

## IMPORTANT EMPLOYEE INFORMATION AND RESOURCES

### LEXINGTON EMPLOYEE MILESTONES

*Congratulations and thank you to the following employees celebrating milestones in September.*

#### 40 Years

Terry Button, Day Habilitation, September 4

#### 35 Years

Cindy Valhos, Clinical, September 18

#### 30 Years

Darren Brown, Clinical, September 28

Laurie Carpenter, Residential, September 6

LeslieLynne Zabawczuk, Residential, September 6

#### 25 Years

Jennifer Feagles, Transitions, September 22

Kristin Ginter, Residential, September 7

#### 20 Years

Robert Schwartz, Residential, September 14

#### 15 Years

Bruce Easley, Maintenance, September 28

#### 10 Years

Emily Bradt, Employment, September 10

Bernadette Platt, Residential, September 21

Myrna Rivera, Residential, September 22

#### 5 Years

Cody Boles, Residential, September 7

Kaleena Castiglione, HR, September 23

Ann Hadden, Residential, September 3

Zoe Holland, Residential, September 16

Barbara McSpirit, Day Habilitation, September 30

Jennifer Vincek, Residential, September 9

Hannah Winchell, Residential, September 3

Hope Cooper, Employment, September 3

#### 1 Year

Daniel Christman, Residential, September 11

Haley Walton, Residential, September 11

Joseph Barry, Administration, September 5

William Betts, Clinical, September 11

Betty Damin-Lamphere, Residential, September 11

Hailey DeFrances, Residential, September 25

Paiton Dery, Residential, September 11

Savanah Fenner, Residential, September 17

Kenneth Getsch, Family Support, September 17

Ronnel Harper, Residential, September 17

Brianna Lawton, Residential, September 17

Cassidy Lerke, Residential, September 25

Felicia MacDonald, Residential, September 11

Brenda Mochrie, Residential, September 11

Theodore Salvione, Residential, September 11

Rama Samo, Residential, September 11

## Earn Extra Cash with Employee Referral Program



**Attention all employees eligible for referral bonus rewards... this means you!**

Are you ready to turn your connections into cash? Get ready to earn big with our Employee Referral Bonus Program!

Employee referrals continue to be the sources for some of our best employees, and we recognize the value your

referrals bring to the Lexington family!

This is why we have an Employee Referral Bonus Program! **For every successfully-hired, full-time and part-time referral you make you have the chance to earn a total of \$500!**

**Details about our referral program can be found [here](#).**

# A Message From Shaloni Winston: Bonus Payout in Early September

Dear Lexington Staff members.

As I reflect on the past year, I am filled with the admiration for the challenges we've faced and overcome together as an organization. Your resilience, commitment, and unwavering dedication to those we support—and to each other—have been truly inspiring. I want to take a moment to express my deepest appreciation for all that you do.

In previous years, we have distributed a bonus in December to help ease the financial pressures of the holiday season. However, many of you have shared that receiving the bonus earlier in the year would better support your needs, particularly for back-to-school and vacation expenses. After thoughtfully considering your feedback, we have decided to make a change. This year, I am pleased to announce that we will be providing the bonus earlier, giving you greater flexibility to manage your finances as you see fit. Please keep in mind that this bonus will replace the usual December bonus, so I encourage you to plan accordingly.

We are happy to offer a \$1,300 bonus (less statutory deductions) to all full-time employees who are actively employed as of September 17, 2024, as a token of our appreciation for your hard work. Additionally, we want to honor your years of service with an extra bonus, as follows:

- Less than 5 years of service: an additional \$50 (less statutory deductions)
- 5 to less than 10 years of service: an additional \$175 (less statutory deductions)
- 10 to less than 15 years of service: an additional \$350 (less statutory deductions)
- 15 to less than 20 years of service: an additional \$525 (less statutory deductions)
- 20 or more years of service: an additional \$700 (less statutory deductions).

For those who are relief, part-time or per-diem employees, or have less than a year of service, you will receive a prorated amount. **The bonus will be distributed on September 17, 2024**, and the guidelines have been emailed to all. This early bonus represents an

investment of approximately \$2 million. It is because of your collective efforts that we have been able to achieve these savings, despite the challenges that we've faced, particularly with revenue shortfalls due to vacancies in our residential program. Your diligence has made it possible for us to share these savings with you, but it is essential that we continue to work efficiently, manage expenses wisely, and make the most of our health insurance benefits.

