

NOTICE REGARDING HEALTHY LIFE PROGRAM

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 also be asked to complete a biometric screening, which will include a blood test for cholesterol, triglycerides, fasting blood sugar, and your “complete blood count.” 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.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the Healthy Life Program and the 4th District Health Fund may use aggregate information it collects to design a program based on identified health risks in the workplace, the Healthy Life Program will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the Healthy Life Program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the Healthy Life Program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the Healthy Life Program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the Healthy Life Program or receiving an incentive.

In addition, all medical information obtained through the Healthy Life Program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the Healthy Life Program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the Healthy Life Program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the Healthy Life program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact the Fund Office at 1-888-466-9094.