

# **EUTF EMPLOYER AND UNION GROUPS: A GUIDE TO WORKPLACE WELLNESS BENEFITS**

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**Employer-Union Health Benefits Trust Fund  
201 Merchant Street, 17th Floor  
Honolulu, Hawaii 96813**

**Did you know** there are a number of workplace wellness programs that are included in the EUTF medical plan benefits that can be implemented statewide and on-site at the workplace?

**The purpose of this guide is to:**

- ◆ Increase awareness of the workplace wellness benefits that are included in EUTF's benefit plans;
- ◆ Describe the wellness plan benefits available to employer and union groups; and
- ◆ Encourage employers to contact EUTF to develop a plan to provide on-site wellness activities for employees.

**Why promote wellness programs at the workplace?**

On average, Americans working full-time spend more than one-third of their day, five days per week at the workplace. The workplace is an important setting for health promotion and disease prevention programs.

Workplace wellness takes advantage of employers' access to and relationships with employees at an age when interventions can still change their long-term health trajectory.



## Implement Workplace Wellness Activities in 2017!

EUTF will work with employers in collaboration with our contracted health plans to design a workplace wellness plan that meets your needs and resources.

**Wellness plans are designed to include activities provided by all of our medical plan carriers to ensure all employees, regardless of health plan, have an opportunity to participate in a wellness program offered at the workplace.**

Implementing a workplace wellness program is voluntary.

**Employers are encouraged to assess their resources and aim to do what they can to offer wellness activities.**

You may want to start out by offering just one or two activities this year to assess employee interest and resource capabilities.

EUTF provides support to help employers identify wellness activities for your plan.

EUTF will share experiences and lessons learned from our employers who have implemented a wellness plan.

EUTF provides support to evaluate wellness programs to ensure activities meet the needs of our employers and employees.

## Workplace Wellness Benefits

- The following benefit programs are provided statewide, at no cost, to employers to implement at the workplace.
- Most activities require a minimum number of participants to be signed-up prior to delivery of a program.
- Implementing a wellness activity will require a coordinator at the employers' worksite to work with EUTF and the health plan carriers to ensure smooth implementation of wellness activities.

## Health Assessment

The medical plan carriers will come to the workplace with computer tablets and provide on-site support, in a group setting, to help employees complete an online health assessment.

### ***RealAge Test - Coming Soon in April 2017***

HMSA's Sharecare RealAge Test is a clinically validated health risk assessment that can help you to independently predict your lifespan. It evaluates your eating, exercise, and sleep habits, along with your family history, behaviors, and existing conditions, and provides you with your resulting RealAge. After completing the test, you can receive customized information on how to change behavior to achieve a younger RealAge.

### ***Total Health Assessment***

Kaiser Permanente's Total Health Assessment is an online questionnaire designed to help you examine the many factors currently affecting your health and prioritize lifestyle changes that can help you live healthier. You will receive a summary of your results upon completion and be able to participate in the healthy lifestyle program with nine health topics to choose from. You will have the option to save your results to your electronic medical record and discuss next steps with your personal physician.

A health risk assessment, typically done online, is a set of questions that engage and inform the participant and motivate the individual toward healthy behaviors.

## Workplace Wellness Benefits

### Health Screening Programs

Health screening programs target employees who are on-site at an employer location. Screenings are done in a confidential setting at the workplace.

#### **Biometrics**

The primary focus of the HMSA biometric screening program is for members to receive and understand key metrics relating to their health. The test is administered by a trained examiner either a phlebotomist or nurse. The process takes about 10-15 minutes to complete and includes the following measures:

- Blood pressure
- Total and HDL cholesterol levels
- Blood glucose level
- Height/weight, BMI and waist circumference

#### **Closing your care gaps**

The "Care gaps program" offers Kaiser Permanente members the convenience of an on-site visit with a registered nurse. This 15-30 minute appointment provides information that is saved in the member's medical record. The program includes:

- A review the member's medical record
- Updates to blood pressure, height, weight, and BMI
- Scheduling of overdue preventive screenings and appointments with healthcare providers
- Providing immunizations
- Answering questions about health matters

What employees say about why they participated in the on-site screening program:

"I haven't seen my doctor in a while, so I thought I'd at least do this at a minimum."

"More convenient than typical process."

"To get a snapshot of my current health."

"To find out my cholesterol level."

"Office co-worker recommended."

## Workplace Wellness Benefits

### Health Education Classes

Health education classes are provided to employers statewide by our medical plan carriers. Choose from a variety of classes delivered at your workplace. Most classes can be tailored to meet your time needs.

