

Just a reminder that you are able to make changes to your group benefits plan at any time. Please feel free to contact me if you want a review of your plan design. Being part of a bigger pool, the UBCM Group Benefits Plan allows you to offer better customized plans at a lower cost. [Email me](#) today!

Happy New Year! I know it's already the end of January, where has the time gone? If you haven't made your New Year's resolutions yet, don't stress if you haven't, making positive changes in your life and sticking to them isn't confined to the first month of the year.

I know nobody expected the pandemic to last as long as it has, and there have been many surveys and reports that have concluded that this is causing extreme levels of stress, anxiety, and health concerns among employees. For many of us, it has meant juggling work, school and home life --burnout is within reach! That is why it's important to set a few realistic goals that can make those positive changes to our life. So let us plan to be mindful (each day), manage stress, make nutrition a priority and stay connected with friends and family!



Tip of the Month

Think S.M.A.R.T when setting goals. Choose a series of mini-goals that are: Specific. Measurable, Attainable, Realistic and Timely. Crushed a goal? Make a new one!

Quote for the month:

"Instead of worrying about what you cannot control, shift your energy to what you can create."

-Roy T. Bennett, The Light in the Heart

If you have any comments or concerns, do not hesitate to [email me](#).

Cheers,

UBCM Group Benefits Newsletter

January 2021

New study shows that mental health of nearly half of British Columbians continues to suffer during COVID-19

A new study on mental health commissioned by Pacific Blue Cross (PBC) and conducted by Insights West has found that the state of mental health of many adult BC residents is precarious, with nearly half reporting their mental health to be worse than it was pre-pandemic.

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PBC - Services Available by Claiming Under Existing Psychology Benefit Limits - Online Cognitive Behavioural Therapy

As PBC's new standard, they now be reimbursing claims for therapist-guided Online Cognitive Behavioural Therapy programs under existing Psychology benefit limits. Claims will be reimbursed up to a reasonable and customary limit of the plan's annual maximum.

Cognitive behavioral therapy (CBT) helps you change how you think and behave-so you can change the way you feel-by developing skills and techniques to manage the stress and emotions of day-to-day life. PBC's online CBT providers offer programs to treat anxiety, depression, post-traumatic stress, insomnia, panic disorder, pain management, and alcohol and other substance use issues. [Contact us](#) if you would like more information.

How to survive the winter blues

According to the [Canadian Mental Health Association](#), some symptoms of the winter blues include changes in appetite and feeling lethargic. But there are ways to make winter a little more pleasant.

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Bell Let's Talk Day

Normalize conversations about mental health and help de-stigmatize mental illness by continuing the conversation with [Bell Let's Talk Day](#).

12 Ways to Show Empathy in the Workplace

"Listening to your employees is fundamental for shaping the future workplace. We have been

working to solve how we best support employees' mental health and that includes delivering a benefits program that effectively meets their needs for well-being and flexibility." According to the [Businessolver® State of Workplace Empathy study](#), 76% of employees say empathy drives greater productivity.

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COVID-19: Legal Obligations Around Childcare Accommodation

Even in jurisdictions in which daycare or camps have reopened or will reopen imminently, some parents may wish to keep their children at home due to fear of exposure to COVID-19.

In these circumstances, the question we have been asked is: What are an employer's legal obligations to accommodate a request for time off, to continue a work-from-home arrangement or to agree to some other arrangement?

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Special Authority criteria changes: Third-line antidiabetic drugs

The new criteria can be found [here](#).

WorkSafeBC to enhance its inspection presence

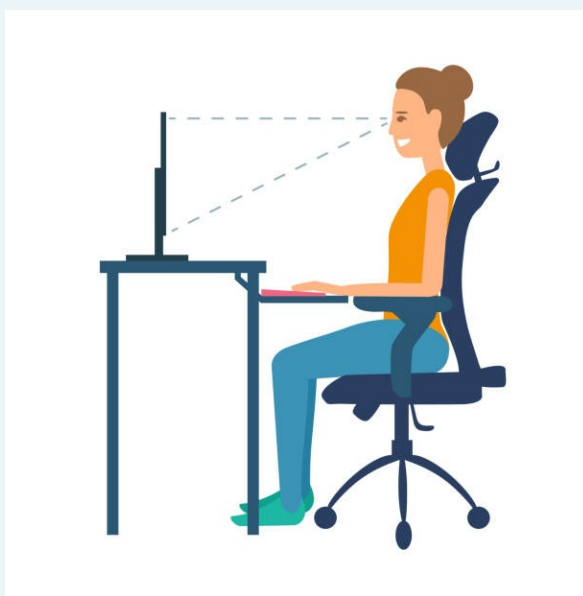
WorkSafeBC has been requested to enhance its inspection presence in workplaces by reducing reliance on virtual checks and moving to more in-person inspections, particularly in sectors where COVID-19 transmission is occurring.

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Expert tips for an ergonomic desk setup

Many of us lack an ergonomic desk setup at home. Without it, we risk injury. Learn how you can use simple items and know-how to make working from home easier on your body.

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