

ATU LOCAL 1700 HEALTHY HOUND

Own Your Health with Healthy Hound!



NEW: The Healthy Hound Program begins January 1, 2018 and runs through September 30, 2018! Since the program begins with the calendar year, you have nine months to complete a Healthy Activity—so start **TODAY!**

The Healthy Hound Program promotes **healthier lifestyles** for Greyhound workers and their enrolled spouses to counteract the stress and health conditions that afflict us. Actions you take today affect your health—and your wallet—tomorrow.

It's pretty simple. Complete one of the Healthy Activities in the program between January 1, 2018 and September 30, 2018 and save \$300 per enrolled member and \$300 if your spouse is enrolled (up to a maximum of \$600 per family) on next year's medical plan premium.

Visit www.healthyhounds.info for details on the program, forms you may need, and links to resources. You can also access the site from www.atu1700.org.

HEALTHY HOUND IS FOR EVERYONE

Participate in one of the following Healthy Activities (described further in this brochure) between January 1, 2018 and September 30, 2018 to avoid a medical plan premium surcharge in 2019:

- For members with chronic diseases (asthma, COPD, diabetes, heart disease, etc.), engage in telephone calls as recommended by Your Health First Health Advocates and make progress towards a goal.
- Obtain an annual physical, well-woman exam, preventive care screening (mammogram, pap test, PSA test), or a colonoscopy.
- Complete the Online Health Assessment, including a biometric screening, which are now available directly through Quest.
- For tobacco users, complete the Quit for Life tobacco cessation program.
- Complete the Real Weigh weight management program.



GET A FITNESS TRACKER WHEN YOU COMPLETE A HEALTHY ACTIVITY BY THE DEADLINE

Fitness trackers are only available to members who did not receive one in 2017.

Real Weigh participants get a tracker when they enroll—see page 8.

HEALTHY HOUND PROGRAM

FORMS INCLUDED FOR CERTAIN ACTIVITIES

Included with this brochure are:

- a Wellness Screening form for the Health Assessment Healthy Activity (see page 6 for details) and
- a PB-1 form (for ATU Members only) to get a Preventive Test at the VA or mobile screening unit and to get a day off for preventive care.

REMINDER! If you choose the Health Assessment as your Healthy Activity, you may schedule and obtain a Biometric Screening directly with Quest Diagnostics—no Wellness Screening form needed. See page 6 for details.



TRACK YOUR HEALTHY ACTIVITY THROUGH MOTIVATE ME

Through Cigna's Motivate Me online tool, you can track the activities you and your spouse complete through Cigna to avoid the \$300 per individual surcharge. On Motivate Me, each Healthy Activity is considered a point that counts toward avoiding the medical premium surcharge.

If you have single coverage through the Plan, you must do one Healthy Activity (or earn one point).

If your spouse is enrolled in your health plan with you, you must each do one Healthy Activity (or each earn one point).

Motivate Me is an optional way for you to track the Healthy Activities you have completed through Cigna from January 1, 2018 to date. It is not required.

GETTING STARTED IS EASY

Visit myCigna.com > click on "Manage My Health" > then click on "Incentive Award Program" in the drop down menu to:

- Find detailed instructions on how to get started
- View a list of eligible activities
- Check and track your completed Healthy Activity

Please note that Real Weigh, Quit for Life and out-of-network claims that are not filed with Cigna are not trackable on Motivate Me.

For more information or help setting up your account, visit myCigna.com or call the customer service number on the back of your Cigna ID card.

QUESTIONS? REACH OUT TO THE TRUST OFFICE!

If you have any questions, don't hesitate to call the Trust Office at 1-800-288-7766.



IMPORTANT!

If you do not complete at least one of the Healthy Activities listed in this brochure between January 1, 2018 and September 30, 2018, you will see an increase of \$300 (or \$600 if you and your enrolled spouse do not complete any Healthy Activities) added to your medical premiums in 2019.

HEALTHY ACTIVITIES FOR 2018

Your Health First Program—Health Support if You Have a Chronic Condition



HEALTHY ACTIVITY IS DESIGNED TO

- Improve your health if you have one of these chronic conditions: asthma, diabetes, heart disease, COPD, lower back pain, mental health disorders, osteoarthritis, peripheral arterial disease, and metabolic syndrome. If you are contacted and decide to participate, you'll work one-on-one with a Cigna Health Advocate with expertise in your condition. Together, you'll develop a care plan to reinforce and support your physician's treatment plan.