As you know, we strongly advocated for two key investments in the New York State Budget: a 3.2% Cost of Living Adjustment (COLA) to help offset rising costs, and a \$4,000 Direct Support Wage Enhancement. Unfortunately, the final NYS budget included only a 2.84% COLA. However, your persistent advocacy helped increase the final budget from the original 1.5% proposed by the Governor. We have not yet received this funding, nor do we know the precise calculations that will determine how much money we will receive.

**As soon as we receive this funding, we will announce a raise.**

Thank you once again for your steadfast commitment. Your hard work has made a profound difference in the lives of those we serve, and on behalf of their families, Dan, and myself, I want to extend my heartfelt gratitude for making Lexington such a special place where we achieve extraordinary results.

With deep appreciation,

*Shaloni*



## NYS Introduces New Digital Portal for Affordable Child Care

Governor Kathy Hochul has introduced a new digital portal to make free and low-cost child care more accessible for New York families. The initiative is part of a historic \$1.8 billion investment in the Child Care Assistance Program (CCAP).

The portal, available at [ny.gov/childcare](https://ny.gov/childcare), simplifies the application process for CCAP, which covers 90% of market rate child care costs. Eligible families of four will pay no more than \$15 per week, potentially saving thousands annually.

Eligibility is generally based on income and family size, with many qualifying if their income is up to \$108,000 for a family of four.

This digital upgrade is a significant step toward ensuring that more New Yorkers can benefit from affordable child care, helping to ease the financial burden on working families across the state.

## Safe Environment and Wellness Meetings Scheduled for September

Our third quarter Safe and Environment and Wellness meeting schedule is as follows:

- **Thursday, September 19**, 10am to 12pm at 465 N. Perry St, Johnstown in Classroom C- 10am for Safety Ambassadors- 10:30am for all other attendees
- **Tuesday, September 26**, 10am to 12pm at 121 Opportunity Drive (TPI Building)- 10am for Safety Ambassadors- 10:30am for all other attendees

For more information, contact Michelle Peryea at Peryea at [PeryeaM@thearclexington.org](mailto:PeryeaM@thearclexington.org).

### Lexington's Mission

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

## Congratulations to our Safety and Benefits Expo Award Winners!



Stephanie Engle



Lori Collado



Fiona Thompson

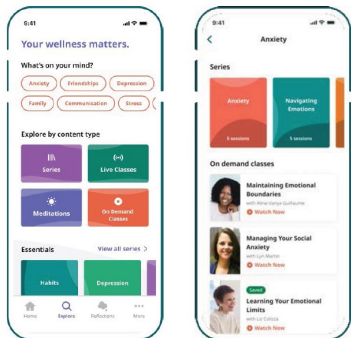


Karen Sweet



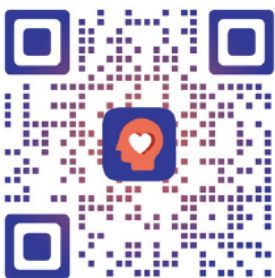
Aiden Zenzen

# EAP Announces New Benefit: Talkspace Go



**Talkspace Go** is a popular therapy app designed to enhance mental health and well-being in just 5 minutes a day. It provides confidential support for issues such as relationships, parenting, depression, anxiety, stress, burnout, trust, career, and more through self-guided, interactive courses. The app also offers optional weekly counselor-led classes, journaling, meditation exercise, assessments, and much more. Employees and their eligible family members, over age 13, can use the app for free!

Click [here](#) to read more about it.



To get started, download Talkspace Go from the Apple App store or Google Play. You can also scan the QR code.

To create an account, enter this code: **ESIEAP**.

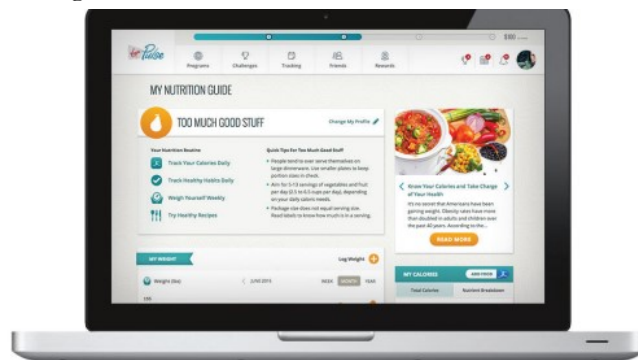
# CDPHP Health Hub: Better Health Starts Here

Get started on your path to better health by visiting the CDPHP Health Hub, powered by Virgin pulse.

