

WELL AWARE



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In This Issue

- Nurse 24 – Is It Time To Go To The Doctor... Or Not?
- Registration Opens March 6th for the 2013 Governor's Cup 5K Event
- Sign-Up For The March Onsite Health Seminar Topic
- FSA Deadlines
- Weight Watchers Deadline
- Did You Know? – Eligibility & Enrollment Rules
- Counteracting Colorectal Cancer
- The Current – Life Insurance Beneficiaries
- Employee Spotlight – Rosalyn Daisey
- Fitness Guru – Smart Snacking

- Healthy Recipe – Mini Blueberry Cornmeal Muffins

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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

Is It Time To Go To The Doctor...Or Not? (View [DelaWELL's Nurse24 Informational Flyer](#))



Sometimes you may find yourself in a situation where you aren't quite sure if you need immediate medical attention or not. Especially with the rising cost of health care, it is reasonable to consider the options. If you or a family member is sick, Nurse24 can help you decide what to do at no charge to you. You can get the support you need when you're faced with situations, like understanding a diagnosis, exploring your treatment options or deciding if a trip to the doctor or ER is necessary.

Nurse24 wants to help you become a better health consumer. A nurse can provide information to help you treat minor problems at home. They can also help you prepare for your doctor visits and understand the tests, medications or treatment options that your doctor advises. Nurse24 is **FREE** and provided confidentially by Alere, as part of the DelaWELL Health Management Program.

Call Nurse24 at 1-866-674-9103. **NEW** - Check out the "Chat with a Nurse" feature located on the DelaWELL Health Portal (<https://delawell.alerehealth.com>). After you log in, see the small feature box located on the left menu under the DelaWELL Bulletin Board. This new addition gives participants an option to electronically interact with a nurse.



May 8, 2013 – Governor's Cup 5K Run/Walk, 1 Mile Noncompetitive Fun Walk and Health Fair

Location:

Woodburn (The Governor's House)
151 Kings Highway Dover, DE 19901

Event registration starts March 6th and is only open to State of Delaware Employees and Pensioners

Limit of 500 Participants (First Come, First Served)
Last day to register is April 24th

- **FREE** – no entry fee
- **Sign-up as an individual participant or create/join a team (NEW)**
- Various **Health Fair** vendors will be onsite with resources and giveaways
- **Race Awards for 5K Run and 5K Walk (Individual and Teams)**
- A **Governor's Cup** will be awarded to a small, medium and large agency with the most event participants, as well as the agency with the most online Wellness Assessment participants

For more information about this event including a schedule of activities and to register, visit www.delawell.delaware.gov and click on the Governor's Cup 5K "2013 Event Registration" link.

Register Today! March's DelaWELL University Onsite Health Seminar

Topic - "A Lifestyle, Not A Diet"



March is National Nutrition Month. Nutrition for a healthy weight is an important aspect of wellness.

At this seminar, you will learn about: A recipe for good nutrition, the benefits of regular physical activity, important foods rather than deprivation and the facts about portion control, tips for eating out and tips for healthy cooking.

The onsite health seminars are offered from 12-1pm and 4-5pm at various locations throughout the state. 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 Health Seminars" link.

Deadlines Are Fast Approaching For 2012 Flexible Spending Account Claims!

The Statewide Benefits Office would like to remind our 2012 Flexible Spending Account (FSA) participants about important March 2013 and April 2013 deadlines. If you participated in the 2012 health care and/or dependent care FSA, please mark your calendars for the following two important dates:

- March 15, 2013 – this is your last day to incur an eligible expense to claim on your 2012 account.
- April 15, 2013 – this is your last day to file a claim for reimbursement from your 2012 account.

FSA's are a use it or lose it benefit. According to IRS rules, all claims for 2012 eligible expenses must be submitted by April 15, 2013 or you will lose any funds remaining in your 2012 account.

For additional information about your FSA, visit the Statewide Benefits Office website at www.ben.omb.delaware.gov/fsa. You may also call ASIFlex at (800) 659-3035 or Larry Frank at the Statewide Benefits Office at (302) 739-8331 or (800) 489-8933.

