

May 8th, 2020



Mennonite Village

Employee News

To be a Christ-centered community providing life-enriching services

JOTTINGS FROM HR.....

Health care or benefits questions? DirectPath has your answers.

Have you ever wondered?

- How can I avoid paying too much?
- Who can help me appeal a denied claim?
- Do I need a referral or prior authorization?
- Who can help me find a doctor?
- What's a deductible, copay, or coinsurance?

Your DirectPath Advocate has the answers to your health care and benefits questions. This confidential, no-cost service is included as part of your benefits program. Call DirectPath to save:

- ♦ **Money.** DirectPath can identify benefits you may not know you have, and find options to save on costs.
- ♦ **Time.** DirectPath will call the insurance carrier or provider on your behalf. No more waiting on hold!
- ♦ **Frustration.** Let DirectPath navigate the system for you! Your Advocate will research answers and explain them to you.

Call your DirectPath Advocate for any benefits or health care question throughout the year!

Contact your DirectPath Advocate at:

(866) 253-2273

advocate@directpathhealth.com

You can also connect with your Advocate through the exclusive DirectPath member portal:

login.dphmemberportal.com

EARNED LEAVE CASH OUT

It is that time of year to start thinking about if you would like to cash out some of your Earned Leave (EL). The company allows you to cash out some of your Earned Leave twice a year in June and December. Your request to cash out EL needs to be received by payroll no later than June 1st to be on the June 5th paycheck. Remember if you are Full time you must leave a minimum of 40 hours in your bank to cover future time off needs and Part-time (variable hour) employees must leave a minimum of 20 hours in their bank. Please refer to the Cash Out policy in the Employee Handbook if you have questions.

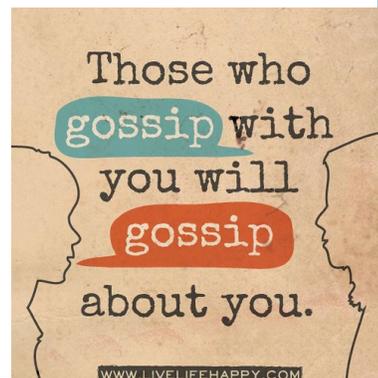
*Happy
Mother's
Day*

7 BAD EFFECTS OF GOSSIP

One of the worst effects of **gossip** is that you can **hurt** others. If you've ever been the subject of **gossip** or false rumors, you know how **harmful** it is. You feel embarrassed, disgraced, and ashamed, even if you haven't done anything to be ashamed of.

1. **BAD KARMA:** If your spreading gossip be prepared for it to come back to you.
2. **GOSSIPING ISOLATES YOU:** Gossiping reflects badly on you, even if you don't realize it. People may secretly resent you.
3. **NO ONE WILL TRUST YOU:** If you constantly gossip, people will stop trusting you at all.
4. **YOU HURT OTHERS:** One of the worst effects of gossip is that you can and most likely will hurt others.
5. **YOU BREAK PROMISES:** Gossip often leads to broken promises, even if it's not your goal.
6. **GOSSIPING TARNISHES YOUR HONESTY:** If you become known as the gossip, people will be guarded when talking to you and limit what they share.
7. **GOSSIP SPREADS LIES:** Very often gossip spreads lies. Usually those talking about it weren't even involved in the situation. They have no basis for their information, just their own creative imagination to fill in the gaps.

Gossip is a part of human nature and usually we do not mean it to be harmful. Gossip may not always seem bad, and at times may help pass along information. The problem is when it is gossip you never truly know if it is good information or bad information.



COVID-19 RESOURCES



Don't forget to check out the employee portal Covid-19 Resource section for forms, information from our healthcare providers and some information and charts on when an employee may qualify for Unemployment Insurance (UI) or assistance from the organization.

You are all doing a great job practicing social distancing. Remember this is new to everyone, so while we may not be perfect, keep doing what you can to be safe and help your co-workers and our residents be safe.

EMPLOYEE PORTAL:

<https://mennonitevillage.org/employee-portal/>