WHO RUNS IT

- Cigna. Your Personal Health Team will connect you to a Health Advocate by phone. Your Health Advocate may be a trained nurse, health educator, or behavioral health specialist.



WHAT YOU NEED TO DO

- Cigna will contact you to participate in Your Health First if you have a condition that could be improved through the program. Call Cigna at 1-855-246-1873 for more information.
- In order to complete this Healthy Activity, you must make progress toward a goal that you and your health coach set, and you must complete the number of phone calls recommended by your Health Advocate by September 30, 2018.
- Phone calls run about 20 minutes, once a month, or as determined by you and your Health Advocate, depending on your situation and needs.



HOW TO GET STARTED

- A Cigna Health Advocate will call you to get started—so please take the call to improve your health. For live support from your Health Advocate, you can call 1-855-246-1873 at any time.



OTHER IMPORTANT INFORMATION

- Many chronic conditions improve with proper, regular treatment. The purpose of the program is to help people to learn more about their condition so they can better manage and improve their health.

HEALTHY ACTIVITIES FOR 2018

Get a Preventive Wellness Exam or Test



HEALTHY ACTIVITY IS DESIGNED TO

- Encourage you to visit your physician for a preventive wellness exam or test.



WHO RUNS IT

- Your health care provider.



WHAT YOU NEED TO DO

- Schedule and complete a preventive wellness exam or test. For example:
 - » An annual routine physical exam
 - » A well-woman exam
 - » A preventive care test (mammogram, pap test, PSA test)
 - » A colonoscopy for participants age 50 and older

Note that a biometric screening can be part of an annual routine physical, but alone does not meet the full requirements of this Healthy Activity.



HOW TO GET STARTED

- Call your provider to schedule your appointment.
- If you use a Cigna PPO provider, or an out-of-network provider who files claims with Cigna, no paperwork is necessary.
- ATU members may also use a non-participating provider for this Healthy Activity, such as the VA or a mobile health screening service. If you do, you will need to bring a PB-1 form with you and have your provider complete it. Then, submit the form to the Trust Office to verify you obtained a wellness exam or test so you can get credit through the Healthy Hound Program. Use the PB-1 form included with this brochure, or call the Trust Office or visit www.healthyhounds.info for a PB-1 form.
- ATU members may also use PB-1 forms for obtaining one sick day for a wellness exam and biometric screening—see the box on the bottom of page 5.
- Please also note that Department of Transportation (DOT) physicals do not count toward meeting this Healthy Activity.

YOU CAN SAVE UP TO \$600 NEXT YEAR!

Get a Preventive Wellness Exam or Test, *continued*



OTHER IMPORTANT INFORMATION

- Note that a sick visit to the doctor doesn't count toward satisfying this Healthy Activity. Wellness visits are scheduled in advance. So don't delay if you want to meet the September 30 deadline!
- When you visit a Cigna provider, preventive care is covered at 100% with no deductible under both the Preferred Plan and the Value Plan. (As a reminder, the \$500 benefit limit and requirement to meet the deductible and pay coinsurance for preventive care was removed from the Value Plan effective January 1, 2016.) See your plan materials for details.

A DAY OFF TO GET CHECKED OUT—FOR ATU MEMBERS ONLY!

ATU Members with at least one year of service are eligible (even if you are not enrolled in the medical plan) to take one sick day per year (with no waiting period, provided you have accrued sick time available) just to get both a wellness exam and biometric screening. Please note this provision applies to ATU members only, and not spouses.

In addition, if you obtain an annual physical and biometric screening in 2018 and provide a PB-1 form signed by your medical provider to the Company during the year, you may have your sick-leave waiting period reduced by one day in 2019. Details are in your ATU Collective Bargaining Agreement.

To qualify, have your medical provider complete a PB-1 form during your wellness exam and biometric screening, then submit it to the Trust Office.



HEALTHY ACTIVITIES FOR 2018

Complete a Health Assessment



HEALTHY ACTIVITY IS DESIGNED TO

- Measure your overall health and well being. A Health Assessment is a confidential, online health questionnaire that asks you about safety habits, stress, and family medical history. You are required to obtain a biometric screening (blood pressure, height, weight, BMI, HDL, LDL and total cholesterol, pulse, and fasting blood sugar) to complete the Health Assessment and earn credit for this Healthy Activity.



