



## What's inside this Spring 2020 issue:

- CARES Act and retirees
- Stories of kindness
- Recipe: Simple BBQ ribs
- Meal delivery options for seniors
- LiVe Well moment by Terri Flint



## Retirees return to assist in crisis

### Fight against COVID-19 initiates temporary hiring surge

In order to meet the demands of the COVID-19 pandemic, Intermountain Healthcare is in the process of temporarily rehiring many retired caregivers who will provide needed assistance during this ongoing pandemic.

#### Unprecedented times

As the current worldwide crisis rapidly evolves, Intermountain Healthcare will greatly benefit from the talents of these experienced, high-performing caregivers.

#### Positions in need

The most pressing hiring needs are currently being filled within the following professions:

- Registered Nurses
- Respiratory Therapists
- Environmental Services
- Food Services
- CNAs

#### Continuing efforts

Intermountain is proactively developing a qualified applicant pool on an ongoing basis as the needs arise resulting from the COVID-19 virus. Now more than ever, Intermountain is in need of superb caregivers to aid in providing vital services for our patients. We are grateful to all our retirees who have graciously accepted this invitation to re-join Intermountain's team.



#### INTERESTED IN HELPING OUT?

Although only a handful of positions are listed to the left, we still encourage caregivers interested in other positions to reach out. Our team is available to help with any questions you may have about available opportunities, scheduling, returning to work, or anything else. We appreciate your consideration in returning to our workforce during these unprecedented times. Together, we can lean in and take care of our communities as we always have in good times and in times of crisis.

If you are interested in rejoining the Intermountain Healthcare team, please reach out to [covidhelp@imail.org](mailto:covidhelp@imail.org) and one of our talent advisors will contact you to discuss.



## Emotional Health Relief Hotline now available

Intermountain Healthcare launched the Emotional Health Relief Hotline for caregivers and community members. The hotline is a free resource for those seeking emotional health guidance during these uncertain times. Callers are connected with a trained caregiver who can provide self-care tools, peer supports, treatment options, crisis resources, and more.

To access the service, call **833-442-2211**. It's available 7 days a week, from 10 am to 10 pm.

## How to protect yourself amid crisis

It's easy to feel overwhelmed by the barrage of media coverage and unofficial online sources. Getting the truth about COVID-19 can be a challenge.

To get accurate and helpful information and resources on how to protect yourself during the COVID-19 pandemic, visit [intermountainhealthcare.org/covid19-coronavirus/](https://intermountainhealthcare.org/covid19-coronavirus/).

# CARES Act suspends RMDs for 2020

## Retirees are not required to make minimum distributions

The Coronavirus Aid, Relief, and Economic Security Act (CARES Act) — signed into law on March 27 — is providing relief to retirees by suspending Required Minimum Distributions (RMDs) for 2020.

**To which retirement plans does this apply?** The waiver applies to defined contribution plans like 401(k)s, 403(b)s, and IRAs.

**Does this change apply to me?** Previously, individuals who reach age 70½ prior to 2020 or 72 in 2020 or later must begin to receive "required minimum distributions" (RMDs) from the plan. However, the new CARES Act allows account owners to skip both their 2019 RMD if it was their first year and had not yet made an RMD by April 1, 2020, and their 2020 RMD.

**Why does skipping RMDs in 2020 matter?** According to Forbes, with many Americans struggling in 2020 because of the pandemic, having more flexibility on distributions can be beneficial. And since the markets have been extremely volatile, giving retirement portfolios another year to recover can be helpful.



### How do I skip my RMD?

Contact T. Rowe Price, at **1.800.922.9945** or visit your account online at [rps.troweprice.com](https://rps.troweprice.com). Otherwise, contact your the financial institution in which your retirement account is housed.

To learn more about the CARES Act, visit [treasury.gov](https://treasury.gov).



