

A large blue circle with a gold border is centered over the image. Inside the circle, the letters 'TC' are written in a large, gold, serif font. Below 'TC', the words 'WELLNESS' and 'TOWN HALL' are written in a smaller, white, sans-serif font, stacked on two lines.

TC
WELLNESS
TOWN HALL



Employee Assistance Program (EAP)

- **Confidential Service available 24/7**
- **3 Components**
 - Counseling - 5 sessions per incident per year
 - Face to Face Sessions
 - Phone or web-video consultations
 - Financial Services
 - Phone consultation with a Financial Advisor (Budgeting, Credit/Financial questions)
 - Legal Services
 - Face to Face Session or phone consultation with an attorney
 - Civil, Consumer, and criminal law; Personal and Family law; Financial or tax matters, Real Estate, and Estate Planning

Employee Assistance Program (EAP)

- **Additional Services**

- Identity theft recovery services
 - Assistance in creating a protection plan
 - Connect to a identity recovery specialist if ID theft occurred
- Daily Living Services
 - Assistance with errands, event planning, vacation planning
- Member website
 - Childcare and eldercare directories
 - Tip, tools, and calculators to help with finances, legal issues, and retirement planning
 - Health and Wellness Resources

Employee Assistance Program (EAP)

- **Contact Information (24/7)**

- Toll free: 1-855-789-5915

- TTY Users: 1-866-228-2809

- Online: mhn.advantageengagement.com

- Register with company code: tceap

Medical Leave of Absence

- **Types of Leaves**

- Short Term Disability (NYS DBL) & Supplemental Disability
 - Maternity
 - Medical condition
- NYC/NYS Paid Sick and Safe Leave Law
- NYS Paid Family Leave (PFL)
- FMLA
- Military Leave/Military FMLA

- **Contact the Benefits Team**

HR Main Line: 212-678-3175 x3

Evelyn Fernandez: 212-678-6662

Bright Horizons

- **Emergency Back-Up Care (200 hours/year)**
- **Enhanced Family Support**
 - Primary Child Care Solutions
 - Priority access to Bright Horizons Center or tuition discounts at partner centers
 - Waived membership fees for Sittercity (\$150 value)
 - Discounts on College Nannies (nanny placement service)
 - Academic Support & Training
 - Discounts on tutoring, test prep, enrichment classes
 - Varsity Tutors (20% discounts on most programs, including tutoring and small group classes)
 - Revolution Prep (20% discount off hourly tutoring rates; 33% off interactive math adventure)
 - MarcoPolo Learning (65% off annual app subscriptions) digital program for pre-schoolers

Bright Horizons

- **Access to Sittercity's search tools**

- Locate caregivers who manage small-group learning pods

- **Elder Care**

- Years Ahead serves as a referral resource through SitterCity
- Years Ahead provides a free online platform to connect with elder care tools and resources

- **Additional Benefits**

- Available resources to help find pet care, housekeeping, and more.

Bright Horizons

- **To access:**

Visit: clients.brighthorizons.com/teacherscollege

Username: teacherscollege

Password: care4you

“Your Home Office”

- **Office of Access and Services for Individuals with Disabilities (OASID)**

- Employees with a documented disability are eligible for accommodations
 - Workplace adjustments
 - Work schedule adjustments
 - Provide or adjust a product, equipment, or software
 - Provide an aid or a service to increase access
- Register with OASID by submitting an Accommodation Request
 - Provide clinical information
 - Engage in interactive dialogue with OASID and supervisor
- COVID-19 Accommodations
 - Identify and attest that you have a health condition or other factor(s) that place you at greater risk of serious illness if COVID-19 is contracted
 - Provide details about work environment and concerns related to COVID-19

“Your Home Office”

- **Ergonomic Workstations**

- Employees with a diagnosed disability, such as a musculoskeletal disorder (MSK), requiring an ergonomic office item to alleviate their symptoms:
 - Register with OASID
 - Determine what accommodations an employee may be eligible to receive
- Employees that do not have a diagnosed condition that requires ergonomic accommodation, but are experiencing discomfort related to their physical workspace are encouraged to utilize the following:
 - CU Ergonomics Program (humanresources.columbia.edu/ergonomics)
 - CU Office of Work/Life (worklife.columbia.edu)

- **Contact OASID:** email: oasid@tc.edu
web: tc.columbia.edu/oasid/services/

Financial Wellness

- **Free Monthly Webinars**

- Various topics hosted by TIAA
- November Line-Up includes
 - Making Gifts to Love Ones and Charities (Nov. 10th)
 - Money at Work 1: Foundations of Investing (Nov 10th)
 - The Power of Saving (Nov 11th)
 - Making It Easier For You: Online Tools and Resources (Nov 11th)
 - Retiring in the “New Normal” (Nov 12)
 - Responsible Investing: Portfolios with a Purpose (Nov 12th)

- **Please visit the HR homepage, under Upcoming Events:**
tc.columbia.edu/human-resources/

Wellness Discounts

- **Discount Programs available through Medical Insurance Plan**
 - Aetna – Stay Healthy Program
 - Visit: [aetna.com](https://www.aetna.com)
 - At-Home Products (blood pressure monitors/activity trackers)
 - Natural Products and Services (Acupuncture, massage therapy, chiropractic & nutrition)
 - Fitness (memberships, fitness products, workout gear)
 - Lasik
 - Vision Materials (lenses, contacts, sunglasses)
 - Oral Health Care (sonic toothbrushes, oral health care kits, PPE)
 - Hearing (exams, hearing aids, batteries, repairs)
 - LifeMart Shopping Website (health & wellness, tickets, travel and family deals)
 - Weight Management (meal plans, meal delivery, coupons)

Wellness Discounts

- **EmblemHealth – Healthy Discount Program**

- Visit: emblemhealth.com/goodhealth
- Acupuncture, Massage Therapy, and Nutrition Counseling
- Jenny Craig
- NutriSystem
- Vitamins and Natural Supplements
- Health Club Memberships
- Vision Discount Program
- Vision Laser Correction
- Hearing Care Discount Program
- Medical Equipment and Services Discount Program

Employee Discounts

- **Wireless Carrier**
- **Verizon Fios**
- **Technology Discounts**
- **Corporate Offers**
- **Sports Clubs Network (NYSC)**
- **CU Dodge Fitness Center (Currently Closed)**
- **CU Bookstore (Currently Closed)**

- **For more information, please visit:**
tc.columbia.edu/human-resources/benefits/employee-discounts

Human Resources Homepage

tc.columbia.edu/human-resources/