

July 15, 2014

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Upcoming Events

Wellness Coordinator Trainings:

- Sept 30, Pre-Conference, Lynwood 8:30-4:30

June 25 Coordinator Training

Thanks to everyone who joined us for our In-Person Meeting on June 25. We had a great lunch and inspiring presentations by our Zo 8 Award recipients:

- Department of Retirement Systems
- Health Care Authority
- Office of the Attorney General
- Student Achievement Council
- Western Washington University.

Find the presentations by our Zo 8 Award Recipients [on our website](#).

Zo 8 recipients are awarded the following e-seal to use on their web and printed materials as well as their email signatures. For information on how this design was created, see our [Meetings and Trainings page](#).



Zo8 TEAM WORKWELL
2014 AWARD WINNER

July 16 Coordinator Training Canceled

Sorry for the short notice, but due to staff illness, medical leave, and vacations, we did not have adequate time to prepare for this training. We've got a break for the summer, but please be sure to attend the in-person Pre-Conference networking and training on September 30, 2014 in Lynnwood. See below for more detail.

Did you know?
You can see past trainings anytime [on our website](#).

Save the Date!

WA Wellness Pre-Conference & Healthy Worksite Summit

Plan now to attend the Washington Wellness **FREE** pre-conference along with the Healthy Worksite Summit in Lynnwood, **September 30 – October 1, 2014**. The pre-conference is an ideal time for Wellness Coordinators and Committee Members to get together and focus on Washington Wellness specific issues. Limeade will give a kick-off training on the new Health & Wellness Portal and we're planning for other speakers and sessions. More detailed information to come.

We strongly encourage coordinators to also attend the 28th Annual Healthy Worksite Summit, beginning at 5:30 p.m., on September 30. Registration for the Healthy Worksite Summit (and the pre-conference) opens August 1. Washington Wellness plans to provide scholarships to attend the Healthy Worksite Summit. More scholarship info to come, but see what last year's scholarship recipients said about their experience (next page).

"I really enjoyed the opportunity to attend the entire workshop and see what both private and public employers are doing to advance healthier working environments and health consciousness among their employees. I admire the recognition by employers that healthy, active employees perform better work and reduce insurance and other health care costs. I also admire the creativity of the people interested in promoting healthier worksites to find opportunities to include all walks of life and people at every stage of their life to be more aware of their health and to find various ways to stay fit and healthy."

Paige Lemke,
Office of the Attorney General

"Overall I was very impressed with the Healthy Worksite Summit. The most interesting and memorable session was given by David Hunnicutt. His "Skill for Effectively Communicating Wellness" was packed with valuable information. He gave out so many interesting pieces of info but one that really stuck with me is that by walking 30 to 45 minutes a day you will delay disabilities by 10 to 12 years. Powerful statistics like that are so useful in motivating people. ... [I heard] Dan Krick speak and found the company he works for to be very inspiring. I enjoyed his delivery, and the information that he provided. After lunch I went to yet another amazing breakout session, "Making Health a Priority at Work" with Kim Larsen. She was so knowledgeable, I loved the tips, tools and resources she gave us. She was a great way to end the day.

Julia Goldie,
Seattle Central Community College

Coordinators Speak Out about HWS

I've been a wellness coordinator for many years and this was the first time I attended the Healthy Worksite Summit. I had the opportunity to network with wellness coordinators who work for cities, counties, higher education institutions, and state government. In addition I was able to visit with past co-workers and friends who work at the Association of WA Cities, Dairy Council, and Fresh Idea Health in Minneapolis.

Key note speaker David Hunnicutt of WELCOA was one of my favorite presentations. David spoke about the importance of writing clear and effective communications which I'm very interested in due to my role as a wellness coordinator and forms and records analyst. David brought humor and real life experiences to his presentation and the video was very entertaining. David's example of 'where's Waldo' was something I could relate to and was a great example of how sometimes the message gets lost in the communication.

Tricia Mackin,
Office of Financial Management

I was fortunate to receive a scholarship to attend the 2013 Washington Wellness Pre-conference and Healthy Worksite Summit. It was an amazing opportunity to ask questions, find out how other employers in Washington are creating, implementing and maintaining 'healthy worksites' for their employees; what they have tried, what has worked, and how they see their programs evolving in the future. The Pre-conference provided an opportunity to meet wellness coordinators from other Washington State agencies which I found to be very helpful and I enjoyed the interactive networking exercises. I attended presentations from the Washington State Executive Ethics Board, HealthBreak Inc., A Guide for Wellness Programming, and Diabetes Prevention and Control Alliance, Diabetes Prevention Program Testing. I walked away from the day with a greater understanding of the benefits, variances and possibilities of 'healthy worksites' within a State agency office.