#### Topics are numerous such as:

- ◇ Nutrition
- ◇ Healthy aging
- ◇ Wellness 101
- ◇ Smoking cessation
- ◇ Stress management
- ◇ Ergonomics
- ◇ Physical activity and exercise
- ◇ Disease awareness
- ◇ Understanding diabetes
- ◇ Positive psychology
- ◇ Brain fitness
- ◇ Back Fitness and injury prevention
- ◇ Weight awareness
- ◇ Healthy sleep *and more...*

Note: Not all education classes are available on all islands.

Health education class catalogs are located on the EUTF website <http://eutf.hawaii.gov/>

We are finding that between 50-89% of the employees who participate in health education classes state they are motivated to consider making at least one lifestyle change after attending an education class.



## Workplace Wellness Benefits

### HMSA's Blue Zones Project

Many of us spend the majority of our day at work – so having healthy choices at our workplace is key.

It has been found that implementing Blue Zones Project at the workplace inspires employees to be happier and more productive at work. A healthier employee costs less, too. When workers feel better and more connected to their colleagues, they miss less work, make greater contributions, and have lower healthcare costs.

There are six pillars of worksite well-being that have been identified as foundational to shape the workplace environment to support health. Each of the six pillars includes pledge actions based on best practices. Employers will choose pledge actions that work best for their workplace wellness goals.

Employers wishing to achieve Blue Zones approved status will be encouraged to gather a team of employees to meet with a Blue Zones Project team member. You will learn about tools and resources available to support becoming a Blue Zones Project approved worksite.

The six workplace pledge areas include:

1. Leadership
2. Purpose
3. Habitat/Physical Environment
4. Engagement/Creation of Social Networks
5. Policies & Benefits
6. Well-Being Solutions

**Blue Zones is a benefit included in the EUTF medical plans provided by HMSA and is available to all EUTF employers at no cost.**

If you would like more information on becoming a Blue Zone Project Worksite email HMSA at [EUTFWellbeing@hmsa.com](mailto:EUTFWellbeing@hmsa.com).

## **Information Sessions**

EUTF and the health plan carriers provide on-site presentations designed to improve employees' knowledge of health plan benefits.

**Two information sessions are available:**

### **Understanding your EUTF Health Benefits**

This 40 minute presentation, provided by EUTF, helps employees understand:

- Health insurance terms and definitions
- The different medical and prescription drug plans
- What to consider when selecting a health plan
- Why healthcare premiums are so high and why they keep going up
- How to use the premium calculator to compare benefit plans
- Health & wellness benefits included in the health plans and more ...

### **Access and Begin Using Online, Mobile and Telephonic Health and Wellness Benefits**

This 40 minute presentation, provided by the health plans, is designed to provide awareness of the various methods to access health and wellness benefit programs.

- A demonstration of online resources will be provided including finding a doctor, locating healthy lifestyle classes online or in the community, how to access care using online doctors.
- You will learn the benefits of completing the online health assessment and how to directly access a health coach to support stress reduction, weight management and other health goals.
- Mobile applications will be demonstrated to ensure you know how to access the latest technology to help manage care and prescription drug benefits.

**Wellness Plans** are tailored to your needs and are designed to offer one activity or a series of activities throughout the year.

The goal of the wellness program is to encourage healthy behaviors through the utilization and promotion of health benefits that provide activities to increase health awareness among employees.



Employers select the number and type of activities to offer at the workplace for example:

Wellness Activity	1-2 activities per year	Quarterly activities per year	Six activities per year	More than six per year
<b>Information session:</b> Understanding your EUTF benefits		X	X	X
<b>Information session:</b> Using your online, mobile and telephonic benefits			X	X
<b>Screening programs:</b> Biometrics/Care gap screening	X	X	X	X
<b>Health assessment:</b> Real Age Test/Total Health Assessment	X	X	X	X
<b>Health education class:</b> e.g. Stress Reduction			X	X
<b>Health education class:</b> e.g. Healthy Aging				X
<b>Health education class:</b> e.g. Healthy Eating		X	X	X
Health Challenge (customized)				X
<b>Blue Zones Project</b>	An ongoing program, including the implementation of a number of best practices, to shape the workplace environment, to support improved health. See page 7 of this guide.			

For more information about workplace  
wellness benefits or to start planning your wellness  
program contact:

**EUTF**

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**To obtain a copy of this guide go to the EUTF website**

<http://eutf.hawaii.gov/>  
Health and Wellness