

WELL AWARE



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Contact DelaWELL

www.delawell.delaware.gov
1-800-556-6106
EMAIL: Employee.wellness@state.de.us

Alere®

<https://delawell.alerehealth.com>
1-866-674-9103

Contact Statewide Benefits Office

www.ben.omb.delaware.gov
1-800-489-8933 OR (302) 739-8331

The Calendar Just Changed and So Can You – Free Group Meetings To Help You Quit Smoking!

We know how hard quitting smoking can be. That is why the DelaWELL Health Management Program is offering a special, free 4-week program for employees called “Beat the Pack” geared for smokers who are interested in quitting smoking. This program gives you stop-smoking information and a chance to receive support from others.

Each week, participants will be required to attend one group meeting, for a total of four sessions in a given month:

Week 1: Program Launch/ Reasons to Quit

Week 2: Coping With the Urge to Smoke

Week 3: Long-Term Benefits of Quitting Cigarette Smoking

Week 4: Staying Quit

To register for the 4-weekly “Beat the Pack” meetings at a location convenient for you, please visit www.delawell.delaware.gov and click on the “DelaWELL University Onsite Health Seminars” link.

DelaWELL is providing the “Beat the Pack” program at these upcoming sites:

- Carvel State Office Building (Wilmington, DE)
Meeting Dates: February 3, 10, 17 and 24 from 12-1pm
- Office of Management and Budget (OMB) – Statewide Benefits (Dover, DE)
Meeting Dates: March 5, 12, 19 and 26 from 12-1pm
- Division of Child Support and Enforcement- Churchman’s Corp. Center (New Castle, DE)
Meeting Dates: April 5, 12, 19 and 30 from 12-1pm
- Thurman Adams State Service Center (Georgetown, DE)
Meeting Dates: May 3, 9, 16 and 23 from 12-1pm
- Department of Labor- Fox Valley Annex Building (Wilmington, DE)
Meeting Dates: June 8, 15, 22 and 29 from 12-1pm



The Civil Union and Equality Act of 2011 Effective January 1, 2012

The Civil Union and Equality Act of 2011 creates the legal relationship of civil unions in the State of Delaware between two persons of the same sex and recognizes civil unions and same sex marriages performed in other jurisdictions.

On January 17, 18, and 19, 2012, workshops will be held at various state locations to provide information on State of Delaware benefits available to your civil union spouse and/or your civil union spouse's children. FAQs, Benefit Enrollment Instructions, Certification of Tax Dependent Status Form, Coverage Code Explanations and Civil Union Health Plan Rates are available at <http://ben.omb.delaware.gov/cu/index.shtml>.

- If you entered into a civil union or same sex marriage in another jurisdiction prior to January 1, 2012, you have until January 31, 2012 to add your civil union spouse and/or your civil union spouse's children to your State of Delaware benefit programs or wait until the next Open Enrollment in May 2012.
- If you enter into a civil union on or after January 1, 2012, you have 30 days from the date of the solemnization to add your spouse and/or your civil union spouse's children to your State of Delaware benefit programs or wait until the next Open Enrollment in May 2012.

Employees should contact their agency's HR/Benefits Office to make changes to their benefit elections and to request assistance. **More detailed information is available on the Statewide Benefits Office website, www.ben.omb.delaware.gov/cu** or by contacting the Statewide Benefits Office at benefits@state.de.us or by phone at 302-739-8331 or toll-free at 1-800-489-8933 during the hours of 8:00 a.m. to 4:30 p.m. Monday through Friday.

UPDATED....Group Health Eligibility & Enrollment Rules Effective January 1, 2012

The Group Health Eligibility & Enrollment Rules were updated by the State Employee Benefits Committee (SEBC) effective January 1, 2012 to reflect changes to the Spousal Coordination of Benefits Policy and incorporate the Civil Union and Equality Act of 2011.

The Group Health Eligibility & Enrollment Rules can be found online from the Statewide Benefits Office website at: www.ben.omb.delaware.gov, located on the right side of the page under the "*Documentation*" section.

House Bill 81, Double State Share (DSS) Changes - Effective January 1, 2012

Effective January 1, 2012, in accordance with House Bill 81, Double State Share will not be available to employees who are hired or become benefit eligible employees after December 31, 2011. Benefit eligible employees and pensioners marrying another benefit eligible employee or pensioner after December 31, 2011 will also not be eligible to receive Double State Share.

Beginning July 1, 2012, employee and pensioners receiving Double State Share will be assessed a monthly charge per health care contract. Additional information on this charge, including FAQs, can be viewed at <http://ben.omb.delaware.gov/hb81/index.shtml>.

The Statewide Benefits Office is available to answer questions regarding this change at benefits@state.de.us or by phone at 302-739-8331 or toll-free at 1-800-489-8933 during the hours of 8:00 a.m. to 4:30 p.m. Monday through Friday.