The Healthy Worksite Summit held the following day supported the information I absorbed from the Pre-conference and then expanded on it to give more of a general employer/employee dynamic regarding 'healthy worksites'. The presentations that I attended during the breakout sessions were: Sit Less, Move More (How to inspire change and overcome sitting disease in the workplace), A Champagne and Caviar Wellness Program on a Beer & Nachos Budget (Ways to have a wellness program when there is little/no budget assigned), All in the Family (The importance of reaching the family in health promotion programs). I appreciated the statistical data that was provided, pleasantly surprised to find that many employers are embracing the proactive approach to the overall health of their employees, and enjoyed seeing the various resources, tools and vendors that focus on enabling 'healthy worksites'. The common theme that I took away from the day: **An Employer that supports, encourages, and maintains a 'healthy worksite' for their employees also benefits.**

Colleen English,
Department of Social & Health Services

The Healthy Worksite Summit provided a broad range of seminars that were timely and effective. I found the lunch keynote to be particularly inspiring. The fact that a small, blue-collar manufacturing company in Nebraska was able to create such an effective wellness program was fascinating. The culture of healthy living they support throughout their company has enormous ramifications throughout a community their size. The fact that they have sustained it over a generation, was particularly telling. Sustaining it through a recent transition to a new, outside, leader and how that person came to quickly understand and appreciate the connections throughout the company was a great lesson. If they can do it, so can we!

Katy Dwyer,
University of Washington

Promote Quit For Life!

- Get Quit for Life campaign materials (like the one described here) to post in hallways, break rooms, cafeterias, bulletin boards, and restrooms.
- Ask employees for personal stories about quitting. Feature them on your newsletter, website, or bulletin board.

Open Testing Events in Olympia Area

Office in Olympia? Not enough employees to hold your own testing event? Your staff can attend:

- Sept 10, Olympia Capitol Campus (Multi-agency)

Employees must register for a testing spot at: <http://hca.uswappointment.com>

Be sure to promote the event with customizable promotional materials found on our [NOT ME page](#)

Check out Observances: [2014 Health & Wellness observances calendar](#)



Leave Smoking to the Grill

This summer, enjoy outdoor grilling without tobacco. This promotion includes two versions of a flyer, e-flyer, and plasma screen ad for targeting smokers and smokeless tobacco users. A set of text blocks are also included. By quitting tobacco, your employees can leave the smoking to the grill, and chew burgers instead of smokeless tobacco.

Take full advantage of Quit for Life's large library of promotional campaigns. There are so many to choose from—you are sure to find something that fits your organization. Log on to the Alere website (<http://clients.alerewellbeing.com/Login.aspx> Username: wawellness | Password: coordinators) to find more resources.

The tobacco use surcharge started in July. Use this (and other) Quit For Life campaigns to encourage employees to quit smoking. Those who are tobacco free for two months can re-attest to have the surcharge lifted.



Spokane & Tacoma: NOT ME Diabetes Prevention Testing Event & Classes

Washington Wellness has had initial calls with agencies and higher education institutions interested in bringing the NOT ME testing event and classes to Spokane and Tacoma. We identified a couple tentative sites in each community for one or more multi-agency events. If you are located in these areas, are interested in hosting or participating in a multi-agency event, and have missed our conference calls, please contact us!

- For Higher Education Institutions, contact Pam Walker at pam.walker@hca.wa.gov
- For State Agencies, contact Sonja Dordal at sonja.dordal@hca.wa.gov

All other locations are also welcome to explore options for hosting an event individually or with other organizations. Check out the information [on our website](#), for setting up testing events. For adequate planning, remember that we need your request form at least **45 days before your testing event date**.

Plan Your Wellness Activities!

AUGUST is:

- National Immunization Awareness Month
- Medic Alert Awareness Month
- National Breastfeeding Week awareness

SEPTMEBER is:

- Prostrate Cancer Awareness Month
- Healthy Aging Month
- Cholesterol Education Month
- Farm Safety & Health Week (Sept 21-27)
- Family Health & Fitness Day (Sept 27)



Wellness Incentive Deadline Passed

Governor Inslee issued [Executive Order 13-06](#) (October 2013) to improve the health and productivity of state employees. One directive was to create a [wellness incentive program](#) for PEBB subscribers. Subscribers who completed the wellness activities and attested to these actions on PEBB's [My Account](#) by **June 30, 2014** will be eligible to receive a wellness incentive in 2015—a \$125 reduction in the subscriber's 2015 medical plan deductible, or a one-time deposit of \$125 into his or her PEBB health savings account (if enrolled in a consumer-directed health plan with a health savings account).

