

Ambassador Alert- April 26, 2019

Thank you to those of you who have already provided feedback via the survey and expressed your compassion for us. We appreciate your understanding and patience as we have worked hard to juggle many competing priorities over the last three years and not lose sight of the reason Baystate Healthy exists, our team member's health and well-being.

We have faith that the changes to this year's MyHealth Rewards earnings amount and discontinuation of onsite health screenings, of which have made it possible to bring forward meaningful programs, will truly help team members in areas of their health where there is the greatest need. In addition, other program changes made will ease the administrative burden on our team of two, allowing us to increase our direct engagement with team members and focus on promotions. We look forward to the months ahead.

Updates and clarification on some of the top questions that have risen:

The Invitational Challenge

569 registered and 114 teams. FAQ's and answers.

Q: How do you get all team members to participate--especially when you don't know who the team members are? In any team-based challenge sometimes we run into those who do not participate. To encourage participation team members can engage via the Team Chat, encouraging members to enter steps on a regular basis. The Invitational itself sends push notifications to serve as reminders to load/record steps. However, this is an issue when the person has never gone back into the challenge at all—they miss the notifications altogether. Although frustrating when a fellow teammate isn't performing, "match-ups" change each week to ensure a more level playing field. The teams are then paired to similar teams the following week to give them a more fair chance to win that week. Since entry into the \$1K raffle is based on individual performance and not team, we definitely want to encourage individuals to keep getting their steps in.

Good news! The next version of The Invitational will allow members to set up teams by "invite only", so this should eliminate some of this concern.

Q: Can I back enter steps? If you are manually entering steps, you can back fill any missing data for the week prior. The weeks run Wed-Tues. All steps for the prior week must be entered by Wednesday.

Q: How do I earn an entry for the \$1,000 Raffle? To earn a raffle entry, you must have recorded at least 5 days of steps for each week of the challenge.

Walking Clubs

We would like to breathe new life into the walking clubs this year and are searching for leaders/co-leaders to kick off the groups. If you are interested or can encourage your colleagues to do so, please sign up with the day(s) of the week, time, etc on this [form](#). Once we have a base of leaders, we will promote joining the walking clubs. Thank you!

MyHealth Rewards and Raffles

Eligibility: All benefits-eligible employees have access to the MyHealth Rewards program and the Raffles. Employees **do not** have to be enrolled in the BH-HNE medical plan to participate. To be eligible, employees must be in a full-time or part-time job status and regularly scheduled to work 15* or more hours each week. (*16 hours or more/week for BHH employees).

Taxable: Per IRS regulations, MyHealth Rewards is and has always been taxable to the employee. That said, we do gross up the \$1,000 Visa/debit card Raffle winners, thereby providing the full amount to the winner.

Raffle Winners! We have awarded 3 raffle winners thus far. You will begin seeing those interviews next week. This interview with [Jennifer Arroyo](#) one will be posted next week on eWorkplace.

MyHealth Rewards Reduction from \$500 to \$250: Like many departments, the Baystate Healthy budget doesn't increase year over year. While on the surface it appears as though the decrease in Rewards dollars is a complete take-away, this reallocation of dollars has allowed us to put more health program interventions in place for our team members, like Health Coaching and meQuilibrium. That feels like the right thing to have done.

Health Screenings at Your Preventive Exam - Rather Than Onsite at BHy Screening Event: Truth be told, we had wanted to make changes to the onsite screenings for some time. Organizationally, we were paying for the onsite screenings as well as paying for the same screenings that are done at the annual preventive exam through the medical plan. In addition, a screening venue necessitates non-fasting labs, which are less meaningful than fasting values. Every person enrolled in a medical plan has a free preventive exam and labs available each year. Most of our employees are getting their annual preventive medical exam. The change simply requires employees to bring the form to their exam, go to a BRL lab for a fasting lab and have their provider update the form with results. Annual preventive screenings are part of sound medical self-care and we want to encourage that practice as well as have medical oversight on the screening labs most applicable for the individual, and not screen unnecessarily!

Biometric Results: Individually biometrics are not as valuable or meaningful as looking at them collectively as a group. We are now looking at a collection of potential disturbances that can create inflammation in the body and lead to diseases like heart disease, stroke and type 2 diabetes. These biometric markers are: blood pressure, waist circumference, HDL and Triglycerides and blood sugar. Those who have elevated ranges for 3 of the 5 biometrics, are at risk. Additionally,

- Blood lab biometrics have a longer "life span" now, every 3 years. Weight/Waist and Blood pressure should be done annually.
- Your doctor can "waive" any of the screenings

Please let us know what other questions come up and we will address. Thank you for your continued support and have a fabulous weekend!