WHO RUNS IT

- Cigna, through their website, myCigna.com.



WHAT YOU NEED TO DO

Please note that this Healthy Activity has two parts:

1. **Getting a biometric screening** between January 1, 2018 and September 30, 2018, and
2. **Taking the online Health Assessment questionnaire** at myCigna.com by September 30, 2018, once you've obtained your biometric results.

You must schedule and complete a biometric screening in order to get the numbers you need to complete your online Health Assessment. Your biometric screening must be completed between January 1, 2018 and September 30, 2018.



HOW TO GET STARTED

Part 1: Getting Your Biometric Screening

Getting your biometric screening is now more convenient with **two ways to get your screening**:

1. You can schedule—either online or by phone—and obtain your biometric screening directly with a Quest Diagnostic Patient Service Center, or
2. You can visit your health care provider.

To schedule an appointment **ONLINE to get your biometric screening at a Quest Diagnostic Patient Service Center:**

- Visit <https://WE.blueprintforwellness.com> and click "Register Now."
- Enter **GreyhoundATU** where it asks for "Registration Key."
- Then create an account and provide your email address.
- You can then schedule your appointment at a convenient location. The heart icon next to a location means you are able to get your biometric measurements (height, weight, waist, and blood pressure) there.
- You can print a confirmation of your appointment to take with you. You can also revisit the site to cancel or change your appointment time.

COMPLETE YOUR ACTIVITY, SAVE UP TO \$600 NEXT YEAR!

Complete a Health Assessment, continued



HOW TO GET STARTED CONTINUED

After your screening, you'll receive an email notifying you that your results are available online. You can log back in using your username and password to view them. Receiving this email also means that you're now ready to complete the Health Assessment (see below). The Health Assessment will be automatically populated with your screening results.

To schedule your appointment at a Quest Diagnostic Patient Service Center by **PHONE:**

- Call 1-877-304-7055 (available Mon – Fri 7 a.m. – 8:30 p.m. CST and Sat 7:30 a.m. – 4 p.m. CST).

Once your results are ready, they'll be mailed directly to you. They'll also be automatically populated in the Health Assessment at myCigna.com.

If you visit your health care provider for your screening, bring a Cigna Wellness Screening form with you to your appointment so your provider can record your biometric screening results and send the completed form to Cigna.

Any provider—PPO or non-PPO—can use the Cigna Wellness Screening form. Please note that if your lab work is done through Quest Diagnostics or LabCorp, Cigna will add your screening results in your online Health Assessment for you.

- To download and print the Cigna Wellness Screening form, visit myCigna.com > click on "Manage My Health" > then select "Incentive Award Program" from the drop down menu.
- Then complete the online Health Assessment by September 30, 2018, as outlined below.

Part 2: Completing the Health Assessment

Once you've completed your biometric screening and your results are available, log on to myCigna.com and select "Take My Health Assessment." You'll generally need about 15 minutes to complete your assessment.

If you got your biometric screening at Quest Diagnostics or LabCorp, your results will be automatically populated in the Health Assessment.

If you got your biometric screening at a non-Quest or non-LabCorp facility (such as from your local hospital), you will need to enter your results in the Health Assessment yourself.



OTHER IMPORTANT INFORMATION

- When you complete your assessment, you'll have a personalized health report to help you focus on what you can do to improve or maintain your health.

HEALTHY ACTIVITIES FOR 2018

Real Weigh—Telephone Coaching Program for Weight Management



HEALTHY ACTIVITY IS DESIGNED TO

- Help you with weight loss goals. It's a telephone-based program with personalized coaching sessions on a range of topics to help you make real lifestyle changes.



WHO RUNS IT

- A company called Ultimate Health Matters.



WHAT YOU NEED TO DO

- Complete 12 weekly classes in the Real Weigh program by September 30, 2018.
- Weekly telephone sessions with your coach are scheduled based on your requested date and time.



HOW TO GET STARTED

- To enroll, call 1-866-630-6733 or email Lisa.Choate@UltimateHealthMatters.com.
- **You'll receive a free fitness tracker just for signing up for the program!** Once you sign up, we'll send you the tracker (provided you did not receive one in 2017). You do not need to complete the program to receive the tracker (like you do with the other Healthy Activities)—however, you do need to complete the program in order to avoid the medical plan premium surcharge.