April 15, 2013 – Deadline For Weight Watchers Reimbursement Form Submission, In Order To Receive Credit Towards The DelaWELL \$200 Gold Level Reward



As a reminder, Weight Watchers participants must email or fax their completed Reimbursement Form (Along with the required Billing History proof of purchase or Lifetime member card) to Weight Watchers by **April 15, 2013**, in order to receive credit towards the DelaWELL \$200 Gold Level Reward. Reimbursement Forms received after April 15th will not be accepted. To access the Reimbursement Form, visit the DelaWELL Health Portal (<https://delawell.alerehealth.com>). After you log in, click on the "Reimbursement Form" link located on the left menu under Weight Watchers.

The reward for purchasing 3 consecutive months of Meetings with Monthly Pass membership or 6 consecutive months of Weight Watchers Online membership, is a one time offer during the 2012-2013 DelaWELL Program Year and is part of the DelaWELL \$200 Gold Level Reward which will be paid in July 2013.

weightwatchers

Did You Know?



The State Employee Benefits Committee (SEBC) is authorized by Delaware Code to establish rules governing State of Delaware employee health care plans. The rules are called the “Group Health Insurance Program (GHIP) Eligibility and Enrollment Rules” and they govern eligibility and enrollment in all medical, dental, and vision care plans sponsored by the State of Delaware. A complete set of the amended GHIP Eligibility and Enrollment Rules effective March 1, 2013 can be viewed in the “Documentation” section of the Statewide Benefits Office website at <http://www.ben.omb.delaware.gov/>

Want to know who is eligible to enroll in a health care plan sponsored by the State of Delaware? Please refer to Rule 1.01 a, b, c, d, e, f and g of the GHIP Eligibility and Enrollment Rules shown below:

- 1.01 An employee or pensioner must meet one of the following definitions to be eligible for enrollment in the State Plan:
- a permanent full-time employee (regularly scheduled 30 or more hours per week or 130 or more hours per month);
 - an elected or appointed official as defined by 29 Del. C. §5201;
 - a permanent part-time employee (regularly scheduled to work less than 130 hours per month);
 - a limited term employee (as defined by Merit Rule 10.1);
 - a pensioner receiving or eligible to receive a pension from the State;
 - a per diem or contractual employee of the Delaware General Assembly who has been continuously employed for 5 years;
 - a temporary employee (regularly scheduled 30 or more hours per week or 130 or more hours per month) as defined by 29 Del. C. §5207.

Enrollment in the State plan is not indicative of eligibility to receive State share contributions.

What documentation is required to decline enrollment in a health care plan? Please refer to Rule 3.04, which reads:

- 3.04 Any employee or pensioner who elects not to enroll in the State Plan must complete and sign an application/enrollment form acknowledging the desire not to enroll by noting “waive” on the appropriate form.

Take a few minutes to familiarize yourself with the GHIP Eligibility & Enrollment Rules today!

Questions? Please contact your benefits representative or the Statewide Benefits Office at (302) 739-8331 or 1-800-489-8933.

Countering Colorectal Cancer



Colorectal cancer is cancer that starts in either the colon or the rectum. According to the American Cancer Society, colorectal cancer is the third leading cause of cancer-related deaths in the United States when men and women are considered separately, and the second leading cause when both sexes are combined. It is expected to cause about 50,830 deaths during 2013.

Because of advances in screening, treatment and surgical techniques, the prognosis for survival has changed significantly in the last three decades; most of that improvement goes to early detection of the disease through screening. Polyps are being found by screening and removed before they can develop into cancers. Screening is also allowing more colorectal cancers to be found earlier when the disease is easier to cure. Also, treatment for colorectal cancer has improved over the last several years. As a result, there are now more than 1 million survivors of colorectal cancer in the United States!

The chances of having colorectal cancer increase after age 50, so be sure to talk with your doctor about your risk and discuss which screenings are appropriate for you. Also, remember **Nurse24!** This FREE, confidential nurse line gives you and your family unlimited access to a registered nurse for immediate information and advice you can trust. It is available 24 hours a day, 7 days a week. Call **(866) 674-9103** or log on the DelaWELL Health Portal at <https://delawell.alerehealth.com> to chat with a nurse.

Earn the 2012-2013 \$100 or \$200 DelaWELL Reward



Program Year: July 1, 2012 through May 31, 2013

A journey toward good health starts with small steps, by setting realistic health and wellness goals. Whether you want to lose weight, become more active, quit smoking, manage your stress, improve your nutrition or maintain a healthy lifestyle, DelaWELL Rewards your efforts!¹

Just Getting Started?

