



IMPORTANT EMPLOYEE INFORMATION AND RESOURCES

Update on Health Care Worker Bonus

We recently sent out information about the New York State Health Care and Mental Hygiene Worker Bonus Program, aimed at rewarding and retaining front-line and mental hygiene workers. As you may be aware, the deadline to submit signed attestations for eligible employees for vesting period one was on September 2. We wanted to give an update on this first submission.

Lexington submitted signed attestations for eligible employees who worked, on average, 35 or more hours weekly during the vesting period dates of October 1, 2021–March 31, 2022.

Employees who submitted a signed attestation but whose average weekly hours were less than 35 hours, were not submitted for vesting period one. But, there is no need to worry. We simply needed more time to ensure the calculation of worked hours was accurate so that eligible employees receive the correct bonus payment.

We will submit for that bonus payment along with our vesting period 2 attestations before the month's end—so you will not lose out on a bonus payment! There was not enough time between receipt of attestations and the submission date to ensure accuracy. Eligible employees can expect to receive payment for vesting period 1 no later than November 4, 2022.

We continue to receive clarification on the eligibility and rules. We will continue to keep you updates as to the details of the program as we learn more.

If you have any questions please feel free to reach out to **Elizabeth Karis** at karise@thearclexington.org.

Check Out RK Exchange for Important Info

Have you logged into RK Exchange recently?



There is lots of valuable information included on the website. You can get benefits info, apply for open positions, and complete open enrollment for 2023 benefits in November.

Here is the link for RK Exchange: <https://rkkchange.employeenavigator.com/>.

If you do not remember your login information, please contact **Courtney Mickels** at mickelc@thearclexington.org.

Lexington Milestones

Congratulations and thank you to the following employees celebrating milestones through September 30, 2022

THIRTY-FIVE YEARS

Sandra Ward, Administration, 9/07
Nancy Mancini, Day Habilitation, 9/11

TWENTY-FIVE YEARS

Monica Naslund, Residential, 9/08
Teresa Nethaway, Residential, 8/04
Michael Parlson, Transportation, 9/18
Amy Weaver, Residential, 7/13

TWENTY YEARS

Brian Moore, Family Services, 8/05
Christina Novak, Admin, 8/20
Samuel Pettit, Jr., Residential, 9/11
Maryann Russitano, Medical Services, 9/01
Modesta Schuyler-VanWagner, Residential, 9/03
Erin Wasson, Residential, 8/05

FIFTEEN YEARS

Madelin Burgos, Residential, 9/04
Ashley Dwyer, Day Habilitation, 8/06
Helen Johnsen-Brown, Residential, 9/24
Stacia Rand, Admin, 8/06

TEN YEARS

Brandy Chromczak, Residential, 8/20
Jenna Malagisi, Residential, 8/20
Jessica Mott, Admin, 8/06
Carol Olmsted, Medical, 8/07

FIVE YEARS

Christina Baughn, Residential, 8/28
Erica Cary, Residential, 8/21
James Cramer, Residential, 8/07
Kayla King, Residential, 9/18
Jordan Miller, Residential, 8/07
Alexis Morrison, Residential, 8/07
Myriah Nedelsy, Residential, 9/24
Maggie Pelosi, Residential, 9/05
Anna Smith, Residential, 8/03
Nicole Woodard, Residential, 9/18

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Health Insurance: How To Save Money For Yourself and Lexington

Did you know that when you and your family members sign up for health insurance through Lexington that Lexington pays all the bills associated with your health care?



We are what is called “self insured.” That means that when you go to the doctor or the hospital or to get things like lab work done, you pay a small co-pay. Lexington pays for the remainder of the bill. Many employees probably think the remainder of the bill is paid by CDPHP. That is not the case. CDPHP is our administrative arm. They simply handle the administrative work, but do not pay any bills.

Why is this important to you? As a consumer of health insurance, you can control some of these costs. This saves money for you (explained below) as well as for Lexington. **When Lexington can save money on health costs, the savings can be used for employee bonuses and salary adjustments.**

Lexington currently spends over \$13 million dollars per year on health care costs for its employees. If all users did their part to save, you can see the potential impact on money going back to employees in bonuses.

What can you do? Use **telemedicine whenever possible.** Telemedicine is free for all employees and their enrolled dependents. The cost of a doctor visit to Lexington can be well over \$100. Telemed charges Lexington less than \$20. That is a huge savings. The phone number to reach UCM Telemedicine is **(844) 484-7362.**

Lexington conducts COVID tests for free for employees! Employees who go to the ER for COVID tests can run up a bill that is over \$500.

Also, it is important that employees use participating providers. CDPHP has negotiated significantly reduced rates when employees use participating providers. You can find these providers by visiting www.cdphp.com. Your co-pay is also much less when using a participating provider.