Get Data

Find weekly [Attestation Completion Statistics](#) for your Agency or Higher Education Institution at www.hca.wa.gov/perspay/pages/surcharge.aspx.

Surcharge Adjustment

Adjustment Period for Premium Surcharges

If your employees missed the opportunity to attest to the tobacco use and/or spouse/domestic partner premium surcharges or submitted an incomplete attestation form during the attestation period (April 1 through May 15), we have good news for you! Employees have a second opportunity to attest or re-attest during the adjustment period from July 1 through August 29. Premium surcharges that do not apply to you will be refunded as long as your attestation is completed on line or your paper form is postmarked by August 29.

To attest, log in to My Account on the PEBB website (www.hca.wa.gov/pebb) or call the toll-free number (1-855-635-8380) and request a paper attestation form. If you choose to complete a paper form, please allow seven days to receive the form. The form must be postmarked by August 29 to receive a refund of any premium surcharges that do not apply. For more information about the tobacco use and spousal/domestic partner premium surcharges go to the PEBB website at www.hca.wa.gov/pebb. Reminders when you're attesting:

- If you choose to attest by paper form, make sure you sign and date your form. PEBB has been receiving many unsigned forms and cannot process the forms without a signature.
- Attest for you and each dependent enrolled in medical coverage on your account.

Mix up your messaging to keep your employees engaged.

Use different channels to get your message out.

Ask leaders to do something fun to communicate the value and importance of the Health Assessment.

Continue Health Assessment Promotion

Even though the Wellness Incentive deadline has passed, employees that haven't completed a health assessment should be encouraged to take their health assessment throughout the calendar year. The health assessment gives them valuable information about their own health and what they can do to reduce their health risks. In addition, the more employees that take the health assessment, the more accurate your aggregate report will be and the better able you'll be to plan a wellness program that meets the needs of your employees. Try a variety of communication methods to increase completion rates:

- Email reminders and newsletter articles
- Large posters near the elevators and common areas
- Messages from leaders and managers
- Bulletin board with personal testimonies
- Postcards delivered to employee cubicles

Way to Take advantage of the new PEBB Wellness Incentive to **increase** your health assessment completion rate!

May 2014 Health Assessment Results

May results show another amazing bump in our Health Assessment data. We have a 31.7% completion rate across all agencies and compared with only 9.4% from last year at the same time.

All but one agency has reached over 30% completion rate. Now that basically all agencies can be represented on the Summary Report, it's not much of a snap shot anymore (a good problem to have!). For this month, you'll find agencies with at least over 50% completion rates, showing impressive increases for many agencies!

Agencies and institutions achieving the completion rate goal of > or = 70% as of May 2014.

YTD % Completed	Agency or Institution of Higher Education	Total # Enrolled in PEBB	YTD # Completed
78.4%	Department of Financial Institutions	180	143
72.8%	Student Achievement Council	89	66

Agencies and institutions achieving the completion rate goal of > or = 60% as of May 2014.

YTD % Completed	Agency or Institution of Higher Education	Total # Enrolled in PEBB	YTD # Completed
68.5%	Office of Financial Management	219	150
64.2%	Student Achievement Council	206	134
61.5%	Office of the Insurance Commissioner	265	158
61.4%	Consolidated Technology Services	218	134
61.4%	Secretary of State	170	104
60.9%	State Board for Community & Technical Colleges	64	39
60.6%	Office of the State Treasurer	64	39
60.6%	Cascadia Community College	155	93
60.6%	Board of Industrial Insurance Appeals	142	85
60.3%	Pierce College	555	334
60.1%	Department of Retirement Systems	216	131
60.0%	Department of Early Learning	227	135

Did you know?

The Regence Uniform Medical Plan website will be changing after July 20. The new address will be regence.com (no www, all lowercase, and no more 'myregence'). We expect the site will be much improved.

Agencies and institutions achieving the completion rate goal of > or = 50% as of May 2014.