OTHER IMPORTANT INFORMATION

- Real Weigh breaks down healthy living into easy, manageable steps and teaches you how to realistically adopt and maintain healthier lifestyle habits.



YOU CAN SAVE UP TO \$600 NEXT YEAR!

Quit For Life—Tobacco Quitting Program



HEALTHY ACTIVITY IS DESIGNED TO

- Provide coaching and support tools to help you quit tobacco.



WHO RUNS IT

- Quit for Life® is a program developed with the American Cancer Society.®



WHAT YOU NEED TO DO

- Participate in at least four coaching calls by September 30, 2018. Coaching calls are available 24/7, to suit your schedule.



HOW TO GET STARTED

- Enroll by phone or online anytime.
- Call **866-QUIT-4-LIFE (866-784-8454)** or TTY: **877-777-6534** to get started. A registration specialist will verify eligibility to enroll and transfer you to a Quit Coach®. You can also visit QuitNow.net for more information and to enroll.



OTHER IMPORTANT INFORMATION

- The program includes:
 - » Personalized, one-on-one coaching support
 - » Five outbound coaching calls with a Quit Coach
 - » Unlimited access to Quit Coaches through the toll-free number 866-QUIT-4-LIFE (866-784-8454)
 - » Recommendations on type, dose and duration of nicotine replacement therapy
 - » Replacement or prescription medication, if appropriate
 - » Free 8-week supply of nicotine replacement therapy (patch or gum), if appropriate, mailed directly to your home

Don't do it alone—call today for help with quitting!

QUESTIONS AND ANSWERS

Q1. CIGNA CALLED ME TO PARTICIPATE IN YOUR HEALTH FIRST, BUT CAN I DO THE REAL WEIGH WEIGHT LOSS ACTIVITY INSTEAD AS MY HEALTHY ACTIVITY?

A1. Yes. While participating in Your Health First could help you better manage your chronic condition, you may choose to complete another Healthy Activity to avoid the \$300 per individual medical premium surcharge.

Q2. IF I COMPLETE A HEALTHY ACTIVITY BUT MY SPOUSE DOESN'T, WHAT WOULD THE MEDICAL PREMIUM SURCHARGE IN 2019 BE?

A2. If you and your spouse are both enrolled in an ATU Health and Welfare Trust medical plan, you each must complete one Healthy Activity to avoid a \$300 surcharge per individual. If only one of you completes an activity, a \$300 surcharge applies. If neither of you complete an activity, a \$600 surcharge applies.

Q3. DO MY SPOUSE AND I NEED TO PICK THE SAME HEALTHY ACTIVITY?

A3. No. You and your spouse can select different Healthy Activities to avoid the medical premium surcharge.

Q4. I PARTICIPATED IN THE YOUR HEALTH FIRST PROGRAM LAST YEAR—DO I NEED TO DO IT AGAIN IN 2018?

A4. If Cigna contacts you to participate in YHF, you may participate in the program again in 2018 as a Healthy Activity to avoid the medical premium surcharge. However, you may choose another Healthy Activity to complete instead. Call Cigna at 855-246-1873 if you have any questions about your eligibility for Your Health First.

Q5. WILL I RECEIVE A FITNESS TRACKER FOR COMPLETING MY HEALTHY ACTIVITY?

A5. If you did not receive a fitness tracker in 2017, you are eligible to receive a free fitness tracker from the Fund if you complete a Healthy Activity between January 1 and September 30, 2018. However, if you sign up for the Real Weigh program, you'll receive a free fitness tracker **at the start of the program**.

Q6. DOES THE DOT PHYSICAL I'M REQUIRED TO GET AS A DRIVER COUNT TOWARD THE WELLNESS EXAM VISIT?

A6. No. The goal of this Healthy Activity is to establish a relationship with your physician who is familiar with your health history and can guide you on wellness and preventive care.

Q7. WHAT SHOULD I DO TO MAKE SURE MY DOCTOR'S VISIT IS ACCEPTED FOR THE WELLNESS EXAM VISIT?

A7. Make sure your provider uses a diagnosis code for wellness or preventive care. If your doctor is a network provider, there's no paperwork necessary for you. If your provider does not file claims with Cigna (for example, the VA), you'll need to bring a PB-1 form to the appointment, have your provider complete it, and then you must submit it to the Trust Office. Note that spouses must use a Cigna provider for this activity.