Visit the **DelaWELL Health Portal** at <https://delawell.alerehealth.com> to register and set up your personal profile. In just a few minutes, you'll set up your own username and password to keep your information secure.

Earning the DelaWELL \$200 Gold Level Reward Is As Easy As 1-2-3:

1) Know Your Numbers: Individuals still have time to participate in a DelaWELL Health Screening to be held at various locations throughout the state now through April 29, 2013. Once logged in, click on the links on the left side of the DelaWELL Health Portal (<https://delawell.alerehealth.com>) for more information, including a screening calendar and to sign up for an appointment.

2) Get A Plan: Complete your confidential online **Wellness Assessment** questionnaire for 2012-2013 by visiting the DelaWELL Health Portal (<https://delawell.alerehealth.com>). In just 15-20 minutes, you will get your Wellness Score and personalized report with recommendations for healthy steps you can take to reach your goals. Current members can view their past wellness assessment results to measure progress and health changes.

3) Join a Program:

- Meet the purchase requirements for the **Weight Watchers program** and submit your reimbursement form by **April 15, 2013.**² Visit the DelaWELL Health Portal at <https://delawell.alerehealth.com> to learn more.
- **Or**, actively participate in an Alere **Health Coaching Program or Condition Care Program.**² to get the support and tools you need to make a healthy change or maintain your health. Visit the DelaWELL Health Portal (<https://delawell.alerehealth.com>) or call 1-866-674-9103 to find out more and enroll today.

DelaWELL Rewards Your Efforts!¹

SILVER LEVEL: Complete Steps 1 and 2 to earn **\$100!**

OR

GOLD LEVEL: Complete Steps 1 and 2 and 3 to earn **\$200!**

DelaWELL Health Portal - <https://delawell.alerehealth.com>

1-866-674-9103

¹ DelaWELL Silver Level Reward amounts earned between July 1, 2012 and October 15, 2012 were paid in December 2012. DelaWELL Silver Level Reward amounts earned between October 16, 2012 and May 31, 2013 and all DelaWELL Gold Level Reward amounts earned between July 1, 2012 and May 31, 2013 will be paid in July 2013. Employees who earn a reward will receive a cash incentive included as part of their pay in either their December 2012 or July 2013 pay, as appropriate. State non-Medicare eligible pensioners who earn a reward will have it applied toward either their December 2012 or July 2013 pension check, as appropriate. Rewards are NOT offered to spouses, dependents or participating group members (with the exception of University of Delaware and Delaware Transit Corporation employees). Both the Wellness Assessment and Health Screening are required to earn rewards. All activity requirements must be met no later than May 31, 2013.

² Qualification for a Health Coaching or Condition Care program is determined by the results of your Wellness Assessment or healthcare claims. Participants must enroll in and participate in a Health Coaching program or Condition Care program or complete one of the two Weight Watchers program options to complete Step 3 and qualify to earn the \$200 Gold Level Reward. Your Health Coach will validate completion, and credit will automatically be awarded upon meeting the criteria of completing 8 interactions (i.e., phone call, email or online conversation) with a coach during the first 6 months after enrollment, as well as completing a follow-up health coaching survey. Credit will be awarded to participants of a Condition Care Program who keep scheduled phone calls with their Alere nurse care manager throughout the program year to meet completion criteria. Participants must email or fax their completed Reimbursement Form (Along with the required Billing History proof of purchase) to Weight Watchers by April 15, 2013, in order to receive credit towards the DelaWELL \$200 Gold Level Reward.



Have You Checked Your Life Insurance Beneficiaries *Lately?*

Beneficiary designations are important!

Take some time today to make sure your beneficiary designations are current. Naming a beneficiary is an important benefit of life insurance ownership. It determines who receives the proceeds of your death benefit. Under current tax law, life insurance proceeds paid to beneficiaries are not considered taxable income. Over time events such as marriage, divorce, birth, adoption of a child and/or death of a loved one may dramatically change the intent of how you want your life insurance benefit paid.

Some common beneficiary choices are:

- **Primary beneficiary(ies)** – The person or persons named will receive the proceeds.
- **Contingent (Secondary) beneficiary(ies)** – If the primary beneficiary is deceased, the proceeds will be paid to the contingent beneficiary.
- **Irrevocable beneficiary(ies)** – Once you designate the beneficiary, you may not change it without the beneficiary(ies) signed authorization.
- **Default beneficiary** – If you do not make a beneficiary designation, or if there is no named beneficiary alive at the time of your death, benefits will be paid by Minnesota Life in the following order of priority: your spouse, if living; otherwise your natural and legally adopted children, if living; otherwise your parents, if living, or your estate.