With the Health Hub app, you can make small, everyday changes focused on the areas you want to improve the most. You'll build healthy habits and experience the lifelong rewards of better health.

The CDPHP Health Hub can be accessed from your smartphone or computer, giving you 24/7 access to power wellness resources right at your fingertips. The app can help you learn how to eat for more energy, move more, sleep better, manage stress and more. It can also help you motivate others and be motivated to build new healthy habits and reach your health goals.

You can learn more about [CDPHP Health Hub](#) by clicking on the link.



# Back to School and Lifetime Learning

Many adults carry that “back-to-school” feeling as summer winds to a close. We’re firm believers in lifetime learning for personal and professional self-enrichment so August is a good time to get back in gear. If you have kids, it can set a super example—you can even study together! Log in to [EAP’s Self-Help Resource Center](#) to take webinars and trainings, watch videos, use online calculators, and explore thousands of topics.

Here are some of the great training benefits you will find:

- Personal & Professional Development Trainings
- Monthly Webinars
- Learning Centers
- Career and Education Resources
- Financial Fitness Center
- Personal and professional coaching.

For assistance with any Human Resources related matter or information, contact a member of the Human Resources team at:

<https://bit.ly/humanresourcescontacts>

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

# Save Money On Your Prescriptions!

For employees who are enrolled in our CDPHP insurance plan, there are **3 VERY EASY ways to save on the cost of prescriptions.**

## Use Rx For Less.

Rx for Less covers generic medications only. They are sold at the participating pharmacies below at a significantly reduced cost.

Rx for Less offers deep discounts on a specific list of prescription drugs when purchased at the following pharmacies:

- ConnectRx
- Market 32/Price Chopper
- Walmart
- Hannaford
- ShopRite
- Walgreens
- Kinney Drugs
- RiteAid
- Stop & Shop
- Giant Foods
- Food Lion

Multiple independent pharmacies including:

- Condo Pharmacy, Plattsburgh
- College Hometown Pharmacy, Schenectady
- College Parkside Pharmacy, Albany
- Delaware Valley Hospital Community Pharmacy, Walton
- Guy Park Pharmacy LLC, Amsterdam
- Kelly's Pharmacy, Delmar location only
- Lindsay Drug Co., Inc., Troy
- Marra's Pharmacy, Cohoes
- Molloy Medical Arts Pharmacy, Poughkeepsie
- Nott Street Pharmacy, Schenectady
- O'Brien Pharmacy, Ballston Spa
- Parkway Drugs, Utica
- Putnam Valley Pharmacy Inc, Putnam Valley
- Riverfront Pharmacy, Amsterdam
- St. Mary's Community Pharmacy, Amsterdam
- Stone's Pharmacy, Lake Luzerne
- Thorpes Pharmacy, Hoosick Falls
- Wellness Rx, Tannersville
- Young's Pharmacy, Averill Park

## Use a Preferred Pharmacy

You can save money on each prescription filled at a preferred pharmacy. Use this link to locate preferred pharmacies:

<https://www.cdphp.com/members/rx-corner/drug-coverage>

## Use Mail Order

You can mail order your prescriptions from Optum or Costco or through ConnectRx. Many medications taken on a regular basis for long-term conditions (such as heart disease, high blood pressure, asthma, or diabetes) can be mailed directly to your home.

CDPHP members have access to prescription mail order service through Optum® Home Delivery. With this service you'll get a three-month supply of your long-term medications.

- Free shipping
- An easy online experience to track orders, request refills, price medications, and more
- Medication reminders
- 24/7 pharmacist and customer support
- An automated refill process
- A payment plan option to pay for a 90-day supply over three months

Call the prescription drug number on your CDPHP member ID card and select the mail order option. Or you can have your doctor send an electronic prescription to Optum Home Delivery.

## Additional mail order options

**Free, local delivery from ConnectRx pharmacy, powered by CDPHP®.** Mail order benefit pricing and 3-month supplies are available through ConnectRx. Plus, get free delivery right to your door if you live in the broader Capital Region! Visit [ConnectRx online](#) to learn more and for an easy prescription transfer.

## It's Not Too Late: Find a Primary Care Provider and Schedule a Physical

Primary Care Providers should be one of the first places you turn to navigate your health. We are asking all employees enrolled in our CDPHP health care plan to find a PCP and to schedule a physical in 2024. You can easily find a CDPHP participating doctor by using the "[Find-a-Doc](#)" feature on the CDPHP website.

There's no cost to you! **Physicals are free.**

If you need help finding a doctor, feel free to reach out to **Courtney Mickels in HR.**