



Health Tip: Mental Health

Understanding Mental Health

Talking about depression, anxiety or other problems that may affect your mental health isn't always easy, but let's start the conversation. If you or a loved one may be dealing with these issues, you're not alone. Millions of people in the United States are affected by behavioral health issues each year.¹ Learning how to talk about and understand your mental health may be the first step to recovery.

Mental health, also known as behavioral health, are terms used to describe several problems that may affect your mental well-being, including your emotional, psychological, and social well-being.² Behavioral health includes stress, anxiety, depression, mood disorders and other psychological issues. Behavioral health disorders may also include things like substance use disorders, eating disorders, or psychotic disorders.



What are common signs of mental health problems?

Mental health problems are not always easily identified, but if you identify any of these signs or behaviors, it may be time to seek help:

- Eating or sleeping too much
- Losing interest in people and activities
- Feeling hopeless
- Aches and pains
- Excessive alcohol consumption
- Drug use
- Irritability and anger
- Feeling depressed
- Thoughts of harming oneself or others
- Thoughts of suicide

Asking for help may be your most important step in taking care of yourself, as poor mental health can impact several parts of your life. Specifically, poor mental health affects your relationships with others and yourself, and it may impair the way you cope with stress. It is also associated with stroke and chronic diseases such as diabetes, heart disease, and certain types of dementia.³



Mental health myths⁶

- Myth:** Mental health problems do not affect me
- Myth:** People with mental health problems are violent and unpredictable
- Myth:** Personality weakness or character flaws cause mental health problems
- Myth:** There is no hope for people with mental health problems
- Myth:** Therapy and self-help are a waste of time
- Myth:** Prevention doesn't work. It is impossible to prevent mental illness

SUMMER - Benefit Deductions



Employees who **are enrolled** in the 12-month pay program, normal premium deductions will be deducted through regular payroll deductions.

Employees who are currently enrolled in benefits, are **not enrolled** in the 12-month pay program, and have a signed agreement for the 2026/27 school year - **PLEASE NOTE**, the 4-benefit premium deductions (06/23/26-8/4/26 pay dates) for summer will be split over 2 pay periods - 05/26/26 and 06/09/26.



United Healthcare Rewards

Activate and earn \$1,000: Sign in to myuhc.com today to activate UHC Rewards and start getting paid for the healthy activities you're already doing!



Get in on UHC Rewards

Good news—your health plan comes with a way to earn up to \$1,000. UnitedHealthcare Rewards is included in your health plan at no additional cost.



There's so much good to get

With UHC Rewards, a variety of actions—including things you may already be doing, like tracking your steps or sleep—lead to rewards. The activities you go for are up to you, and the same goes for ways to spend your earnings.

Here are just a few of the ways you can earn:

Connect a tracker	\$65
Take a health survey	\$25
Get an annual checkup	\$50
Get a biometric screening	\$75

Visit UHC Rewards for the full list of rewardable activities that are available to you—and look for new ways of earning rewards to be added throughout the year.

Earn up to **\$1,000**

continued

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There are 2 ways to get started



On the UnitedHealthcare® app

- Scan this code to download the app
- Sign in or register
- Select **UHC Rewards**
- Activate UHC Rewards and start earning
- Though not required, connect a tracker and get access to even more reward activities

On myuhc.com®

- Sign in or register
- Select **UHC Rewards**
- Activate UHC Rewards
- Choose reward activities that inspire you—and start earning



Your health

Get in on an experience that's designed to help inspire healthier habits

Your goals

Personalize how you earn by choosing the activities that are right for you

Your rewards

Earn up to \$1,000 for completing rewardable activities



UnitedHealthcare Rewards

Premium Payout structure



1. **UHC Rewards makes it easy to get more from your health plan.** To start earning, download the UHC app or log in to myuhc.com & select "UHC Rewards" to "Activate" your account. You can earn up to \$1,000 for completing rewardable activities you may already be doing!
2. **Earn up to \$1,000 for your healthy habits.** Just log in to myuhc.com or the UHC app and click "Activate" to start winning!

