



4th District IBEW Health Fund

HEALTHY LIFE Program

Eligibility

The **HEALTHY LIFE** Program is for members and their spouses who are covered by the Building Trades Medical Plan. Your participation is voluntary. If you cover your spouse, he/she must participate in order for your family to be eligible for the **HEALTHY LIFE** incentives. Children do not have to complete the physical exam or tests for a family to be eligible for the incentives.

Active members and their spouses who complete a physical exam and the required diagnostic tests by November 30, 2018, are eligible for **HEALTHY LIFE** savings starting January 2019. Note: If you completed **HEALTHY LIFE** requirements in 2017 and were eligible for **HEALTHY LIFE** incentives starting January 2018, you do not have to complete the requirements again this year. Your eligibility for **HEALTHY LIFE** incentives lasts for two years.

Physical Exam and Tests

You can coordinate your **HEALTHY LIFE** physical exam and tests with your own doctor. When you use an in-network provider, the Plan pays 100% of the cost of an annual physical exam. The table below explains what's measured during your visit. It also provides a place for you to track your results. You may want to bring it with you as a reference when you visit your doctor.

TRACK YOUR RESULTS	
What Is Measured	Your Results
<ul style="list-style-type: none"> • Height • Weight • Blood pressure • Resting pulse rate • Waist measurement • Your use of nicotine 	<ul style="list-style-type: none"> • Height: _____ • Weight: _____ • Blood pressure: _____ • Pulse rate: _____ • Waist measurement: _____ • Your use of nicotine: Y / N
<ul style="list-style-type: none"> • Cholesterol • Triglycerides • Fasting blood sugar • Your complete blood count 	<ul style="list-style-type: none"> • Cholesterol: _____ • Triglycerides: _____ • Blood sugar: _____ • Notes on complete blood count: _____
<p>Your overall health and potential for health issues or risks, such as kidney and liver disease.</p> <p>IMPORTANT: You will not be tested for drug use during your physical exam.</p>	<p>Notes on overall health screen or potential risk factors:</p> <p>_____</p> <p>_____</p>
<ul style="list-style-type: none"> • Your doctor will discuss your test results with you and the actions you might take to maintain or improve your health. • HEALTHY LIFE incentives go into effect on January 1 of the following year. 	<p>Follow-ups from discussion with my doctor:</p> <p>_____</p> <p>_____</p>

Note: Your test results are confidential and only available to you and your doctor. Individual test results are not shared with the Fund nor are they used for employment decisions or to determine eligibility for benefits.

Notice Regarding HEALTHY LIFE Program

The HEALTHY LIFE Program is a voluntary program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others.

You will be asked to complete a biometric screening, which will include the tests listed above. You are not required to participate in the HEALTHY LIFE Program. However, employees who choose to participate in the HEALTHY LIFE Program will receive an incentive of reduced cost sharing for completing the HEALTHY LIFE Physical Exam. You are not required to participate in the HEALTHY LIFE Program, but only employees who do so will receive the reduced cost sharing.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Fund Office at 1-888-466-9094.