



**November 2025**

**SAFETY TOOLBOX | Holiday Safety Starts Here**



From late November through mid-January, the season brings festive gatherings, packed calendars, and increased travel. With all the hustle and cheer, it's important to keep safety in mind.

To help you and your loved ones enjoy a joyful, injury-free season, we've gathered some tried-and-true tips to stay safe at home, on the road, and everywhere in between. *Read our best holiday safety tips here to keep you and yours happy and healthy this season!*

### **Traveling for the Holidays – Be Prepared:**

- Prepare your car for winter and keep an emergency kit with you.
- Get a good night's sleep before departing and avoid driving while drowsy.
- Leave early, planning ahead for heavy traffic.
- Make sure every person in the vehicle is properly buckled up, no matter how long or short the distance traveled.
- Put that cell phone away; many distractions occur while driving, but cell phones are the main culprit.
- Practice defensive driving.
- Designate a sober driver to ensure guests make it home safely after a holiday party; alcohol or over-the-counter, prescription, and illegal drugs can cause impairment.
- Keep reading for info about insurance benefits while traveling!

### **Decorate Safely:**

- Keep poisonous plants away from children/pets – Mistletoe, holly berries, Jerusalem Cherry, and Amaryllis plants.
- If using an artificial tree, check that it is labeled “fire resistant”.
- If you use a live tree, cut off about 2 inches of the trunk to expose fresh wood for better water absorption, remember to water it, and remove it from your home when it is dry.
- Place your tree at least 3 feet away from fireplaces, radiators, and other heat sources, making certain not to block doorways.
- Replace light sets that have broken or cracked sockets, frayed or bare wires, or loose connections.

- Follow the package directions on the number of light sets that can be plugged into one socket.
- Turn off all lights and decorations when you go to bed or leave the house.

**Keep Your Holiday Happy by Handling Food Safely:**

- Wash your hands frequently when handling food.
- Keep raw meat away from fresh produce.
- Use a food thermometer to make sure meat is cooked to a safe temperature.
- Refrigerate hot or cold leftover food within two hours of being served.
- Thanksgiving leftovers are safe for three to four days when properly refrigerated.

**WELLNESS WORKS | The Season of Gratitude**

As the leaves fall and the days grow shorter, November invites us to pause, reflect, and appreciate the people and moments that bring meaning to our lives. Whether it's a kind word from a coworker, a shared laugh with family, or the quiet joy of a crisp morning, gratitude has the power to shift our perspective and strengthen our connections.

Gratitude matters and boosts both mental and physical well-being, leading to improved relationships, enhanced teamwork, increased resilience, and reduced stress.



### **Simple Ways to Practice Gratitude This Month**

- Start a gratitude journal: Write down three things you're thankful for each day.
- Send a thank you note: A handwritten message can brighten someone's entire week.
- Share appreciation at Work: Recognize a colleague's effort or celebrate a team win.
- Create a gratitude wall: Invite coworkers to post notes of thanks or shout-outs in a shared space.

### **Gratitude questions to get you started focusing on positivity!**

1. What made me laugh or smile recently?
2. Who do I appreciate? Why?
3. What's something I've learned recently that has improved my life?
4. What is different today than it was a year ago that I'm grateful for?

5. In what ways can I help others today or sometime soon?
6. What's one thing I enjoyed about my job recently?
7. What's something you're looking forward to in the future?
8. What abilities do I have that I'm grateful for?
9. What about my surroundings (home/neighborhood/city, etc.) am I thankful for?
10. What happened today/this week/this month/this year for which I'm grateful?

### **Humor Corner**

**What did the happy pumpkin say?** *Life is gourd!*

**Why don't Turkeys get invited to meetings?** *Because they always gobble up all the time!*

### **Thanksgiving Challenge**

This month, we challenge you to express gratitude to five people, whether through a message, a small gift, or a heartfelt conversation. Let's make appreciation contagious!



### **Healthy Recipes**

Need some healthy recipe ideas for your upcoming holiday parties?! Visit the [Health Matters website](#) for some ideas.