You can also save money by using a participating lab! Please check the CDPHP website for the participating labs. As a consumer, you have a choice where to have lab work done.

Whenever possible use St. Mary's Healthcare. Lastly, Lexington has negotiated our own contract with St. Mary's. We have negotiated significantly lower rates when you use St. Mary's facilities. In almost every case, the cost at St. Mary's will cost you (and Lexington) over 10 times LESS than using Nathan Littauer or other health care facilities. We also have negotiated \$0 co-pay for many services at St. Mary's.

We are all in this together. Please do your part to be a smart consumer and save yourself and Lexington money that can be given back to our employees.

Lexington Milestones

Continued from front

ONE YEAR

Kayla Bennett, Residential, 8/02
Merilyn Besong, Residential, 8/02
Derrick Blay, Residential, 8/30
Brandy Buchannon, Residential, 8/23
Shemaya Busby, Residential, 9/27
Mary Cherry, Residential, 9/07
Taharqa DeJesus, Residential, 9/27
Jasmine Dence, Residential, 9/27
Kristi Dolder, Residential, 9/20/22
Michael Douglass, Medical Services, 9/20
Julie Erb, Residential, 9/07
Aaliyah Edmunds, Residential, 8/16
Esther Irakiza, Residential, 8/30
Dejonae Jones, Residential, 8/16
Annette Kuykendall, Residential, 9/27
Terri Lake, Residential, 9/26
Tia Lawrence, Residential, 9/27
Talaysha Lezama-Thomas, Medical, 8/09
Shania Madden, Residential, 9/07
Shyanne Madden, Residential, 9/07
Kathleen McDermott, Medical, 8/09
Trae Metzger, Residential, 8/23
Evelynne Orcutt, Medical, 9/20
Jasmine Osborne, Residential, 9/20
Sabine Schleifer, Residential, 9/09
Jayson Sponaas, Residential, 8/09
Quaseem Williams, Residential, 9/27

RETIREES

Valerie Bradt, Residential, 8/19, 39 years
Sandra Lais, Administration, 7/22, 39 years
Gail Wright, Nursing, 9/29, 34 years



Lexington's Mission

We empower people with autism and disabilities to live their best lives, every day, by partnering with their families, our employees

EAP Updating Website Next Month

At the beginning of October, Lexington's Employee Assistance Program will be launching a newly designed website (also known as our **Self-Help Resource Center**).

It's a major revamp, with a fresh look, easier navigation and search, more user controls, and new and updated videos, articles, and tools, including excellent new Learning Centers on popular topics.

We will let you know when it goes live!

AIG Is Now Corebridge Financial



AIG, Lexington's retirement group, is now Corebridge Financial. Greg Reo from Corebridge Financial will be on-site in Schoharie and Gloversville for individual in-person meetings on September 27 and 28, 2022.

Review your 401(k) account with Greg, and get answers to important questions you may have such as:

- **When can I retire and do I have enough?**
- **How much should I be saving?**
- **What happens to my 401(k) when I leave or retire?**
- **Are my investments allocated correctly?**
- **Is my portfolio too risky/safe?**

To book an in-person appointment in Schoharie on September 27, click here: [Schoharie on September 27th](#). There are several appointments available

To book an in-person appointment in Gloversville on September 28, click here: [Gloversville on September 28th](#). There are limited appointments available

Please call **Courtney Mickels** at (518)775-5422 with any questions.

Reminder: Public Service Student Loan Forgiveness

In the August 19 edition of HR Updates, we included an article about Public Service Student Loan Forgiveness. We are thrilled to report that one of our Lexington employees has successfully had \$30,000 of student loans forgiven through this program!

The deadline to apply for forgiveness is October 31. Please don't delay in applying or seeking information about this program. Click [here](#) to read the article and get more information about the program.

Temporary Monthly Gratitude Bonus Update

The final Temporary Monthly Gratitude Bonus payments were made on Tuesday, September 20. The final reconciliation of payments made in this check reflected an overall increase of 5% above what eligible employees had previously received.

All funds received from the state for this bonus have now been fully distributed.

Congratulations to our August Recruitment Raffle Winners!

Lois McRedman
Eastern Fulton County

Kalia Fisher
Schoharie County

Dejonnae Jones
Albany County

Notice: Lexington is required to provide you with a summary of the annual report of your health, life insurance, dental, vision and disability plans. You can click [here](#) to read the summary. No further action is required on your part.

For assistance with any Human Resources related matter or information, please click here for a complete list of the Human Resources team and their responsibilities:

<https://bit.ly/3y1t5kB>

This newsletter will be archived at the following link: <https://thearclexington.org/hr-updates>