



November 16, 2023

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## 2024 OPEN ENROLLMENT IS HERE!

**NOVEMBER 16 THROUGH NOVEMBER 30**

Open Enrollment Starts today, **November 16, 2023!** Open Enrollment is your opportunity to confirm your benefit elections for next year. During this time, you may choose to change your health, life, and disability elections, enroll for Flexible Spending Account (FSA) coverage for 2024, and enroll in the NEW! Legal program.

Open Enrollment is considered optional! This means if you do nothing, your benefit elections (except for FSA) will be the same in 2024. However, if you do want to make changes, including enrolling in FSA or the NEW Legal program, you may do so between November 16 and November 30, 2023.

The Benefits and Wellness Office will be hosting various informative Open Enrollment sessions, to be conducted virtually through Microsoft Teams. These event sessions offer an opportunity to gain comprehensive insights into the Open Enrollment process and the 2024 plan changes.

Various live virtual presentations with specific topics covered in each are scheduled every work day (excluding holidays and weekends) during Open Enrollment. A member of the Franklin County Benefits and Wellness office will share an overview of Open Enrollment 2024 during each presentation and address any questions. Presentations include:

- **Open Enrollment (OE) & Your 2024 Benefits** – Attend if you want an all-inclusive presentation that includes everything you need to know about Open Enrollment as well as an overview of 2024 benefit changes. Covers your bundled Health Plan, Flexible Spending Accounts (FSA), and voluntary programs including the NEW! Legal program.
- **2024 Health Plan** – Attend for a more in-depth discussion about your 2024 bundled Health Plan (medical, behavioral health, prescription drug, dental, and vision) and 2024 benefit changes.
- **2024 FSA** – Attend to learn about the benefits of having a Flexible Spending Account (FSA), important IRS and Plan rules, and 2024 plan changes.
- **2024 Voluntary Programs** – Attend for a comprehensive overview of the NEW! Legal program, as well as a brief overview of the life and disability programs.

To learn more about Open Enrollment and 2024 changes click on any of the boxes below, or head to [fccbenefits.com](https://fccbenefits.com) to view your coverage for 2024. If you are unable to attend a presentation check out the pre-recorded On-Demand Tutorial at any time.

The Spotlight

Presentation Schedule

On-Demand Tutorial



## COMING TOGETHER

### HONORING TRANS LIVES AND BUILDING A SUPPORTIVE COMMUNITY

[Transgender Day of Remembrance](#) occurs annually on November 20th. The day has been observed internationally as a day that honors the memory of the transgender people whose lives were lost in acts of anti-transgender violence.

Transgender Day of Remembrance and transgender awareness are deeply interconnected, highlighting the importance of understanding and respecting the diverse experiences of transgender individuals. By acknowledging and commemorating those who have lost their lives to transphobia and violence, we as a community can become more aware of the challenges faced by the transgender community. This increased awareness can help create a more welcoming and supportive space for transgender individuals in different parts of their lives, including healthcare.

Transgender individuals are increasingly starting families. However, there is a concern that their needs may not be fully addressed by a healthcare system that predominantly prioritizes heteronormativity. Organizations like Maven, are prioritizing the needs of transgender individuals who are looking to start a family and the Franklin County Cooperative has partnered with Maven to bring that support to our employees and their families. Read below for important information for trans individuals embarking on their family forming journey.

### OPTIONS FOR FERTILITY TREATMENTS FOR TRANS PEOPLE

There are surgical transitions that take away access to someone's own eggs, sperm, or uterus, and some medical transitions can have potentially negative effects on the quality or viability of eggs or sperm. But even if someone has medically or surgically transitioned, they may still be able to have children that are genetically related to them.

It's typically recommended that people preserve their fertility before medically transitioning, but individuals should talk to their healthcare providers to create a personalized plan for their fertility journey.

