



2020 – 2021 Thrive Wellness Program Guide

Mission:

To create a culture of wellness to improve employee health and well-being through active participation.

Vision:

Employees engaging local community resources to expand, improve, or create a healthy lifestyle. Vincientian Collaborative System is committed to providing employees the tools needed to achieve their healthy goals.

Taking care of the health of you and your family is important to Vincientian. Vincientian is proud to continue to invest in the health of our employees by offering a wellness program created to promote healthy lifestyle choices. **All employees**, regardless of their participation in Vincientian offered health insurance, physical condition level, or exercise history are eligible to participate. Vincientian will strive to promote health awareness among its employees by offering the THRIVE program in an effort to lower the cost of healthcare premiums, to serve as role models for the community, and to ensure a better quality of life for all participants.

Vincientian encourages notifying your healthcare provider before starting any type of fitness regime. Additionally, the Vincientian Wellness Leader and Wellness Champions are ready to assist you in getting the tools you need to set and achieve your health goals.

Overview

There are four general determinants to good health: human biology, environmental stresses, lifestyle choices, and access to and appropriate utilization of quality healthcare services. Good health can be preserved and compromised or declining health can be improved through the appropriate application of wellness information, services and products.

Promoting the importance of a healthy lifestyle not only improves the quality of life for an individual, but also the productivity as an employee. Healthy employees require fewer days off and can dramatically change the costs of health insurance. Everywhere you look there is advice and articles to read about what to do and not to do to be healthy. Our goal is to provide a resource for employees that are looking for sensible ways to incorporate a series of changes to improve overall health. Employees that are willing to be a part of the team effort are vital for success.

The objectives of this program are:

- Improve the overall health, physical & mental wellness of the Vincientian work force.
- Foster positive employee morale and relationships.
- Reduce health care costs for employees and the Vincientian system.

Employee Health Insurance Incentive

To be completed November 1, 2020, to October 31, 2021, to receive the reduced deductible for 2022.

By completing the requirements of the Thrive wellness program in 2021, employees enrolled in health insurance through Vincentian will, in 2022, receive a reduced yearly deductible subsidized by Vincentian **and** a per paycheck discount in their premium payment.

In addition, in 2021, spouses covered on insurance through Vincentian must complete their requirements to receive, in 2022, the reduced yearly deductible subsidized by Vincentian and the employee receives an additional per paycheck discount in their premium payment.

Please note that due to the changing healthcare environment it is very possible that health insurance premiums will increase in 2022. Vincentian encourages all employees and their spouses to complete the Thrive Wellness Program requirements to help minimize the effects of a possible increase.

As an example of the reduced deductible incentive, employees who completed the wellness program in 2020 received a reduced deductible of \$750 for a single person and \$1,500 for a family for 2021. The standard deductible without completing the wellness activities is \$3,000 for a single person and \$6,000 for a family for 2021.

Thrive Wellness Program Requirements:

Employees must complete the required MyHealth Questionnaire, Biometric Screening, and Physical Exam, and earn 250 points through the wellness activities listed below. In addition, spouses covered on insurance through Vincentian must complete the required MyHealth Questionnaire, Biometric Screening, and Physical Exam.

Employees may participate in any combination of the below activities to add up to 250 points. Track your progress on the online wellness portal through UPMC.

- Attend or view online “Lunch and Learn” Sessions (25 points each, maximum 75 points)
- Participate in UPMC Weight Race (50 points)
- Participate in UPMC Activity Challenge (50 points)
- Achieve 5% decrease over last year in, or have optimal, total cholesterol, LDL, glucose, or BMI – *Screening must be through Quest Patient Service Center or Onsite Screening* (25 points)
- Have optimal blood pressure – *Screening must be through Quest Patient Service Center or Onsite Screening* (25 points)
- Flu Shot (25 points)
- A1C Screening (25 points)
- Diabetic Retina Exam (25 points)
- Breast Cancer Screening* (25 points)
- Cervical Cancer Screening* (25 points)
- Colorectal Cancer Screening* (25 points)
- EAP/LifeSolutions call (or virtual) for work-life services or clinical counseling case (25 points each, maximum 50 points)
- Coaching Session and Health Risk Review (10 points per call, maximum 100 points)
- Condition Management & Lifestyle Health Coaching Programs. There are many to choose from on the portal or through the RxWell app (100 points for completion)