Important DelaWELL Reward Information

Complete These Simple Steps by May 31, 2012 and earn a DelaWELL Reward*
Complete Steps 1 and 2 to earn the Silver Level: \$100 DelaWELL Reward
OR
Complete Steps 1 and 2 and 3 to earn the Gold Level: \$200 DelaWELL Reward

Step 1: Participate in a free DelaWELL Health Screening. Screenings will be offered from January 10-April 27, 2012 for individuals who have not yet attended a screening for the 2011-2012 DelaWELL Program Year. To register, visit the DelaWELL Health Portal at <https://delawell.alerehealth.com>. Once logged in, click on the links located on the left side of the screen for more information, which will show you a screening schedule and give you the option to sign-up for an appointment.

Step 2: Complete your confidential online Wellness Assessment for 2011-2012, by logging into the DelaWELL Health Portal at <https://delawell.alerehealth.com>.

Step 3: Actively participate in a Health Coaching or Condition Care Program this program year and meet minimum participation requirements (See specific requirements in the "Program Descriptions" below). If you QUALIFY for a Health Coaching or Condition Care Program, you MUST complete either program to meet the Step 3 requirement and earn the \$200 DelaWELL Reward. ONLY those not eligible for Health Coaching or Condition Care can satisfy the Step 3 requirement by completing a 6-week online Healthy Living Program. To find out if you qualify for a Health Coaching or Condition Care Program or to enroll, call the Alere Helpdesk at (866) 674-9103 and speak with a nurse or visit the DelaWELL Health Portal.

SPECIAL NOTE FOR MEMBERS WHO CURRENTLY PARTICIPATE IN A DELAWELL HEALTH COACHING OR CONDITION CARE PROGRAM: To satisfy the Step 3 requirement and receive the activity point, you need to complete at least 8 interactions (i.e. phone call, email or online conversation with your coach) within 6 months of enrolling in your health coaching program. Condition Care is an ongoing program. You do not need to "re-enroll" in a Condition Care program – you just have to keep scheduled calls with your Alere nurse care manager.

Program Descriptions:

Health Coaching Programs allow you to work with your own confidential coach via scheduled phone calls, online or e-mail in any of these five key behaviors: Healthy weight maintenance, smoking cessation, physical activity, eating habits/nutrition and managing stress. **To meet the Step 3 requirement for Health Coaching, you must complete at least 8 interactions with your coach within 6 months of enrolling in your health coaching program. Your Health Coach will validate program completion. Activity points are recorded monthly.**

Condition Care Programs are specialized education and support programs offered to enrollees in the State's medical plan who have been diagnosed or are receiving treatment for the following conditions: Asthma, congestive heart failure, coronary artery disease, chronic obstructive pulmonary disorder, diabetes, osteoarthritis and back pain. **Activity points will be awarded to participants who keep scheduled phone calls with their Alere nurse care manager throughout the program year to meet the completion criteria. Activity points are recorded quarterly.**

Online Healthy Living Programs are 6-week online tutorials on various topics that help you take important steps to reduce risk and improve health. **All members can participate in the Healthy Living Programs; however, ONLY those not eligible for Health Coaching or Condition Care can satisfy the Step 3 requirement by completing a Healthy Living Program.**

Members who meet the requirements for the Silver or Gold Levels will also have a chance to win a FREE 3-month or 1-year YMCA Family Membership (Generously donated by the YMCA of Delaware). Names will be randomly selected by Alere.

**DelaWELL Reward amounts will be paid in July 2012. Learn more about the 2011-2012 DelaWELL Program by visiting the DelaWELL Health Portal at <https://delawell.alerehealth.com>. Once logged in, click on the "Program Overview" link located on the left menu.*



To register for a seminar date, time and location that is convenient for you, please visit www.delawell.delaware.gov and click on the "DelaWELL University Onsite Health Seminars" link.

January 2012 Onsite Health Seminar Topic: "My Year To Lose Weight and Keep It Off"

Make 2012 the year you achieve your wellness goals and put an end to your weight loss struggles!

At this seminar, you will learn about:

- Step-by-step guidance on how to get started on your weight loss journey
- Preventing weight gain
- Reflect, Replace and Reinforce: A process for improving your eating habits and building a healthy plate
- How to enjoy your favorite foods even if they are high in calories, fat or added sugars
- Strategies for overcoming obstacles to physical activity
- Motivational weight loss success stories
- Fun interactive game to test your knowledge



February 2012 Onsite Health Seminar Topic: "Taking Care of Your Heart"

February is American Heart Month. Heart disease is the leading cause of death in the United States. The good news is you have the power to make healthy lifestyle changes to lower your risk.

