



**Check the Pulse...
November 2015**

In this issue:

**2016 Reasonable
Alternative
Standards (RAS)
Program
Announcement and
Activities Calendar**

**RAS participation must
be done on your own
time.**

IMPORTANT: RAS events
may be subject to
change. Notices will be
posted through Update
Oneida communications.

You can start earning 2016
RAS points in December
2015!

All employee health plan
covered employees receive
a FREE Oneida Fitness
Center (OFF) membership.

1 RAS point awarded for
annual physical, preventive
mammogram and
preventive colonoscopy
plus you get a \$50 (taxable)
incentive for each service!

If you don't need the points,
you may still participate in
RAS wellness activities that
interest you.

Note: All incentives are
processed through regular
Payroll and are taxable!

2016 Reasonable Alternative Standard (RAS) Program

Thank you to all 1,731 employees who participated in 2015 Health Risk Assessments. If you do not qualify for the maximum reduced weekly premium contribution rate incentive of 10% in 2016 based on your 2015 HRA score, you may choose to participate in the Reasonable Alternative Standards (RAS) program to help you achieve it....and improve your health!

Here's how the RAS program works:

- ◆ You must have completed a Health Risk Assessment (HRA) in 2015 to participate;
- ◆ If your 2015 HRA score is below 86 points, you are eligible to participate in RAS;
- ◆ RAS are a comprehensive offering of wellness activities you may choose to participate in to earn points toward qualifying for the reduced 10% contribution rate incentive;
- ◆ The 2016 RAS Program begins December 1, 2015 and ends November 30, 2016;
- ◆ You must complete all RAS activities prior to November 30, 2016;
- ◆ When you earn enough points to qualify for the full contribution rate reduction (10%) prior to November 30, 2016, your current contribution rate (between 13% up to 17%) will be reduced retroactively back to January 2016.

Contact Employee Health Nursing @ 405-4492 with all questions and how you can qualify for the maximum 10% contribution rate reduction incentive award

"New" schedule of HRA scores, weekly contribution rates and annual RAS points required to achieve the maximum health insurance premium contribution rate of 10%:

HRA Score	Weekly Contribution % Rate	Annual RAS Points Required
50 or less	17%	17
51-60	16%	15
61-70	15%	13
71-85	13%	11
86-100	10%	0

Important 2016 RAS program notes and reminders:

- ◆ **Fitness centers visits must be minimum of 20 minutes of physical activity;**
- ◆ **Fitness centers - maximum 4 points per month per facility**
- ◆ **Presentations - Participants arriving at presentations more than 5 minutes late or leaving more than 5 minutes early will not receive a certificate and will not be awarded a RAS point;**
- ◆ **No points awarded for attending a duplicate presentation.**

Please see the attached Approved Activity List and Annual Calendar of Events. For the free OFF membership, employees must show their badge and UMR ID card. Spouses employed full-time by the Tribe are eligible and must present badge and UMR ID. Free membership ends the day the employee is no longer covered under the health plan.