Optimal Ranges are:

BMI- 18.5 to 24.9
Blood Pressure- Less than 120/80
Total Cholesterol- Less than 200
LDL- Less than 130
Glucose- 65 to 99

- Follow-up Calls for Lifestyle Health Coaching Programs (10 points each, max. 30 points)
- Online Coaching Activities (5 points each, maximum 10 points)
- Activity Tracker – Record exercise or steps taken on the portal 6 days per month, or sync activity tracker (15 points each month, maximum 105 points)
- Other Campaigns through UPMC (25 points each)
- Enroll in Weight Watchers Virtual or In-person Workshop Program (100 points for completion of 12 weeks – must manually submit attendance verification form from your instructor to jregan@vcs.org)

*Per insurance provider preventive schedule.

Required Completion by employee and covered spouse:

- MyHealth Questionnaire
- Biometric Screening
- Physical Exam

Health & Wellness Calendar of Events

- ✓ **Lunch and Learns (Live UPMC Webinars or recorded videos at any time via Survey Monkey)** (see page 7 of this program guide for schedule)
20-minute wellness informational sessions. View videos at your convenience via Survey Monkey or live webinars of wellness topics. Incentive points awarded for participation.
- ✓ **UPMC Weight Race – January 25 to April 16, 2021**
Registration is January 6 to February 1 for this 12-week weight loss or weight maintenance challenge. Prizes awarded to top teams and individuals who reach their goals. Incentive points awarded for participation.
- ✓ **Weight Watchers Digital and/or Virtual Workshops**
Employees who register for virtual workshops meet virtually weekly to weigh-in and learn about nutrition and losing weight. Incentive points awarded for completion of 12 weeks of virtual workshops.
- ✓ **UPMC Activity Challenge – TBD by UPMC**
12-week activity race. Prizes awarded to top 3. Incentive points awarded for participation.
- ✓ **Free Biometric Screenings – In Person At Quest Location or Home Kit through Quest: January 1 to October 29, 2021** (see page 4 for more information) **or On Site: July 14 at Vincentian de Marillac, July 15 at Vincentian Marian Manor, July 16 at Vincentian Home, or July 21 at Schenley Gardens.**
Screenings for cholesterol, glucose, etc. provided. This is a requirement to earn the reduced deductible health insurance incentive.
- ✓ **Wellness Week – October 4-8, 2021**
Incentive prizes awarded for participation.
- ✓ **Other Events/Challenges throughout the year**
Prizes for participation and points awarded (to be determined)

Biometric Screenings

Vincentian is proud to offer free biometric screenings for **all** employees by any of the three ways below.