There are several options for both trans men and women to have biological children. When you use Maven, you'll be assigned a dedicated Care Advocate who can help you find the right providers and advocate for your needs throughout your fertility journey. With Maven, you have 24/7 access to a team of providers like Reproductive Endocrinologists, Fertility Awareness Educators, OB-GYNs, and more. Maven also offers surrogacy and adoption services for all members looking to build their families.

Not everyone follows the same path to building a family. Benefits for fertility and infertility as well as adoption and surrogacy are available through Maven. To start your journey today go to [mavenclinic.com](https://mavenclinic.com).



## THE GREAT AMERICAN SMOKEOUT®

### NOVEMBER 16

Quitting smoking isn't easy. It takes time. And a plan. You don't have to stop smoking in one day. Start with day one. Let the *Great American Smokeout* event be your day to start your journey toward a smoke-free life. You'll be joining thousands of people who smoke across the country in taking an important step toward a healthier life and reducing your risk of cancer, and



other chronic conditions. Plus, the American Cancer Society can help you access the resources and support you need to quit.

## HOW TO QUIT

The [US Surgeon General](#) has said, "Smoking cessation [stopping smoking] represents the single most important step that people who smoke can take to enhance the length and quality of their lives." Quitting is hard, but you can increase your chances of success with help.

Thinking about quitting smoking? Tobacco-cessation trained health coaches are right at your fingertips. You can work one-on-one with a trained health coach to help you make a plan to quit through ThriveOn. Together, you'll create an action plan that's right for your health status, your medical conditions, and your personal goals.

Simply register for health coaching through the web portal at [fccThriveOn.com](http://fccThriveOn.com), complete your Online Health Assessment and you will be provided with Health Coaching options based on your unique needs.

Along with health coaching, you have a \$0 copay for prescription and over-the-counter (with prescription) tobacco cessation products. These include nicotine products, Chantix, and bupropion (generic only - there is a copay for brand Zyban). To learn more about your prescription coverage, click [HERE](#) or check out [optumrx.com](http://optumrx.com).

Need more information on Tobacco Cessation? Head to [BeWell.franklincountyohio.gov](http://BeWell.franklincountyohio.gov). You can also find free tips and tools [HERE](#).



# HAPPY, HEALTHY HOLIDAYS

## HEALTHY THANKSGIVING TIPS

The holidays are a time to celebrate, and celebrations help increase a sense of well-being! Though this season can be the most wonderful time of the year for some, the hustle and bustle can make it more challenging to focus on your health. Check out some different ways you can prioritize your wellness while still enjoying all the good that holidays have to offer!

**Practice Balanced Eating** - Focus on nutritious options, indulge in moderation, and listen to your hunger and fullness cues.

**Stay Well Rested** - Keep the bedroom cool and free of disturbing noises, stick to a schedule, and practice bedtime rituals.

**Boost Your Immune System** - Fight off germs by incorporating immune-boosting foods into your diet, such as berries, mushrooms, and garlic. Additionally, practice good hygiene by washing your hands regularly and staying hydrated with plenty of water. Take a proactive step in safeguarding your health by attending Franklin County Public Health's **Test-Giving event on Tuesday, November 21, from 11 am to 2 pm** at 275 East Gay Street. By participating, you can receive up to six free COVID test kits, available while supplies last.

**Keep On Moving** - Park farther away and walk to your destination, exercise with others, and look for a holiday fun run (or walk).

**Prioritize Yourself** - Make sure to prioritize 'You' time by setting boundaries with friends and family, engaging in daily self-care activities, and carving out moments to relax. A great way to kick start this is by participating in ThriveOn's *Self-Care Isn't Selfish Challenge!* Registration is now open. Don't miss out on the last ThriveOn challenge of the year and the chance to earn one of your 4 Well-Being Activity Incentives. Be sure to register by November 22, 2023, at [fccThriveOn.com](http://fccThriveOn.com).

As we gear up for Thanksgiving, please note that next week, ThriveOn Thursday will be on a short hiatus as we celebrate the holiday, taking time to recharge and reflect. We'll be back with more tips, tricks, and articles soon. Until then, enjoy this time with your family and friends this holiday season.