

2022 Well-U Program Eligibility

The University of Rochester offers health & wellness programs for employees. This document provides a brief overview of these programs and their corresponding eligibility.

Programs	<ul style="list-style-type: none"> • Faculty • Staff • Residents • Fellows • and their spouses/domestic partners enrolled in a University Health Care Plan* 	<ul style="list-style-type: none"> • Postdocs • and their spouses/domestic partners enrolled in a University-Sponsored Health Care Plan 	Regular full-time/part-time <ul style="list-style-type: none"> • Faculty • Staff (including SEIU members) NOT enrolled in a University Health Care Plan
Personal Health Assessment: Online Health Surveys and Biometric Screening	Eligible (plus incentive) [¶]		NOT Eligible
Lifestyle Management Programs	Eligible (plus incentive) [¶]		NOT Eligible
Condition Management Coaching	Eligible (plus incentive) [¶]		NOT Eligible
Condition Management Rx/Dx Discount	Eligible		NOT Eligible
Wellness Programs [†]	Eligible		
UR Medicine EAP [‡]	Eligible		
Behavioral Health Partners (BHP) [§]	Eligible	NOT Eligible	NOT Eligible

* Including non-Medicare eligible retirees and spouses/domestic partners enrolled in a University Health Care Plan.

† Wellness programs can be found on page 9 of this catalog and online at rochester.edu/totalrewards/well-u.

‡ Eligibility for UR Medicine EAP includes all employees and their immediate family members.

§ Eligibility for Behavioral Health Partners (BHP) includes regular full-time and part-time faculty, staff, residents and fellows age 18 or older, non-Medicare eligible retirees enrolled in a University Health Care Plan, as well as spouses/domestic partners and dependent children of active employees or non-Medicare eligible retirees who are 18 or older and are enrolled in a University Health Care Plan. SEIU 1199 and SEIU Local 206 Union employees are not eligible for Behavioral Health Partners (BHP).

¶ Eligible participants can receive up to \$325 per calendar year. Earn \$125 for completing your online health survey 1; earn \$100 for completing a lifestyle management program; earn \$100 for completing condition management coaching, if eligible.

The Employee Assistance Program for faculty and staff of the University of Rochester includes only UR Medicine EAP. The Personal Health Assessment, lifestyle management programs, condition management coaching, Behavioral Health Partners (BHP), are part of the University Health Care Plan.

This document provides only a summary of some of the features of this plan. Detailed information on the plan is available on the Total Rewards website, www.rochester.edu/totalrewards, or a paper copy of the information is available for free from the Office of Total Rewards. The University reserves the right to modify, amend, or terminate the plan or programs at any time, including actions that may affect coverage, cost-sharing or covered benefits, as well as benefits that are provided to current and future retirees.

Individuals represented by collective bargaining agreements receive benefits in accordance with those agreements.

Privacy notice

The information you share in the Personal Health Assessment (PHA) are kept confidential and are protected by several laws, including HIPAA and the Americans with Disabilities Act, as well as the University's internal policies. The information will be used only to promote your health, and may be forwarded to your personal physician or to other University health plans for purposes of treatment, payment, and health care operations. Specifically, the University of Rochester Health Care Plan (including condition management coaching, lifestyle management programs and Behavioral Health Partners) and UR Medicine EAP are part of the Organized Health Care Agreement, which means that protected health information can be shared among those plan components for purposes of treatment, payment, and health care operations without the need for your consent or authorization to use or disclose your health information to carry out these functions. Only University employees and vendors responsible for administering those plans, such as employees who work in the Office of Total Rewards, the School of Nursing, the Center for Community Health & Prevention, and Behavioral Health Partners, who perform services for the plan, have access to protected health information. Those employees are trained on privacy procedures and are subject to disciplinary action for failure to comply. The types of information obtained in the PHA include demographics and employment information, lifestyle habits, and personal medical history.