choose to manage it.

[Learn to handle stress in this LinkedIn Learning course from Headspace.](#) You'll learn quick and easy exercises you can do from anywhere, anytime you need to take a step back from the day. Each mindfulness-based lesson is designed to help you feel more connected to your present moment—whether that's at the office, home, or somewhere else entirely.

New to meditation? Not a problem. This course has a mix of video and audio exercises to guide you every step of the way, making it perfect for beginners. Please log in to your [free LinkedIn Learning account](#) to access this course. You can also access this course by searching Headspace Guide once you are logged into LinkedIn Learning. If you are not logged into LinkedIn Learning or have never logged into LinkedIn Learning you will need to sign in using your work email.



EMPLOYEE UPDATES

New Expanded UTime Benefits for USNH Employees

We know how important time off is—however you spend your time away from work, USNH wants to support you. In 2019, we improved upon our USNH UTime benefit* for our employees. Now, based on employee feedback, we are introducing further expansions to the program beginning **July 1, 2023**. View a comparison of policies and an example [here](#).

- **Family Care** will be expanded from 25 to 30 days off. In addition, Family Care will be available for disruption due to a family member’s military deployment.
- **Parental leave** will be expanded from 4 paid weeks off to 6 paid weeks off. There will be increased flexibility allowing for intermittent use and available for 12 months from the effective date.
- **Short term disability** will no longer have a waiting period for eligibility.

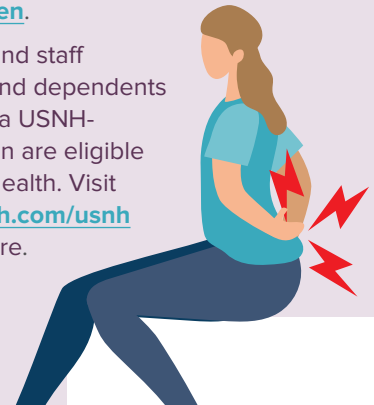


**If you are in a bargaining unit, UTime benefits are defined in the collective bargaining agreement.*

ACCESS HINGE HEALTH FOR YOUR JOINT AND BACK PAIN NEEDS

With a complete clinical team of physical therapists and health coaches, comprehensive technology including an all-in-one app with motion tracking and sensors, and a network of over 750,000 providers, Hinge Health provides the support you need to overcome back pain, joint pain, and musculoskeletal ailments—at no cost to you! We created a special podcast episode of *Use Those Benefits!* about this new program; [click here to listen](#).

All faculty and staff members and dependents enrolled in a USNH-medical plan are eligible for Hinge Health. Visit hingehealth.com/usnh to learn more.



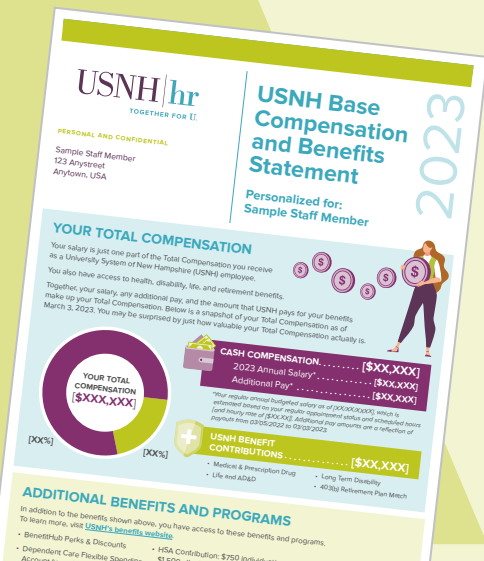
Multi-factor Authentication for UKG

Starting in May, ET&S is updating security on our timecard system (UKG) to **multi-factor authentication**. Multi-factor authentication is a two-tier authentication system using a password and a second alternative method to verify your identity such as phone call, text message or authenticator app. Moving forward, each time you log into UKG, you will need to use multi-factor authentication unless you are on a trusted device. If you are on a trusted device, you should only need to authenticate once every 60 days.

More information on alternative methods of authentication can be found [here](#).

Questions? [Contact ET&S](#) for more information.

Do you have feedback or questions on the HR bulletin? Email human.resources@USNH.edu.



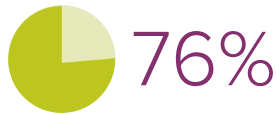
Review Your Compensation Statements

Your annual salary is just one part of the total compensation you receive as a USNH employee. By now, if you were employed by USNH in March 2023, you should have received your personalized Total Compensation Statement in the mail. You can also find your statement online at mybenefits.usnh.edu. Your statement is a snapshot of the benefits you receive as a USNH faculty or staff member—and the value it carries as part of your overall package.

PLANNING FOR RETIREMENT



Saving for the future is a full-time job—and one we know staff and faculty at USNH prioritize. A review of our employees' engagement with their TIAA and Fidelity 403(b) retirement accounts showed:



of eligible employees are saving at least their recommended contribution rate



of employees enrolled in a USNH retirement plan are utilizing online or in-person resources to manage their accounts

We are proud of how active our employees are in planning for their retirement, and we are committed to providing the information and resources you need to ensure you are on the best path for a secure financial future.

Programs and Resources to Plan for Retirement

It's never too early—or too late—to focus on your retirement goals. USNH recently held two online retirement planning sessions. Participants heard from Fidelity, TIAA, the Social Security Administration, and Service Link. View the [recorded webinar here](#) and look for more retirement webinars coming soon. For a quick reminder of your retirement elections, check out your Total Compensation Statement!

RETIREMENT TIP: REVIEW AND UPDATE YOUR BENEFICIARIES

Life changes, and it's important to put a plan in place to make sure your loved ones are taken care of should the unthinkable occur. If you pass away, your retirement plan assets will be transferred according to the terms of your plan's beneficiary designation, not by the terms of your will. This means if you haven't named or updated your beneficiaries, fulfilling your wishes may face significant delays and costs. Update your beneficiaries on [Fidelity](#) or [TIAA](#).



DID YOU KNOW?

You may be able to retire at age 62 and continue to be covered by your USNH medical coverage until age 65.

All retiring faculty and staff members who meet the qualifications of a USNH retiree according to the [USNH personnel policy USY V.C.9.2*](#) and are enrolled in a USNH medical plan prior to retirement may continue coverage until they are eligible for Medicare coverage at age 65. If you have questions about how this works or whether you are eligible, contact HR.Benefits@usnh.edu for more information.

**An eligible employee is one who has served in a USNH status position for a continuous period equal to 10 or more years of service (including continuation under Break-In-Service rules) and reached age 62 at the time of retirement or departure from USNH active service.*

Additional Learning Opportunities

Want to learn more about retirement from the comfort of your home on your own schedule? These resources can help:

- Take [this LinkedIn Learning course](#), using your free LinkedIn Learning account which introduces you to all the steps you should take to begin planning for your retirement—including how to balance your immediate financial needs with your long-term goals.
- Listen to the [Retirement episode of our Use Those Benefits! Podcast](#) for a great overview of how retirement plans work and the specific benefits and resources available to you as a USNH employee.
- Sign up for a one-on-one retirement planning session with an expert advisor.
 - If you have a Fidelity retirement account, [click here](#).
 - If you have a TIAA retirement account, [click here](#).
- Learn more about [new retirement legislation—called Secure Act 2.0](#)—and what it could mean for your retirement.