## Avoid delays. Submit retirement paperwork online.

In an effort to minimize the spread of COVID-19, Intermountain's retirement mail will only be collected once per week or even less often if situations permit. For faster service, submit retirement and other documents via email at [AskHR@imail.org](mailto:AskHR@imail.org). You can also visit [intermountainhealthcare.org/retiree](https://intermountainhealthcare.org/retiree) to submit documents electronically.





## The best meal delivery services for seniors

Good nutrition is important at any age, and never more so than in later years. However, staying healthy and eating well isn't always easy for seniors. Caregivers may find themselves responsible for food shopping and preparation, and perhaps struggling to keep on top of it all.

We've done some research, so you don't have to! Here is our roundup of the best meal delivery services out there for seniors.

### Best Overall Meal Delivery: Freshology

- Convenient and delicious
- \$80 off (\$20 for 4 weeks)
- Access to health coaching and advice.
- Nutritionally packed and portion-controlled

### Best Weekly Specials: Silver Cuisine

- No long-term contracts
- Portion-controlled meals
- Free access to health coach
- Vegetarian and seafood-free options

### Best Healthy Meal Delivery: Diet-to-Go

- Easy ordering
- No minimum purchase
- Senior-specific meal plans
- Wide range of dietary options

### Best No Contract: Diet-to-Go

- Restaurant-quality products
- Fresh, flash-frozen meals
- Choose from à la carte and meal bundles
- Ships to Hawaii and Alaska

Source: theseniorlist.com

# Kindness amid Corona

## Stories of kindness emerge during pandemic

As coronavirus sweeps through countries, people across the world are unifying to take care of one another. If you're in need of a smile — and we all are — here are a few stories that should do the trick.

■ **IRAQ WAR VETERAN MAKES FACE MASKS.** Esteban Burgoa, an Iraq War veteran, taught himself to sew and plans to make 1,500 with fellow Latino immigrants.

■ **RUNNING ERRANDS FOR NEW YORKERS.** Members of various running clubs are now running errands to gather essentials for people at a high risk of catching coronavirus who can no longer leave their homes.

■ **SERENADING A LIVING FACILITY.** David DeLoach serenaded his mother and friends with tunes on his guitar at her living facility on lockdown.

■ **SENIORS CAN DANCE AGAIN.** A dance instructor is uploading dance workouts that senior center residents can follow in the comfort of their own homes to stay active and fit.

■ **FAMILY CELEBRATES GRANDMA'S BIRTHDAY.** A family couldn't overlook their



grandmother's 95th birthday. Although they kept their distance, the family arrived with signs and balloons as the grandmother watched safely from her porch.

■ **EARLY HOURS FOR SENIORS.** Retailers have established early hours in efforts to protect the elderly and civilians at a higher risk of contracting COVID-19.

■ **CUTE LETTERS FOR ASSISTED LIVING RESIDENTS.** A first grade class at Eugene Field Elementary School in Park Ridge, Illinois, wrote letters to residents at Summit of Uptown, a senior living facility, in hopes of brightening their day.

Source: theactivetimes.com



**Recipe:** Simple BBQ Ribs

**Ingredients:** 2½ lbs country-style pork ribs, 1 Tbs garlic powder, 1 tsp black pepper, 2 Tbs salt, 1 cup barbeque sauce

Prep time: 30min  
Cook time: 90 min  
Serves 4  
Source: allrecipes.com

**Instructions:** Place ribs in a large pot with enough water to cover. Season with garlic powder, black pepper and salt. Bring water to boil, and cook ribs until tender. Preheat oven to 325 degrees. Remove ribs from pot and place in a 9x13 baking dish and cover with BBQ sauce. Cover with foil. Bake for 1 to 1½ hours.

# How will you be better because of the pandemic?

## LiVe Well Moment by Terri Flint

By the time you read this, I hope there is a downward trend in coronavirus cases and plans are being made to reintegrate into our “normal” lives safely. I say, “normal” cautiously, however, because it would be a missed opportunity if we didn’t



recognize the lessons we’ve learned from this experience and take them with us going forward – creating a new and improved normal.