*If you have a recipe you would like to share, [please fill out this form](#).*

### **Upcoming Events**



### **Wellness Awareness**

*Wellness Awareness offers activities, strategies, and plans to help participants understand, recognize, and manage stressors. Additionally, participants will recognize the importance of self-awareness, demonstrating resilience, concerns with burnout, and intentional wellness planning.*

**December 16** | 8:30 AM - 12:00 PM MST - Enroll in Luma using code DHR\_000049



### **IDEal College Savings Webinar**

Join this FREE webinar to learn about [IDEal – Idaho's 529 College Savings Program](#).

**December 10** | 12:00 PM MST - [Register online now!](#)

### **Benefits Update**



### **Unlock Exclusive November Savings – Black Friday & Cyber Monday Deals Await with Working Advantage!**

Get ready for Fresh Fall Savings this November through Working Advantage, a savings and discount resource for State of Idaho employees! Take advantage of exclusive Black Friday and Cyber Monday deals on premium electronics, meal kits, groceries, and more. Whether you're upgrading your home office, looking for gym or childcare discounts, preparing for the holidays, or just looking for ways to save on daily purchases, Working Advantage has something for everyone. [Download the November highlights flyer.](#)

Ready to start saving?

- Already enrolled? Log in today at <https://idaho.savings.workingadvantage.com> and explore what's new!
- Not enrolled yet? It's free and easy! Simply visit <https://idaho.savings.workingadvantage.com> to unlock your exclusive savings today.

### **Protecting PERSI Members**

Pension systems across the nation have become preferred targets for cyber-criminals. A favorite heist is to use stolen credentials to deflect retirement pay-outs to fraudulent bank accounts. To help prevent this, PERSI has implemented new email security controls to protect members' confidential information.



All incoming email messages that contain full Social Security Numbers (SSNs) or have attachments containing full SSNs will be rejected. If you are emailing PERSI, only disclose the last four digits of your SSN. Better yet, sign on to [mypersi.idaho.gov](https://mypersi.idaho.gov) to see a summary of your benefits and use the secure messaging feature to communicate safely and directly with PERSI.

### **Traveling for the Holidays?**

As an enrolled member in the State's health plan, you have the ability to take your healthcare benefits with you when you travel, including international travels. Through the Regence Blue Shield Global Core program, you have access to doctors, hospitals, support tools, and resources around the world.

Here is what you need to know:

- Always carry your insurance card.
- Contact the plan before you travel for questions about using services.
- If direct payment has not been arranged or your local plan is unable to verify your benefit coverage at time of service, you may need to pay upfront and submit a claim for reimbursement.

To learn more, visit [Office of Group Insurance's website](#) or review these resources available from the Global Core program:

- [BlueCard® Program](#)
- [BCBS Global® Core](#) (options for traveling abroad)

### **NCPERS Voluntary Life Insurance Open Enrollment: October 1 through November 30**

PERSI members (benefits-eligible employees) are eligible to enroll in voluntary life insurance through National Conference on Public Employee Retirement Systems (NCPERS) for \$16 a month, regardless of age. This life insurance plan is designed to supplement retirement benefits and other life insurance employees may have, with no medical exams required.

All eligible employees will automatically receive a draft Luma Life Event on October 1, 2025. To enroll, you must complete two steps by **November 30, 2025**:



1. Submit your Luma Life Event to set up a payroll deduction (click [here](#) for step-by-step instructions); and
2. Complete the NCPERS [Online Enrollment Form](#) to designate your beneficiaries and finalize enrollment.

Already enrolled or not interested? No action is needed. Draft-status life events will be automatically inactivated after November 30.

To learn more about the plan and coverage benefits, visit the [NCPERS Website](#) or watch this [3-Minute NCPERS Overview Video](#). Questions? Contact NCPERS at 1-800-525-8056 or [NCPERS@memberbenefits.com](mailto:NCPERS@memberbenefits.com).