



**At the beginning of January, Bonnie Fife sent out an e-mail to each employee with a breakdown of their "2020 Earned Time Balances." Part of that breakdown includes any time that will need to be used prior to March 31, 2021. Please be sure to use that time to prevent forfeiture.**

**If you have any questions about your balances, please contact Bonnie Fife**  
[fife@masstech.org](mailto:fife@masstech.org)

**Thank you!**

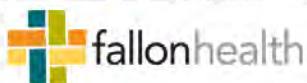


**Lisa Erlandson is celebrating 31 years!!**

**Ticia Allain-Martin is celebrating 21 years!!**

**Danuta Stasiewicz is celebrating 17 years!!**

**Thank you all for your continued dedication and we appreciate all you do!**



**Don't forget to submit your Fallon Health "It Fits" reimbursements for 2020!**

**Any eligible expenses for 2020 must be submitted by March 31st.**

**Click [HERE](#) for more info.**



## COVID Fatigue Relief Kit

We all feel some degree of COVID-19 fatigue: stress, anxiety, grief, depression and more. The pandemic is taking a terrible toll on everyone's mental health.

But you can get help from your EAP! They offer five different tools with dozens of solutions you can access to lessen the strain of the pandemic.

- **COVID-19 RESOURCE CENTER** with hundreds of articles, videos and tools focused on help for coping skills and reducing stress.
- **ESI ONLINE TRAINING LIBRARY** includes over 8000 trainings with special coronavirus trainings.
- **CERTIFIED COACHING** includes stress reduction, wellness and coping skills.
- **25,000 SELF-HELP RESOURCE CENTER** with hundreds of tools, videos and articles to help with pandemic problems
- **THE ESI COUNSELING** program is the most effective of any EAP with 98% satisfaction. Employees can call 24/7 for help.

**View brochure [HERE](#)**

**View video [HERE](#)**



1. **MassTech Book Club! (3/12/21 @ Noon)**
2. **Movie Trivia (4/9/21 @ Noon)**

If you have any questions regarding these activities, e-mail Katie [stoico@masstech.org](mailto:stoico@masstech.org)

# 2021 Data Privacy Day

**“Raising Awareness on the Importance of  
Safeguarding Consumer Data”**

Data Privacy Day is an international effort held annually on January 28th to spread awareness about data privacy and to educate individuals on how to secure their personal information.

It also works to encourage businesses to respect privacy and be more transparent about how they collect, store and use data.



Read More [Here!](https://staysafeonline.org/data-privacy-day)



THE INNOVATION INSTITUTE

at the MassTech Collaborative

# “Pathways to Scale”

## Mentorship Grant Program

The Innovation Institute is calling upon stakeholders in the innovation economy to submit proposals to our Pathways to Scale Mentoring initiative. This grant program aims to support and grow mentor networks that connect emerging executives from scaling companies with seasoned entrepreneurs who have experience growing innovative companies to scale.

## Pathways to Scale

Mentorship Grant Program

Opportunity for Funding



Read More [Here!](#)

# “Massachusetts eHealth Institute Awards ‘Right Care 4 You’ Grants to Reduce Healthcare Costs”

Nearly \$190,000 Will Support Two Digital Health Pilots with Local Employers

**3 STRATEGIES FOR EMPLOYERS TO ADDRESS POTENTIALLY AVOIDABLE ED USE**

**CURRENT STATE**

**CONFUSION ABOUNDS**  
Consumers are unsure where to turn when they need care and don't know how to use resources to help them determine where to go.

**KEY STRATEGY**

**ENHANCE COMMUNICATIONS AND EDUCATION**  
Focus efforts on increasing consumer knowledge regarding different levels of service: **what they are, what they cost, when to use them.** Promote the benefits of a **relationship with a primary care provider.** Work to increase consumer engagement by providing clear, consistent, and **actionable information** in accessible, plain language that is aligned across partners. Feature messaging on many platforms to resonate across consumer populations, and encourage trusted sources to disseminate information to maximize impact.

**1 IN 3** recent ED visits were for a non-emergency condition according to survey respondents.

**MISALIGNED INCENTIVES DRIVE COSTLY BEHAVIORS**  
Complex benefit plans, incomplete insurance, confusion, training.

**REVISE BENEFIT DESIGN**  
Ensure that consumer out of pocket costs align with value when designing benefit plans. Out of pocket cost decisions should encourage the use of the right site of service at the right time. Communicate the availability of alternative care sites and telehealth frequently. Financial barriers should not inhibit patients from accessing emergency care when it is necessary. Whenever possible, benefit design features should spark and motivate increased consumer engagement.

**30%** of Massachusetts employers increased cost sharing in 2018 to control health care costs.

**ACCESS ISSUES UNDER APPROPRIATE CARE**  
Many consumers visit the ED because they can't get an appointment with their provider or find care outside of office hours.

**IMPROVE ACCESS**  
Provide convenient options for care other than the ED (unless clinically necessary). This includes advocating for access to primary care when ever possible, offering telehealth benefits to consumers who desire it, and ensuring that alternative sites of care are available and accessible to patients.

**72%** of non-emergency ED visits were for cases needed outside of normal business hours.

**EMPLOYER TACTICS TO IMPACT ED USE**

**ENHANCE COMMUNICATIONS AND EDUCATION**  
Employers can:  
• Promote the benefits of establishing a primary care home  
• Highlight plan-specific information on cost share by site of service  
• Share information on "how to know where to go"  
• Routinely communicate availability of telehealth or other services that aim to reduce potentially avoidable ED use

**REVISE BENEFIT DESIGN**  
Employers can:  
• Encourage employees/members to choose a PCP or provider of choice  
• Ensure out of pocket cost for ED balances the need for access when appropriate, while also discouraging inappropriate use  
• Consider reducing or eliminating out of pocket costs for primary care, convenience/walk-in clinic/urgent care, telemedicine  
• Consider tiered networks that encourage the use of high-value PCPs

**IMPROVE ACCESS**  
Employers can:  
• Designate a private space in the workplace for telehealth visits  
• Consider whether to offer an onsite or near site clinic benefit  
• Use web-based service to connect employees to alternative care sites

**ABOUT THE COALITION**  
Founded in 2018, the Coalition is an employer-led effort that, together with our Strategic Partners, seeks to use our collective influence to uncover solutions that drive real change in the health care delivery system and reduce costs. Our members include business organizations representing thousands of large and small employers across Massachusetts. Many thanks to our Steering Committee members for providing the insights and recommendations that led to these strategies. For more information on the Coalition, Strategic Partners, Steering Committee, and our work, please visit [massemployerhealthcoalition.com](http://massemployerhealthcoalition.com).

Read More [Here!](#)

**Do you have any MassTech news that you think may be of interest to our staff? It could be MassTech History, Campus Information, Program Information or even Employee shout-outs!**

**Please e-mail [Katie](#)**

**Also, a very special thank you to the Research & Communications Team for always providing up-to-date MassTech coverage for us!**

Thank you!

A neon sign is displayed against a dark brick wall. The word "Stay" is written in a cursive script using pink neon tubing. Below it, the word "TUNED" is written in a bold, blocky, sans-serif font using blue neon tubing. The sign has a glowing effect, casting a soft light on the wall behind it.

**Stay  
TUNED**