	Action	Description	Dollars earned
One-time activities	Complete health survey	Learn how your health journey is going and offers to help improve your well-being	\$25
	Get a biometric screening	Complete annual bloodwork and measurements	\$75
	Go paperless	Switch to paperless communications	\$5
	Flu shot	Get an annual flu shot	\$30
	Annual checkup*	Complete an annual checkup to support health and prevent illness	\$50
	24/7 Virtual Visit*	Talk to a provider by video for common urgent care needs	\$30
	Get a cervical screening*	Regular screening tests may help find changes in the cervix that may be treated before they become cancer	\$75
	Get a breast screening*	A mammo gram may usually find breast changes that could be cancer years before symptoms develop	\$75
	Get a cost estimate	A cost estimate explains the expected cost for an upcoming visit or service	\$40
	Tracker-based	Connect a tracker	Automatically track activities
Daily activity - goal 1		Track 15 active minutes or 5k steps per day	\$0.75
Daily activity - goal 2		Track 30 active minutes or 10k steps per day	\$1.25
Fitness challenge - weekly goal		Complete the daily activity goals 5 out of 7 days (Sunday to Saturday)	\$5
Sleep tracking		Track sleep for 14 days	\$10
Sleep challenge - weekly goal		Track 7 hours of sleep for 5 out 7 nights (Sunday to Saturday)	\$5
Maximum annual incentive			\$1,000

Questions?

Call customer service at 1-866-230-2505

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Up to \$500 Employee Referral Bonus



The busy summer months are right around the corner which is the perfect time to refer a friend with our bonus program!

CRA Therapy strives to provide our therapists with quality service and career opportunities. We always appreciate it when our employees refer others to us and have developed this program to say thank you.

Please reach out to your Recruiter or Account Manager for more information about the program!

Go Paperless in ADP

Did you know, you can get your tax forms faster, so you can file your taxes and get any potential refunds quicker by signing up to 'Go Paperless' in ADP?

Log into ADP and go to:

- Myself
- Pay & Tax Statements

If you're not enrolled, a popup will come up that you can toggle on 'receive paperless statements'.

If this doesn't come up, scroll to the bottom of the page and you will see "Go Paperless" in the bottom left corner of the screen.

Thanks for helping us to save some trees, and helping you to get your forms quicker too!



Important *May* Dates

May	Mental Health Awareness Month National Military Appreciation Month National Better Speech & Hearing Month
May 4th - May 8th	Teacher Appreciation Week
May 1st	School Principal's Day School Bus Drivers' Day
May 5th	Cinco de Mayo
May 6th	National Nurses' Day National Interpreter Appreciation Day
May 8th	Military Spouse Appreciation Day
May 10th	Mother's Day
May 16th	Armed Forces Day
May 25th	Memorial Day

HR is Here to Help

For Questions About:	Contact:
12-Month Pay Plan	Dusty, onboarding@commrehab.org
401k Information	Amber, humanresources@commrehab.org
Absence Request Form	Catherine, timesheets@commrehab.org
Who do I notify if I need time off?	Your Account Executive (Danielle or Molly)
Change of Address	Update in ADP - www.workforcenow.apd.com
Direct Deposit - update info	Update in ADP - www.workforcenow.apd.com
Benefits (other than H.S.A.)	Amber, humanresources@commrehab.org
Health Savings Account (H.S.A.)	Health Equity Customer Service (877) 223-5329
Employment Verification	Dusty, onboarding@commrehab.org
Name Change	Dusty, onboarding@commrehab.org
Referral Bonus Payment (if applicable)	Dusty, onboarding@commrehab.org
SpringAhead Timesheets	Catherine, timesheets@commrehab.org
W4 - Make a Change W2 - Request a Copy	ADP - www.workforcenow.apd.com



Community Rehab Associates, Inc | 3950 3rd St N. Suite D | St. Petersburg, FL 33703 US

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