Check your beneficiary(ies) online

- Check your beneficiary designation(s) at any time using Minnesota Life's website at **www.LifeBenefits.com**. It allows you to have direct access to view and update your beneficiary designation(s) online. For spouse and/or child(ren) coverage, you (the employee) are the automatic beneficiary.
- If this is your first time logging onto **www.LifeBenefits.com**, the "User ID" is the letter "d" followed by your 6-digit State of Delaware employee ID number. The "Password" is your 8 digit date of birth (mmddyyyy) plus the last 4 digits of your SSN. If you previously logged onto **www.LifeBenefits.com** you changed the password. Employees unable to remember their unique password are encouraged to call Minnesota Life to speak with a customer service representative who will reset your password.

Questions?

Contact Minnesota Life by telephone at 1-877-215-1489 Monday through Friday, from 8:00 a.m. through 7:00 p.m. (ET), or by email at lifebenefits@securian.com. You may also contact Leslie Ramsey at the Statewide Benefits Office by telephone at 1-800-489-8933 or 1-302-739-8331 or by email at leslie.ramsey@state.de.us.

Products are offered by Minnesota Life Insurance Company under policy form series 00-30252. Please refer to your certificate for details regarding your plan.

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Motivation Station: Employee Spotlight

“I like to think of myself as pro-active with my health, so I decided to get on a program that would help me improve my eating habits (Weight Watchers At-Work) and to get a DelaWELL Health Coach.”

Rosalyn Daisey

School Nurse

**John M. Clayton Elementary School
(Indian River School District)**



“My name is Rosalyn Daisey and I am the school nurse at John M. Clayton (JMC) Elementary. I have started Weight Watchers At-Work meetings at JMC and I also do an exercise class after school. Many wonder why I started the Weight Watchers At-Work meetings and why I exercise like I do. People say “You are already thin or you don’t need to lose weight.”

I have always liked exercising, but believe it or not I am not really athletic. I feel exercise is a good thing I can do for myself and it helps me with stress relief. I will turn 50 this year and I have noticed that my body has not been as quick to lose the weight gain that has been creeping up around my stomach, hips and thighs. In the past, exercise would just do the trick, but not anymore. The slower metabolism has been setting in.

I like to think of myself as pro-active with my health, so I decided to get on a program that would help me improve my eating habits (Weight Watchers At-Work) and to get a DelaWELL Health Coach. I also access DelaWELL’s Health Portal, including resources like the meal planner, the fitness planner (which will set up an exercise program for you and show you how to do the exercises) and the online and onsite seminars.

I am a mother of four, I work a full time job and my husband and I try to keep our children active in sports. I’m sure you know that doesn’t give me a lot of extra time, but I feel my health is worth me making the time. I give to everyone else and I should give to myself as well. The DelaWELL Program provides a wealth of tools and resources. It is free and I have only touched the tip of the iceberg on the information DelaWELL provides. Make the time, stop the excuses and just do it. I fought for my time and I’m not giving it up. I’m worth it and so are you!”

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.

Healthy Recipe

mini blueberry **cornmeal** muffins



For a brunch or an after-school snack, these delicious little muffins are sure to be gobbled up quickly.

Takes under 30 minutes

Makes 24 mini muffins

INGREDIENTS:

- No-stick cooking spray
- 1 1/4 (175 g) cups all-purpose flour
- 3/4 cup (120 g) yellow cornmeal, preferably stoneground
- 2 tablespoons sugar
- 2 teaspoons baking powder
- 1/4 teaspoon salt
- 1 cup (240 ml) low-fat (1 %) milk
- 2 egg whites, lightly beaten
- 1/4 cup (2 oz/60 g) unsweetened applesauce
- 3/4 cup (75 g) fresh or frozen blueberries (do not thaw frozen berries)

PREPARATION:

1. Preheat oven to 375°F (190°C). Lightly spray 2 mini muffin pans with cooking spray.
2. In a mixing bowl, whisk together flour, cornmeal, sugar, baking powder and salt.
3. In a large glass measuring cup, stir together milk, egg whites and applesauce until combined.
4. Add milk mixture to the dry ingredients. With just a few strokes, stir to blend. Do not overmix. Stir in blueberries.
5. Spoon batter into the prepared pans, filling the cups nearly full.
6. Bake until the tops are golden brown, about 15 minutes.

