



RCAB Health Benefit Trust Wellness Program

July 1, 2023 – June 30, 2024



Earn financial
incentives when you
participate in
healthy activities

HealthEquity

Reimbursement Account

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Earn Rewards for Living Healthy!

By participating in the RCAB Health Benefit Trust Wellness Program, you and your spouse (if enrolled in the Blue Cross Blue Shield Enhanced or Basic PPO Health Plan) can each earn up to **\$1,000** per Plan Year into a HealthEquity Health Reimbursement Arrangement (HRA) account. If enrolled in the RCAB High Deductible Health Plan (HDHP), you and your spouse can each earn up to **\$500** per Plan Year into the employee's HealthEquity Health Savings Account.

The Roman Catholic Archdiocese of Boston (RCAB) Health Plans are committed to supporting you on your health and wellness journey through the Blue Cross Blue Shield of Massachusetts *ahealthyme* wellness program and other wellness programs sponsored by the RCAB Health Plans. These programs are designed to help you improve your physical, mental, and social health. **The newly enhanced *ahealthyme* program** offers a wide variety of resources on wellness topics, expanded device and tracking integration, a modernized digital platform, and seamless access through MyBlue, a personalized Blue Cross Blue Shield health website, and the MyBlue app.

Employees and spouses can earn points by attending routine health visits and performing various wellness activities. **One point is equal to 10 HRA/HSA dollars.**

Wellness Rewards Program

In addition to earning points through the *ahealthyme* program, you and your spouse (if enrolled in one of the RCAB Health Plans) are each eligible to receive a Wellness Reward of up to \$150 per Plan Year as reimbursement for certain wellness expenses, such as a fitness club membership, fitness tracker, workout class, etc. Visit catholicbenefits.org/health/wellnessrewards.pdf to learn more.

Unused HRA dollars earned in prior Plan Years roll over from year to year and remain available so long as the employee is enrolled in one of the RCAB Health Plans. HSA funds roll over from year to year and are available even after an employee disenrolls from the RCAB HDHP or leaves employment.

Participation in the Wellness Program is voluntary. **To be eligible to earn points, participants must be registered in the new *ahealthyme* program starting July 1, 2023 or later (even if they have registered in the past).** Registration is easy! Sign in to MyBlue at member.bluecrossma.com/login and click *ahealthyme* under **My Care** anytime on or after July 1, 2023. Once registered, you will have access to the mobile app. Search for **Alaveda** in the Apple or Google Play store and install the app. Enter the code **wellness**.

How to Earn Wellness Incentive Points

The new *ahealthyme* platform is created and operated by Blue Cross Blue Shield for their clients. The RCAB Health Benefit Trust does not have any discretion or control over the questions, content, or resources on this platform. Blue Cross Blue Shield doesn't share with the RCAB Health Benefit Trust or Benefits Department specific responses you provide on this platform on a member level, but general data is collected for aggregate level reporting.

WELLNESS COMPONENT	POINTS/ACTIVITY	MAX #	MAX POINTS	HOW TO EARN POINTS
Health Assessment	20	1	20	Complete an online Health Assessment designed to identify health risks.
Routine Health Checkup: Well Visit	10	1	10	After completing your visit, points are automatically awarded. If you don't see points awarded within a three month period, you may complete a well visit attestation by selecting the Wellness Activities & Points tile on the <i>ahealthyme</i> site. Select View program . Next to Well Visit , select the "+" symbol and then Sign Here . Type your name and the name of the provider you visited. Once you have completed the attestation by clicking Submit , you will earn points.
Routine Health Checkup: Dental Visit	10	1	10	Earn points for an annual dental exam and cleaning. After your dental visit, complete the dental visit attestation by selecting the Wellness Activities & Points tile on the <i>ahealthyme</i> site. Select View program . Next to Routine Health Checkup: Dental Visit , select the "+" symbol and then Sign Here . Type your name and the name of the provider you visited. Once you have completed the attestation by clicking Submit , you will earn points.
Routine Health Checkup: Cancer Screening	10	1	10	Earn points for a cancer screening: Colonoscopy, Mammogram, or Pap Smear. If your points have not been awarded within three months of your visit, the same instructions above apply regarding the attestation option (after selecting View program , select the "+" symbol next to Routine Health Checkup: Cancer Screening).
Plan for Wellness	5	2	10	Plans are personalized based on each participant's Health Assessment responses and displayed on the <i>ahealthyme</i> home page or on the Health Assessment results page. Each plan comes with tips for success and is delivered in three segments: understanding the problem, taking steps toward improvement, and maintaining results.
Webinars	5	1	5	Attend at least three webinars offered by the Benefits Department on a variety of wellness topics. Monthly webinars are advertised in the Benefits Department's monthly newsletters and at catholicbenefits.org .
Worksite or Family Event	5	1	5	Attend two worksite benefits events or participate in two recreational family activities, such as biking or hiking. You can mix-and-match events (i.e. attend one worksite event and complete one family event).
Health Coaching	5	1	5	Health Coaching: Work with a Blue Cross Blue Shield of Massachusetts certified Wellness Coach to help you meet your personal health goal, such as improved fitness, weight loss, healthier eating habits, and stress management. Care Management: Work with a nurse coach to meet one health improvement goal. Care management supports those with chronic or complex health conditions and associated co-morbidities. You must contact a coach between July 1, 2023 and March 1, 2024, and complete your goal by May 31, 2024, to earn points.
Note on Challenges				Although employees can see an option to participate and earn points for enrolling in and completing a Challenge in the <i>ahealthyme</i> platform, points will only be awarded for Challenges completed outside the <i>ahealthyme</i> platform through the MoveSpring Challenge platform .
MoveSpring Challenges	5	11	55	Refer to the MoveSpring Challenge Flyer for details on how you can earn points for participating in Challenges throughout the Plan Year.
Wellness Champions	15	1	15	Promote wellness and serve as a resource at your worksite regarding the RCAB Health Benefit Trust Wellness Program and the RCAB Health Plans. Points are awarded twice during the Plan Year based on satisfactory levels of engagement. Online meetings occur on the first Wednesday of every month.
Tobacco Attestation Program	5	1	5	Attest to being a non-smoker on the platform by selecting the Wellness Activities & Points tile. Select View program . Next to Tobacco Attestation , select "+" and then Sign Here . Type your name certifying that you have not used tobacco products in the prior 12 months. Once you have completed the attestation by clicking Submit , you will earn points. If you are a smoker, to earn points you must complete the multi-week LivingFree course by selecting the Health and Wellness Courses tile on your <i>ahealthyme</i> home page.

Important Note: Rewards for participating in the RCAB Health Benefit Trust Wellness Program are available to all similarly situated employees, regardless of health status. If you think you might not be able to meet a health contingent standard (i.e. a program that requires an individual to satisfy a standard related to a health factor to obtain a reward or requires an individual to undertake more than a similarly situated individual to obtain the same reward) under this Wellness Program, you might qualify for an opportunity to earn the same reward by different means. Furthermore, if you have a medical condition that makes any of the activities inadvisable or unreasonably difficult, we'll work with you to provide a reasonable accommodation to help you meet any standards (whether health contingent or not) under this Wellness Program. Contact Donna Ynaya Porter at the RCAB Benefits Department at 617-746-5641 or dporter@rcab.org and she will work with you (and if you wish, your doctor) to find a wellness activity with the same reward that is more compatible with your health status. Recommendations from your personal physician may be considered. A more detailed notice of your rights relating to the Wellness Program is posted at catholicbenefits.org/PDF/health/additional_health_plan_notices.pdf.