

**2020 Reasonable Alternative Standard (RAS)
Approved Activity List**



Employee Name & Employee Number
10

Sept. 30, 2020 by 4:00 pm

Total Points Needed

RAS Points Due Date

Points Awarded	Activity Type	Length of Activity
Employee Health Nursing (EHN) / Wellness Onsite		
3	EHN 12 Week Coaching	12 weeks
1	EHN Smoking Cessation Coaching <i>Must have positive nicotine level on 2019 HRA</i>	4 sessions
1	Wellness Onsite Coaching <i>Maximum 4 points per year</i>	1 hour
Oneida Family Fitness (OFF) / Other Fitness Center		
*4	10x in 1 calendar month <i>*Required 20 minutes of physical activity per visit / Check-ins must be 2 hours apart, max 2 per day, max 4 points per month</i>	10 check-ins
Oneida Adventures		
1	Oneida Adventures Event <i>(Sites other than at OFF/Pre-approved at OFF)</i>	1 event
Health Promotion Disease Prevention		
6	Diabetes Prevention Program (DPP)	16 week
3	Diabetes Prevention Program (DPP)	Additional 12 weeks
1	Just Move It Oneida (JMIO)	1 session
Health & Wellness Presentations		
1	Oneida, Aurora, Bellin or Prevea (Employee Services Building)	1 session
1	Community Education Center (CEC)	1 session
<i>Will not receive points for duplicate sessions attended</i>		
1	Employee Assistance Program (EAP-Cottage 1240)	1 session
1	Oneida Behavioral Health Educational Series (SSB-Purple Room)	1 session
<i>All presentations must be pre-approved by EHN</i>		
Weight Management		
3	Weight Management Program	12 weeks
<i>Online programs not allowed</i>		
3	Naturally Slim	10 weeks
<i>(Through Oneida Nurse Care Coordinator only)</i>		
Preventive Care		
1	Annual Physical	once per RAS year
1	Mammogram	once per RAS year
1	Colonoscopy	once per RAS year
1	Dental Cleaning & Exam	once per RAS year
1	Comprehensive Eye Exam (<i>dilation not required</i>)	once per RAS year
Wellness Incentive Form and/or Preventive Care Form Required		
Financial Counseling		
2	Personal Financial Counseling <i>(must be certified or licensed financial advisor)</i>	once per RAS year
Financial Counseling Form Required		
Any cost associated with the activities are at your own expense.		

Return original certificate of participation *in person* to Oneida Employee Health Nursing Department

The intent of the Reasonable Alternative Standards (RAS) program is to help participants to improve their health and provide fair and reasonable opportunities for participants to achieve the maximum wellness financial incentive. The program cannot be inclusive of all physical activities. Fitness center activities must be completed within calendar month(s). Program administration by Employee Health Nursing (EHN) requires controls and guidelines to ensure fairness, equity and accountability.

All participants please note the following:

Presentation participants cannot be 5 minutes late and must stay the duration of the presentation to receive a point.

Combination of fitness center facilities and check-ins will be accepted, with a maximum four (4) points per month.

All approved activities require documentation (on letterhead) or certificate of completion.

Fitness Center check-ins for fraudulent activities will be removed. Participants observed in fraudulent activity, or suspected fraudulent activity will be reported to EHN. (examples may include but not limited to: check-in and leaving building, reading newspaper or inactivity)

Adventure program at OFF will only allow sign-in for activity and not allow fitness center check-in when attending Biking, Snowshoe, Mindfulness and You Can't Be Serious events.

Portion below to be completed by EHN staff:

Date of Activity	Name of Activity	Initials of EHN & Employee	Points Earned
TOTAL POINTS			