Having taught or counseled thousands of people over my career, I know that significant personal growth generally comes after a trial or crisis.

Few come to my office searching for answers or to make changes when their lives are going great. Rather, difficult times shake us, wake us up to see with increased clarity

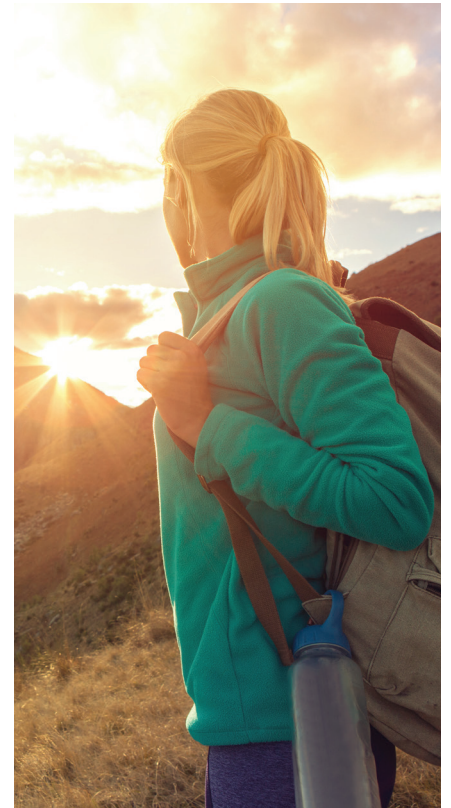
what is essential and what is not. This is especially true in matters of life and death.

While we didn’t choose to experience this pandemic, I value Henry Thoreau’s intention when he chose to isolate himself at Walden Pond: “I went to the woods because I wished to live deliberately, to front only the essential facts of life, and see if I could not learn what it had to teach, and not, when I came to die, discover that I had not lived... I wanted to live deep and suck out all the marrow of life...”

### Consider these potential coronavirus discoveries that could help us live more deliberately:

- 1. We only control ourselves and our personal response to difficult situations.** Focusing on what is out of our control only results in stress, hopelessness and helplessness.
- 2. The most important things in life are not things**—they are people and pets, friends and strangers. We need others and others need us. What great appreciation we now have for healthcare workers, teachers, grocery store personnel and all those who’s quiet, steady, roles were overlooked, overshadowed by the glamour, bright lights, and social media blasts from others.
- 3. Nature is a healer** and can be found just outside of our doors. What pleasure it is to walk, sit in the sun, breathe clean air, and see daffodils bloom.
- 4. Small things cannot be taken for granted.** Filled store shelves, toilet paper, yeast, and the internet have truly been unnoticed blessings.
- 5. Our homes need to be our happy place,** and if they’re not, make changes. Whether it’s a fresh coat of paint, an organized drawer, or a commitment to kind words, do what it takes to have a safe refuge from storms.
- 6. We can create our own entertainment and fun.** Hobbies, jokes, family games, and books can be just as prized as external sources of enjoyment.
- 7. Being prepared reduces panic and fear.** This preparation includes not only physical essentials and financial savings, but also building confidence that we can do hard things. This is also a natural time to prepare for death. Have the difficult conversations and be sure our affairs are in order.
- 8. Relish and cherish each moment,** one moment, one after another. Moments are all that we really have.

Look for your personal discovery. When you find it, write it down, and share it with someone so you don’t forget. Together, when our doors are open and we walk back into the world, we can all be a little bit better.



#### ABOUT TERRI

Terri Anne Flint, Ph.D., L.C.S.W. is a recently retired EAP & Employee Wellness Director at Intermountain.

To read more from Terri, subscribe to her Life Experienced blog at [terrianneflint.com](http://terrianneflint.com) or contact her at [terria.flint@gmail.com](mailto:terria.flint@gmail.com).