YTD % Completed	Agency or Institution of Higher Education	Total # Enrolled in PEBB	YTD # Completed
59.6%	Lottery	116	70
59.4%	Walla Walla Community College	380	224
59.2%	State Auditor's Office	315	185
58.7%	Department of Licensing	1,119	654
58.6%	Health Care Authority	968	550
58.5%	Department of Health	1,442	837

Continued

YTD % Completed	Agency or Institution of Higher Education	Total # Enrolled in PEBB	YTD # Completed
58.2%	Grays Harbor College	164	95
58.1%	Office of the Attorney General	1,079	626
57.4%	Department of Commerce	277	161
57.2%	Department of Revenue	1,066	609
57.0%	Department of Ecology	1,481	839
57.0%	Employment Security Department	1,436	828
56.6%	Liquor Control Board	254	142
56.3%	The Evergreen State College	653	370
56.1%	Tacoma Community College	454	258
55.9%	Bellingham Technical College	196	109
55.5%	Office of the Superintendent of Public Instruction	374	204
54.2%	Office of Administrative Hearings	163	89
54.0%	Centralia College	249	136
53.5%	Columbia Basin College	350	187
53.5%	House of Representatives	297	158
52.3%	Department of Services for the Blind	72	38
52.0%	Utilities and Transportation Commission	132	68
51.6%	Clark College	372	190
51.4%	Lake Washington Institute of Technology	275	140
51.0%	Peninsula College	186	95
50.9%	Washington State University	5,620	2,853
50.6%	Shoreline Community College	415	210
50.0%	South Puget Sound Community College	322	159

2014 Completion rate for agencies and institutions that have over 2,000 employees.

YTD % Completed	Agency or Institution of Higher Education	Total # Enrolled in PEBB	YTD # Completed
50.9%	Washington State University	5,620	2,853
48.5%	University of Washington	28,791	13,985
38.1%	Labor & Industries	2,545	1,214
40.3%	Department of Social & Health Services	15,416	6,199
37.9%	Department of Transportation	6,138	2,339
30.4%	Department of Corrections	7,307	2,222

Health & Wellness Portal Survey



You likely received an email from our Health & Wellness Portal vendor, Limeade, last month or early this month. This was a request to send a survey to your employees about our “new employee engagement program in 2015.” We apologize that this was sent without a heads-up from us. In future, all communications will come through Washington Wellness to avoid confusion. The survey is entirely optional, but will be useful for Limeade as they are looking to get employee feedback on the portal to assist with design.

Consider applying for the Zo 8 Award for the work you complete in 2014.

Find the [WorkWell Roadmap](#) and start gathering your data and tracking your activities. The Zo 8 Award application is due February 1, 2015.

Team WorkWell: Reports Due July 31

The Governor wants to know about Team WorkWell’s progress – so please fill out your report by July 31. Team WorkWell members have a *WorkWell Progress Report* and non-



members have a *Standards Survey Report* to complete. Find these reports on the our website’s [Team WorkWell page](#). You’ll also find an application and sample support letters here to join. We have 42 members for 2014, including:

Board of Accountancy	Dept of Revenue	Office of Financial Mgt
Brd of Industrial Ins Appeals	Dept of Services for the Blind	Office of Ins. Commissioner
Columbia Basin Comm College	Dept of Transportation	Office of the Attorney General
Consolidated Tech Services	Dept of Veterans Affairs	Spokane Comm College
Customer Svc Center of South Sound (DSHS)	Edmonds Comm College	State Brd for Comm & Tech Colleges
Dept of Agriculture	Everett Comm College	State Penitentiary (DOC)
Dept of Commerce	Green River Comm College	Student Achievement Council
Dept of Ecology	Health Care Authority	The Evergreen State College
Dept of Enterprise Services	Labor & Industries	Utilities & Transp Commission
Dept of Financial Institutions	Liquor Control Board	WA Center for Childhood Deafness & Hearing Loss
Dept of Fish & Wildlife	Lottery	WA State Patrol
Dept of Health	Military Dept	Walla Walla Comm College
Dept of Licensing	Monroe Correctional Complex (DOC)	Wenatchee Valley Comm College
Dept of Retirement Systems	Office of Admin Hearings	Western WA University

Healthy Tips!

Rub Your Temples

Tame tension headaches by rubbing peppermint oil, Tiger Balm, or white flower oil into your temples. All three remedies contain menthol, which has analgesic properties.

Get a Massage

Certain trigger points -- spots of tension in musculoskeletal tissue -- can cause back pain. Ask a massage therapist who specializes in myofascial release or neuromuscular therapy to focus on these points during a massage.

Call a Friend

Keeping your social networks alive and well may help benefit your ticker over the long term. Social support has been linked to a lower risk of heart disease, and people who do have heart attacks fare better if they are socially connected.

Contact Us

wawellness@hca.wa.gov
360-725-1700

Housed in the Public Employees Benefits (PEB) Division of the Health Care Authority, **Washington Wellness** aims to make healthy choices easier for state employees, retirees, and family members. We have resources to help you improve the health of your organization, your family, and yourself. Our focus areas are: increasing physical activity, increasing healthy eating, living tobacco-free, and smartly utilizing preventive care.