At this seminar, you will learn about:

- Understanding your heart and conditions like heart attack and stroke (including warning signs), metabolic syndrome, arrhythmia, heart failure and peripheral artery disease
- Cardiac diagnostic tests, procedures and surgeries
- Dispelling common myths about heart disease
- Simple ways to live a more heart-healthy life, including ways to prevent and treat high blood pressure and high cholesterol
- Tips on heart-smart eating, shopping and cooking



The Statewide Benefits Office: Your Resource for Benefits, Wellness and Coverage Information

The Statewide Benefits Office (SBO) is a division of the Office of Management and Budget responsible for administering benefit programs offered to benefit eligible active state employees, pensioners and their eligible dependents. Current benefit programs include: health, prescription, health management program, employee assistance program (EAP), dental, vision, Blood Bank, Group Universal Life (GUL) Insurance, disability insurance and associated Return to Work (RTW) Program, Flexible Spending Accounts (FSA) for Health and Dependent Care and a Pre-Tax Commuter Benefit Program.

To learn more about each of these benefit programs, view important benefit announcements, and find out who to contact at SBO to assist with your benefit questions, visit <http://ben.omb.delaware.gov>.

TIP: Add the SBO website to your list of *Favorites* so you can routinely visit the SBO website to stay in the know!

Because EyeMed makes
it simple to access the
important eye care that
diabetics need.

Diabetic Eye Care benefit offered by EyeMed.

An important benefit for diabetics and their vision.



To help employees with diabetes access the eye care they need, EyeMed offers a Diabetic Eye Care benefit that provides ongoing vision care services for members diagnosed with Type 1 or Type 2 diabetes. Diabetic members can care for their vision needs conveniently with their eye care provider and save on additional services to monitor their vision.

According to the American Diabetic Association, nearly 26 million people have diabetes in the United States and another 79 million fall into the category of pre-diabetes. Additionally, the total economic cost of diabetes in medical expenditures and lost productivity was estimated to be \$174 billion. Diabetes is the leading cause of blindness in adults ages 20-74. It is a growing epidemic that carries the risk of glaucoma, cataracts and the most common diabetic eye disease, retinopathy.

Regular eye exams can help detect ocular diabetic changes early, prompting referral for treatment that can help lessen the risk of vision loss for diabetics. Awareness of the importance of regular eye care and making services affordable and convenient can help diabetic patients follow their doctors' recommendations.

What services are included in the Diabetic Eye Care benefit?

- Office service visit and diagnostic testing once every six months
- Member eye exam reminders

Diagnostic tests as determined necessary by the eye care professional may include gonioscopy, extended ophthalmoscopy, fundus photography or scanning laser. While members are free to visit an eye care provider of their choice and utilize coverage through their medical plans, these services are designed to give EyeMed members additional, convenient eye care options.

To learn more about your vision benefits, please visit www.eyemedvisioncare.com and click the **Members** tab



How will you save with your FSA?

What will it be? A new pair of glasses? Stock up on contact lens solution? Maybe finally get that eye exam you've been meaning to? There are many ways you can use your Flexible Spending Account money to pay for out-of-pocket health expenses associated with eye care and eyewear.

Vision care is an important part of your overall wellness. In fact, regular eye exams can help identify the early signs of many serious health conditions, including diabetes, high blood pressure and high cholesterol.

But don't let time run out. If you still have funds remaining in your Flexible Spending Account, now is the time to use them. If not, any remaining funds may be forfeited by the end of the year.

Remember: With EyeMed, you never have to pay full price for your vision care needs—from annual eye exams to the latest frames. So, the choice and savings are yours!

Take 40% off
unlimited additional
complete pairs of
eyewear.*



LENSCRAFTERS

PEARLEVISION

Sears
Optical

OPTICAL

JCPenney Optical

Private
Practitioners

To learn more about your vision benefits, please visit
www.eyemedvisioncare.com
And click the **Members** tab.



Motivation Station: Employee Spotlight

“I now get up every morning thankful for my health and look forward to continuing my service to others for decades to come!”

Drew McCaskey
Marketing Manager
Delaware Transit Corporation (DTC)

November 2011 - 163 lbs.



“Greetings from a happy, skinny and healthier 61 year-old guy. Since January 2011, I have shed 35 pounds mostly from setting a goal for myself to be even healthier at 60 than I was at age 40. Well, today I weigh 163 lbs! I am eating healthier and exercising more and more every day. I have cut out foods with high sodium and sugar content. I discovered the secret to a longer life- to always have a goal to work towards and exceed it! Thanks DelaWELL for encouraging me to always live a healthier lifestyle! The wellness scores from DelaWELL’s online Wellness Assessment and the results from my DelaWELL Health Screening have coached me to live better and reduce my disease risk. I especially liked the Body Mass Index (BMI) score of 23.9, which is considered normal.