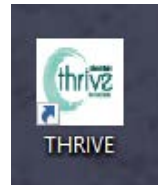
1. Visit a Quest location at a time and location convenient to you between January 1, 2021, and October 29, 2021. You must follow the instructions below to register for your screening so it is free through Vincentian.
 - Go to this link: <https://my.questforhealth.com/mobile/welcome/home>
 - Enter the Registration Key: **Vincentian2021** and click "Register Now"
 - Click "Accept & Continue"
 - Enter your UPMC Member ID, date of birth, and relation
 - Create Your Account by creating a username and password
 - Enter your information indicated and Click Save
 - Click "Schedule a Screening" under the "Wellness Screening, At a Patient Service Center"
 - Select a Quest location convenient for you to have your screening
 - Choose the date and time for your screening, Click Continue
 - Click Confirm
2. Order a Home Kit. Your at-home kit will be sent to the address you provide. Detailed instructions for collecting your sample (this is a dried blood sample with a finger prick) and returning it will be provided in the home kit. You must return your materials to Quest no later than October 29, 2021. If you need assistance requesting your biometric screening home kit, please call UPMC Member Services at 1-888-876-2756 for assistance.
 - Click on this link: <https://my.questforhealth.com>
 - Under Create Account, enter the Registration Key: **Vincentian2021** and click Register Now.
 - Read the terms and conditions and if you agree, click Accept & Continue.
 - Enter your UPMC Member ID and date of birth and click Continue
 - Continue to follow the instructions creating your username and password, etc. (Unless it indicates you already have an account, then just enter your username and password to login. If you forgot your username or password, there are options for retrieving it on this screen.)
 - When you get to the screen with the Wellness Screening section, under At-Home Test, click Order Materials.
 - Review and Confirm your home address where the kit will be sent and click Confirm.
3. Attend an onsite biometric screening July 14 at Vincentian de Marillac, July 15 at Vincentian Marian Manor, July 16 at Vincentian Home, or July 21 at Schenley Gardens. Watch for more information posted in the facilities or via email.

THRIVE Online Wellness Portal through UPMC (Take A Healthy Step)

The online wellness portal is the heartbeat of the THRIVE program. People mistakenly believe that being healthy is only about exercise and diet when there is much more. The THRIVE online wellness portal goes a step further and encourages employees to manage stress, improve sleep, schedule daily quiet times, and take care of themselves from a “whole person” perspective. Employees earn points when they participate and complete the various areas of the THRIVE wellness portal through UPMC.

A significant part of the THRIVE online wellness portal is to increase awareness and participation in the program.

There is a link to login to the portal on every Vincentian computer desktop. You can also download the app to your smartphone or utilize the mobile browser.



Wellness Champions, Wellness Leader, Health Coaching

Wellness Champions and the Wellness Leader are available to assist all Vincentian employees in whatever questions they may have regarding the THRIVE program. Employees can reach a Wellness Champion or the Wellness Leader (see page 8 of this program guide) by clicking Resource Center on their desktop or the desktop of the computers in the Learning Center and going to the THRIVE folder to find their contact information.



UPMC health coaches are available to help employees needing assistance setting and reaching their goals. The health coaches are aware of the importance of the doctor/patient relationship. Their coaching is not a replacement or substitution for your provider’s care; it is an addition to that care. The role of the Health Coaches is:

- To assess health habits and to assist employees in identifying and setting health goals.
- To assess readiness to change and provide necessary information, guidance, and support to move forward in meeting health goals.

To contact a UPMC Health Coach call 1-855-395-8762.

Membership Discounts

Active and Fit Direct Program through UPMC allows you to choose from 9,000+ participating fitness centers and YMCAs nationwide for \$25 a month, plus \$25 enrollment fee.

Registration

Employees utilizing Vincentian’s health insurance through UPMC are automatically registered in the Thrive wellness program. Employees not enrolled in UPMC insurance are encouraged to participate in the Thrive program and may do so by completing a registration form and submitting it to the Wellness Leader at the VCS Corporate Office. Vincentian employees who register for the THRIVE program and log into the online wellness portal through UPMC are eligible for the incentive program! There are several ways through the Incentive Program that employees can earn gift certificates, prizes and points.

Ready to Get Started?

- Simply go to the UPMC Health Plan Website (<https://www.upmchealthplan.com/>). If you have already created an account, just login. If not, follow the instructions to create a username and password (you will need your UPMC Member ID#). You can also click on the Thrive icon on any Vincentian computer desktop or in the Learning Center. Once logged in, click on “Better Health and Wellness.”



- Download the UPMC app to your smart phone. Just search for “UPMC Health Plan.” You can see your point status, register for the UPMC Weight Race, complete the health questionnaire, access your health plan and much more.