QUESTIONS AND ANSWERS

Q8. DOES MY PROVIDER NEED TO COMPLETE THE CIGNA WELLNESS SCREENING FORM IF I AM GETTING A BIOMETRIC SCREENING FOR THE HEALTH ASSESSMENT?

A8. If you schedule and obtain a biometric screening directly through Quest Diagnostics, your provider does not need to complete a wellness screening form.

However, if you visit a provider other than Quest for your biometric screening, bring a Cigna Wellness Screening form with you. Your provider (PPO or non-PPO) will need to complete the Wellness Screening form for you and you will need to submit it to Cigna.

Please note: If you complete your lab work at Quest Diagnostics or LabCorp, Cigna will receive your screening results and add them to your Health Assessment for you. (To download and print the wellness screening form, go to myCigna.com > click on the "My Health" tab > click on "Incentive Awards." You'll see the wellness screening form on that page under "related links.")

Q9. HOW DO ATU MEMBERS GET THE DAY OFF WITH PAY FOR A WELLNESS EXAM AND BIOMETRIC SCREENING?

A9. To get the day off with pay and the reduced waiting period for sick leave next year (provided you have accrued sick time available), have your provider complete a PB-1 form. Then you must submit it to the Trust Office. PB-1 forms may only be used by ATU members. A PB-1 form is included with the brochure mailing, and is available through the Trust Office or online at www.healthyhounds.info.

Q10. WHAT IF I ENROLL IN QUIT FOR LIFE BUT DO NOT QUIT BY SEPTEMBER 30?

A10. As long as you participate in at least four coaching sessions by September 30, 2018, you will meet the requirement for this Healthy Activity.

Q11. HOW DO I VERIFY THAT MY SPOUSE AND I HAVE SUCCESSFULLY MET THE REQUIREMENTS TO AVOID THE \$300 PER INDIVIDUAL SURCHARGE FOR 2019?

A11. Go to myCigna.com > click "MyHealth" tab > click on "Incentives" to see your progress if you choose one of the following Healthy Activities:

- » Preventive wellness exam or test through a Cigna PPO provider or a non-PPO provider who files claims with Cigna
- » Health Assessment
- » Your Health First coaching sessions

Call the Trust Office at 1-800-288-7766 to verify completion of the following:

- » Quit for Life
- » Real Weigh
- » For ATU members only: preventive wellness exam or test from a provider that does not submit claims to Cigna (e.g., the VA or mobile health screening service). This option requires you to have the provider complete the PB-1 form, then for you to turn it in to the Trust Office.

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all eligible employees of Greyhound Lines, Inc. who are covered by the collective bargaining agreement.

IMPORTANT LEGAL NOTICES

HIPAA Nondiscrimination Notice of Availability of Reasonable Alternative:

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all eligible employees of Greyhound Lines, Inc. who are covered by the collective bargaining agreement between Greyhound and the Amalgamated Transit Union National Local 1700 (ATU). If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact the Trust Office at 1-800-288-7766 and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

Americans with Disabilities Act/Equal Employment Opportunity Commission Notice:

Notice Regarding Wellness Program

The Greyhound/ATU Local 1700 Healthy Hound Program is a voluntary wellness program available to all eligible employees of Greyhound Lines, Inc. who are covered by the collective bargaining agreement between Greyhound and the Amalgamated Transit Union National Local 1700 (ATU). The program is administered by CIGNA 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. If you choose to participate in the wellness program you may choose to complete a voluntary health assessment that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). If you complete the health assessment, you will also be asked to complete a biometric screening, which will include a blood test for total cholesterol, HDL cholesterol, LDL cholesterol and fasting blood sugar. You are not required to complete the health assessment or to participate in the blood test or other medical examinations.

However, employees and their enrolled spouses who choose to participate in the wellness program will avoid a \$300 per individual premium surcharge on their medical premiums in 2019 (to a maximum of \$600). Although you are not required to complete any Healthy Activities, only employees (and enrolled spouses) who do so will avoid the premium surcharge.

The information from your health assessment and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program. You also are encouraged to share your results or concerns with your own doctor.

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 wellness program and Greyhound may use aggregate information it collects to design a program based on identified health risks in the workplace, the Healthy Hound 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 wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness 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 wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive/avoiding a surcharge. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The personally identifiable health information that CIGNA and/or the Trust Office receive will only be used in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness 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 wellness 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 wellness 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 Trust Office at 1-800-288-7766.