I now get up every morning thankful for my health and look forward to continuing my service to others for decades to come! I am also grateful for my daily exercise walks. Thank you DelaWELL staff for the service you do for all of the State workers!”

May 2002



Has the DelaWELL program impacted your overall health? Do you have a success story that will encourage your co-workers along their path to wellness? If so, we would like to hear from you! Send us an e-mail at Employee.Wellness@state.de.us for possible posting in an upcoming edition of WellAWARE and on the DelaWELL website.

To read more participant health testimonies, visit www.delawell.delaware.gov and click on the “Motivation Station” link.



January is Cervical Health Awareness Month National Cervical Cancer Coalition

<http://www.nccc-online.org/awareness.html>

Cervical cancer affects approximately 10,000 women in the United States each year. Half of women diagnosed with the disease are between 35 and 55 years of age. Human Papillomavirus (HPV) is found in about 99% of cervical cancers.

The good news is cervical cancer is one of the most preventable cancers today! If caught early, the 5-year survival rate is almost 100%. A Pap test (sometimes called a Pap smear) and pelvic exam are important parts of a woman's routine health care because they can detect abnormalities that may lead to invasive cancer of the cervix.

Talk with your doctor about when and how often you should have a Pap test.



<http://www.epa.gov/radon/nram/>

What exactly is radon?

You can't see, smell or taste it. Radon is the leading cause of lung cancer deaths among nonsmokers in America and claims the lives of about 20,000 Americans each year. Radon may be found in older homes and buildings and in newer ones as well. In fact, since newer homes are more airtight than older ones, they often allow higher concentrations of radon to accumulate.

How do I know if there's radon in my home or building?

Test kits are available at most hardware stores. You can even find out if you qualify for a free radon test kit. Contact the Delaware Division of Public Health Radon Office at (302) 744-4546 or call 1-800-464-HELP.

Healthy Recipe

french fries



Who doesn't love french fries- yet who can afford to eat all that fat? The solution: a hot oven, a bit of cooking spray and a little flavor boosting with granulated garlic and onion. Eliminating the fat in these fries cuts the calories by two-thirds.

Prep time: 30-60 minutes

Makes 6 servings

INGREDIENTS:

- 3 tablespoons potato starch
- 1 tablespoon granulated garlic
- 1 tablespoon granulated onion
- 2 teaspoons paprika
- 1/2 teaspoon cracked black pepper
- 1/2 teaspoon sea salt
- 6 baking potatoes
- Canola oil cooking spray

PREPARATION:

1. Preheat oven to 400°.
2. In a small bowl, combine potato starch, garlic, onion, paprika, black pepper and salt and mix well.
3. Rinse potatoes and scrub to remove all dirt. Do not peel. Cut each potato into 1/2" slices. Then stack the slices and cut the long way into 1/2" strips.
4. Place potatoes in a large bowl and sprinkle with dry ingredients. Shake bowl and toss potatoes to distribute seasonings evenly.
5. Lightly spray a large baking sheet with cooking spray.
6. Distribute potato strips in one layer on prepared sheet and bake in preheated oven about 25 minutes. Flip the fries over and continue to bake until golden brown on the outside, soft on the inside and crunchy, about 20 minutes more.

NUTRITIONAL INFO

PER SERVING

116 Calories

0.2g Fat

0.1g Saturated fat

2.2g Protein

27g Carbohydrate

1.7g Fiber

199mg Sodium



The Fitness Guru Says...



Question of the Month: "How can I make my New Year's resolution of losing weight really work?"

Dear Employee,

I'm convinced that one of the biggest reasons people lose their resolve for weight loss is the "failure talk" - hearing over and over again it can't be done ends up turning into a self-fulfilling prophesy.

Well, I want to encourage you that 2012 is YOUR year to lose weight and keep it off! Take it from me... I have lost 71 lbs and have maintained a healthy weight for over nine years now, so it can be done! The key to long-term success is to be real with yourself when setting goals and continually work to maintain your motivation.

Here are some simple tips to help make your weight loss resolution really work:

- Aim for a healthy weight, one in which you feel good, have more energy, sleep better, etc.
- Try and keep track of what you eat, by having either a written or mental food diary.
- Use a tape measure in addition to the scale to measure progress.
- Remember: Portion size always matters, even for low-fat foods.
- Commit yourself to regularly make time for whatever type of physical activity you enjoy. Whether you like to walk, bike, swim or dance- get out there and do it!
- Don't focus on denying yourself a favorite food, but rather control the portion size or choose a healthier version.
- No one's perfect: If you slip-up, tomorrow's another day.
- Give yourself credit for small successes; they do add up.
- Strive to make your strategies to lose weight the ones you use to keep it off. It's not about reaching your goal weight and then falling off the plan. Your new lifestyle and health behavior changes need to continue on for long-term weight management.

Best of Health and Happy New Year!

F.G. (a.k.a. Fitness Guru)