NUTRITIONAL INFO

PER SERVING

53 Calories
0.2g Fat
0g Saturated fat
1.5g Protein
11g
Carbohydrate
0.6g Fiber
57mg Sodium

For more great healthy recipes,
visit the DelaWELL Health Portal at
<https://delawell.alerehealth.com>.



The Fitness Guru Says...

Question of the Month: "What Are Some Tips For Smart Snacking?"

Dear Employee,

Whether it's a family gathering, your kid's school party, a birthday celebration or just a gathering of neighbors, snacks often take center stage. The idea isn't to skimp on snacks, but to simply snack smarter.

Follow these simple smart snacking guidelines:

- Don't overload on any snacks, even the healthier ones
- Keep an open mind to non-traditional foods
- Remember regular soda and alcohol have plenty of calories

Alere Health Coaching can suggest countless ways to enjoy snacking without sabotaging your weight-loss efforts. Work with your coach for a personalized and free plan. Call **(866) 674-9103** or for more information, log on the DelaWELL Health Portal at <https://delawell.alerehealth.com>.

Best of Health!

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

Focus On Eye Health



We all value our eyesight. Unfortunately, this sense that we all fear losing is one we do little to protect. Eye protection is more than wearing sunglasses at the beach or safety glasses at a job site. It also means making healthy lifestyle choices every day.

Many people are surprised to learn that the four major causes of blindness in the United States – macular degeneration, cataract, diabetic eye disease and glaucoma – are by and large preventable. Not smoking, eating a healthy diet, being physically active and seeing an eye care professional all play important roles in protecting your vision well into old age.

Enroll in **Alere Health Coaching!** Work with a personal health coach to create a custom plan to help you reach your health goals – big or small. Participation is free and completely confidential as part of your benefits plan. Call **(866) 674-9103** or for more information, log on the DelaWELL Health Portal at <https://delawell.alerehealth.com>.

Tobacco Cessation Resources



View the Tobacco-Free Workplace Policy at <http://www.delawarepersonnel.com/policies/>.

The State of Delaware is committed to providing state employees with a safe and hazard-free workplace, with abundant opportunities to promote individual health and foster a healthy work environment.

The following DelaWELL tobacco cessation programs are available to individuals who are currently enrolled in a State of Delaware Group Health Insurance Plan:

- [Tobacco Cessation Health Coaching Program](#) - Free, unlimited coaching for employees, spouses, dependents over 18 and non-Medicare retirees
- [Online Tools](#) - Tobacco learning center, tobacco cessation videos, Packwraps Program, daily check-in, online quit progress tracker, Smoke-Free Journal and more
- [Plan My Quit website](#) – Free quit-smoking tools and information
- [“Beat the Pack Group Sessions”](#) - 4 week onsite program that provides weekly tobacco cessation group sessions
- [\\$0 copay on prescription Tobacco Cessation Medications](#) - These medications include Nicotrol NS, Nicotrol Inhaler, bupropion HCl (Zyban) and Chantix

Employees that are not enrolled in a State of Delaware Group Health Insurance Plan are eligible for the following DelaWELL tobacco cessation programs:

- [Plan My Quit website](#) – Free quit-smoking tools and information
- [“Beat the Pack Group Sessions”](#) - 4 week onsite program that provides weekly tobacco cessation group sessions

In addition, the Delaware Division of Public Health offers the Delaware Quitline at 1-866-409-1858. The Quitline is available to Delaware residents over 18 years of age. Trained tobacco specialists staffing the Quitline will assess tobacco cessation needs and explore best options. Services include:

- Motivational support by phone from a Quitline specialist; or face-to-face counseling by a trained local counselor
- Follow-up support
- Quit-smoking guidebook, *You Can Quit Smoking. We'll Teach You How.*
- Information about quitting
- For eligible low-income callers, vouchers to purchase stop-smoking aids such as nicotine patches or gum

For more about tobacco cessation resources, visit the DelaWELL Health Portal at <https://delawell.alerehealth.com> or contact the Alere Nurse24 line at 1-866-674-9103, 24 hours a day, 7 days a week.