- Another valuable UPMC App to download is the “RxWell” app. Ready to make a change but don’t know where to start? RxWell by UPMC can help you on your journey to better health. With RXWell, you can develop healthy habits that will lead to lasting change. Programs available include Anxiety, Depression, Stress Management, and other UPMC Lifestyle Programs. Through the App you can also get health coach support, receive a personalized plan, set up goals, message your health coach to get help along the way, and calm your mind and body in just 10 minutes a day. The App is free in the Apple App Store or Google Play, and you can earn 100 points for completing a program!



- **Contact UPMC Member Services at 1-888-876-2756 for assistance/questions on the website and apps.**
- *Begin completing activities and track your points.*
- *Get healthy, reduce stress, lose weight, improve your physical condition and most of all feel better!*

SCHEDULE OF THRIVE LUNCH & LEARNS FOR 2020-2021

2021 Thrive Lunch and Learns Live Webinars by UPMC

Date	Topic	Time	Location
11/11/2020	Seven Habits to a More Productive Work Day	1:30 PM	Live Webinar by UPMC
12/3/2020	Physical Activity Tracking Technology	10:30 AM	Live Webinar by UPMC
12/16/2020	Fat Facts: Healthy Fats = Healthy Heart	1:30 PM	Live Webinar by UPMC
1/13/2021	All About EAP	7:30 PM	Live Webinar by UPMC
2/10/2021	Health Coaching	7:30 PM	Live Webinar by UPMC
3/10/2021	High Blood Pressure. How Risky Is It?	1:30 PM	Live Webinar by UPMC
4/14/2021	Your Health Journey: Know Your Numbers	10:30 AM	Live Webinar by UPMC
5/12/2021	Staying Healthy on the Go	7:30 PM	Live Webinar by UPMC
6/9/2021	Summer Sun Basics	1:30 PM	Vincentian Home, Basement Training Rm
7/14/2021	Stress Less	10:30 AM	Vincentian de Marillac, Activity Room
8/11/2021	Seven Essential Health Habits	7:30 PM	Live Webinar by UPMC
9/15/2021	Screen, Test, Act for Prediabetes	1:30 PM	Marian Manor, B Building Conference Rm
10/13/2021	The Power of Plants	10:30 AM	Vincentian de Marillac, Activity Room
11/10/2021	Healthy Holiday Celebrations	1:30 PM	Schenley Gardens
12/8/2021	Good Form, Good Health	7:30 PM	Live Webinar by UPMC

Recorded Thrive Lunch and Learns – 2021 Viewable on Survey Monkey at Your Convenience

Category	Topic	Link
Financial Wellness	Understanding Credit Scores & Reports	https://www.surveymonkey.com/r/X6VK9QR
	How to Build a Budget	https://www.surveymonkey.com/r/3YNQNZB
	Planning for Retirement	https://www.surveymonkey.com/r/32772MM
	How to Manage Debt Before It Manages You	https://www.surveymonkey.com/r/32WZ279
	Mortgages	https://www.surveymonkey.com/r/3232KNY
Nutrition	You Think You are Eating Healthy	https://www.surveymonkey.com/r/B8S7Z5D
	How to Use Fresh Produce	https://www.surveymonkey.com/r/G8CTJVV
	Grilling Healthy	https://www.surveymonkey.com/r/G7KWZ9X
Fitness	How to Be More Active	https://www.surveymonkey.com/r/BG2LDV9
	Injury Prevention/Stretching	https://www.surveymonkey.com/r/BJXDYTS
Miscellaneous	Setting Goals	https://www.surveymonkey.com/r/TCMBLJM
	Gardening Tips	https://www.surveymonkey.com/r/ZFJDQF9

THRIVE FOR WELLNESS CONTACT LIST

Wellness Champions

Vincentian de Marillac

Colleen Zimmick
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Ebony Thomas
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Krista Albitz
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Vincentian Marian Manor, PC & Childcare

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Carol Flavin
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Cece Stock
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412-440-4307 = Office

Melia Black
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Schenley Gardens

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VCDC

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Wellness Leader

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Contact UMPC Member Services at 1-888-876-2756 for assistance or questions on the website and apps.