

Letter of Understanding regarding Healthy U

The current Healthy U (HU) participation period, which began on September 1, 2019 and ends on May 31, 2020 requires that the employee and their enrolled spouse complete the Real Age Test (worth 30 HU points), and complete additional HU activities worth 40 HU points in order to earn a total of 70 HU points and successfully complete the program requirements.

Historically, the majority of HU activities that individuals would record to earn the required points were associated with obtaining preventive services (physical exams, dental and vision exams, mammograms, etc.). With the current environment of social distancing, most if not all of these preventive services are being postponed or cancelled by the providers.

There are other existing HU activities which could be completed that do not require a provider visit, or other forms of in-person interaction, as follows:

Engage in RealAge Program*	40
Enroll in Tobacco Cessation	30
Engage in Health Coaching	20
Enroll in Baby Blueprints	25
Wearable Fitness Device Use	25
Complete a home safety measure	5
Attend Financial seminar (if virtual)	5
Attend Wellness Lecture (if virtual)	5

*RealAge Program requires 3 weeks minimum participation time

It is recognized that some of these activities are limited to only certain groups of individuals (i.e. tobacco users, pregnant women, etc.)

Concerns have been raised regarding the ability of employees/spouses to complete the required HU activities by the May 31 deadline date. In response to these concerns, the State System has explored a couple of different actions and APSCUF and the State System agree to implement the following regarding Healthy U for the 2019-2020 plan year for eligible faculty and coaches:

- Modify the HU program for this participation period to only require completion of the Real Age Test by the employee and spouse – This alternative has the most viability due to the following:
 - The Real Age Test can be completed anywhere, on a variety of devices (computer, phone, tablet)
 - This is the same participation requirements in place for HU for the most recent, 2019 program
 - This is the same participation requirements that will be in place for the next HU program beginning on/after 7/1/2020

Highmark/Sharecare will support a modification of HU to require Real Age Test only, as follows:

- They will build a new HU online program, with a participation deadline date of May 31, 2020.
- This new HU program will be available effective May 1, 2020.
- This new HU program will only require the completion of the Real Age Test, and that completion will be worth 70 HU points.
- The program will "look-back" and provide 70 HU points and Real Age Test completion credit to any member who completed the RAT on/after September 1, 2019.
- Prior to May 1, if the employee or spouse has completed the Real Age Test only, Sharecare will not indicate that the rewards program is complete (as it still will be looking for 70 HU points), but after May 1, if the Real Age Test has been completed, Sharecare will indicate that Healthy U is complete.

 May 4, 2020

APSCUF

Date



May 1, 2020

State System

Date