



# THE PATHOLOGY NEWSLETTER

(PATHOLOGY ELECTRONIC NEWS)  
Department of Pathology  
University of Michigan Health System  
Ann Arbor, Michigan

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## GENERAL ANNOUNCEMENTS

### **Open Enrollment Sessions**

To aid you in understanding and choosing your 2004 benefits options during Open Enrollment, the Benefits Office is hosting a series of Information Sessions in October. Formal presentations with audience Q&A and informal drop-in sessions are offered in a variety of locations. All faculty and staff are invited to attend any of these optional sessions.

The dates, times, and locations can also be viewed on the Benefits Office Web site at: [www.umich.edu/~benefits/events/oe/infosession.htm](http://www.umich.edu/~benefits/events/oe/infosession.htm). To have information about Open Enrollment faxed to you, including the Information Session schedule, you may call the Benefits Answer Line at 647-2375 (category 6150).

Full information about Open Enrollment, including co-premium rate charts, is now available on the Benefits Office Web site ([www.umich.edu/~benefits/](http://www.umich.edu/~benefits/)).

### **Change in Medical Insurance Practice for New Hires**

Beginning January 1, 2004, the University will modify a practice associated with medical insurance enrollment for newly hired faculty and staff. Presently, coverage under the medical plan the faculty or staff member chooses begins on the first day worked if he/she enrolls in a plan within 60 days. Each year, a small number of faculty and staff neglect to enroll in any plan. In most of those cases, we have automatically enrolled the faculty or staff member in the Comprehensive Major Medical Plan\* administered by Blue Cross Blue Shield of Michigan at single person coverage.

Beginning on January 1, 2004, this method of automatic default into a medical insurance plan will be discontinued. Newly hired faculty and staff will continue to have 60 days from their start date to enroll in the medical insurance plan of their choice, but they must elect a plan during that period. If they fail to do so, they will not have medical coverage and will not be eligible to receive opt-out-cash (\$800 per year). Another opportunity to enroll will not occur until the next annual Open Enrollment period, unless they experience a life event (e.g., marriage, birth of a child, adoption, etc.) that qualifies them to make or change benefit elections.

This important information will be found in New Employee Orientation materials and on the Benefits Office Web site in 2004. Please help to make certain all faculty and staff hired on or after January 1, 2004 and existing ineligible staff who become newly eligible on or after January 1, 2004 are aware of their responsibility to enroll in a medical insurance plan to receive coverage for the benefit of themselves and any qualified dependents.

(\*Research Fellows defaulted into BCBS/United; House Officers defaulted to MCare HMO; GSIs, GSSAs, and GSRAs were not defaulted into a medical insurance plan.)

**New Employees:**

Please welcome the following new employees to the Department of Pathology.

<u>Name</u>	<u>Date of Hire</u>	<u>Lab/Area</u>	<u>Title</u>
Colleen Greene	8/11/03	Surg Path	Pathology Assistant
Elizabeth Wawrzaszek	8/11/03	Golden	Medical Secretary II
Linda Boczar	8/18/03	Hematology	Medical Technologist
Jeanette Gohl	8/18/03	Surg Transcription	Word Proc. Oper.
Kelly Young	8/18/03	Point of Care	Clin Lab Associate II
Deena Frye	8/25/03	Central Distribution	Clin Lab Associate I
Sharon Wu	8/25/03	Central Distribution	Clin Lab Associate I
Claudia Jakubzick	9/1/03	Kunkel	Research Fellow
Humaira Lateef	9/1/03	Varani	Research Fellow
Scott Truskowski	9/1/03	OP Blood Drawing	Clin Lab Associate I
Hongfeng Yu	9/1/03	Cho	Research Fellow
Ying Liu	9/2/03	Cho	Res Assoc II Hlth Sci
Emily Brooks	9/8/03	Chemical Pathology	Medical Technologist
Benjamin LaBounty	9/8/03	Central Distribution	Clin Lab Associate I
Juliane Otto	9/8/03	Mellerick-Dressler	Res Asst II Hlth Sci
Laura Romans	9/8/03	Point of Care	Clin Lab Associate II
Li-Jyun Syu	9/8/03	Mellerick-Dressler	Res Assoc I Hlth Sci
Eric Albrecht	9/11/03	Ward	Research Fellow
Michelle Haywood	9/15/03	Central Distribution	Clin Lab Associate I
Wei Wen Liao	9/15/03	Central Distribution	Clin Lab Associate I
Helmut Weigelin	9/15/03	Chemical Pathology	Medical Technologist
Jill Granger	9/16/03	Remick	Sr Res Associate
Carrie Hannah	9/22/03	Central Distribution	Clin Lab Associate I
Laura Redis	9/22/03	IP Blood Drawing	Clin Lab Associate
Casey Wright	9/22/03	Duckett	Research Fellow
Romualdo Rosquillo	9/29/03	Microbiology	Medical Technologist

## **You're Super! Awards**

The following staff received You're Super! Awards during this quarter:

Elizabeth Wawrzaszek	Education Office
Beverly Smith	Pathology Administration
Scott Marquette	Outpatient Phlebotomy
Jessica Golem	Outpatient Phlebotomy

## **PTO Sell Back**

As we think about open enrollment, it is also time for staff who accrue PTO to decide whether or not to sell back any PTO. For non-bargained for staff the deadline to complete the form is October 31, 2003. A new change this year is that non-exempt (bi-weekly) staff may sell back any amount of unused PTO provided that at least 40 hours remain in their PTO bank. Last year staff was limited to selling back 80 hours. No changes to the exempt staff - you may sell back 40 hours provided that at least 40 hours remain in your bank.

For Nursing (MNA) staff, the deadline for completing the form is December 1, 2003. Nursing staff may sell back any number of PTO hours as long as 40 hours remain (prorated according to appointment fraction) in the PTO bank.

Payment for these sell backs will be the last bi-weekly check in January 2004 or for monthly staff, their January paycheck.

The form is attached to this newsletter. Completed forms **must** be in my office by the deadline date.

Beverly Smith  
Pathology Administration