

January 2009

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Employer Update

from MEDICA.

[Total Health Management](#)[Employer Resources](#)[Member Resources](#)

Questions? Please contact your broker or Medica representative.

Group administrator trainings in February

We'll walk you through the basics of ongoing administration, from how to get started to adding new employees, where to get your questions answered and more. We'll also share information about value-added resources for you and your employees.

*Small Group
Administrator Training
(2-50 employees):
Wed., Feb. 11
from 8:30 - 11:30 a.m.*

*Large Group
Administrator Training
(Fully Insured with
50+ employees):
Thurs., Feb. 26
from 8:30 - 11:30 a.m.*

For more information and to register, go to

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Wellness News: Simple steps to a healthier life

Practicing a few simple behaviors can help prevent a host of diseases and promote a longer, healthier life. This month's *Wellness News* includes seven steps to attain a healthy lifestyle, including information on "superfoods," guidelines for physical activity, and a healthy recipe for vegetable stirfry.

[Download *Wellness News* to share with your employees.](#)

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Federal directive requires Medica to obtain SSNs

A new federal directive requires all group health plans to participate in a mandatory reporting process with the Center for Medicare and Medicaid Services (CMS). This will allow CMS to properly coordinate Medicare or Medicaid payments with other insurance and/or workers' compensation benefits.

We are asking you to please work with us to comply with the CMS requirement, which requires you to provide the social security numbers (SSNs) for a select group of members covered under your health plan. Members affected by this requirement include:

- Members who are age 45 and older*
- Members who are receiving kidney dialysis or who have received a kidney transplant
- Members known to be entitled to Medicare coverage

Medica currently requires a subscriber's SSN in order to complete the enrollment process. The SSNs of covered spouses and dependents have not been required in the

Medicatraining.com.

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Sign up for the 2009 Medica Shape Up Challenge!

It's time to sign up for our most popular worksite wellness event – the Medica Shape Up Challenge. This friendly six-week competition rewards employees for adopting healthy habits, such as getting enough sleep, exercising and eating right.

The 2009 challenge runs from April 6 through May 17. Training sessions will be held in February and early March.

[View more information or register.](#)

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past but may now be required for some of these members.

The requirement applies to both fully insured and self-insured groups. Failure to report certain SSNs may subject the responsible reporting entity - insurers, third party administrators, plan administrators, and employers - to civil monetary penalties up to \$1000 for each day of noncompliance for each individual for whom the data exchange is required.

Medica is working on a process to gather this data from affected employer groups. Members will be notified in their January member newsletter that their employer may be asking for this information. Please contact your broker or Medica representative with any immediate questions.

* CMS requires the reporting of SSNs for member age 55 and older in 2009. Effective January 1, 2011, CMS requires the reporting of SSNs for members age 45 and older. Medica will begin collecting SSNs for members age 45 and older in 2009.

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New hospital guide and pricing catalog available

The 2009 pricing catalog is now available online for members who have Patient Choice InsightsSM by Medica. Since this tiered plan bridges members between a traditional open-access plan and a consumer-directed plan, the printed guide is provided to help members further understand provider cost and quality information. The pricing information provided is based on actual contracted rates for the Patient Choice Insights network. [Download the guide to share with your employees.](#)

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Transitioning to a new plan: Tips and tools for new members

At the beginning of a new plan year, help your employees maximize their Medica benefits and their health—encourage them to visit Medica.com>Members>Member Through Work>Getting Started. They'll find these four action steps that can help them make sure their plan is ready to use when they need it:

1. Review ID card and member materials

Remind employees to watch the mail for their ID card and member materials. Employees should review the materials and keep them in a safe place. They should carry their new ID card at all times and present it to their provider at the time of service. Members who do not receive their new ID card should call Customer Service at 952-945-8000 or 1-800-952-3455.

2. Register for online tools

Encourage your employees to sign up for the Medica programs and services that help them take charge of their benefits and make informed decisions about their health, such as myMedica.com[®] and My Health Manager from MedicaSM.

3. Understand plan information and financial responsibilities

Encourage your employees to review their plan information when it arrives. They should check to see what their copays, coinsurance and out-of-pocket costs are.

4. Know where to go for information and assistance

Questions are sure to come up when employees start using their plan. Help them out by promoting these helpful Medica resources:

- Customer Service - phone lines are open 7 a.m. to 6 p.m CST, Monday through Friday; employees can find the phone number on the back their ID card.
- **Medica CallLink® nurse line** - professionals offer advice and answer questions 24/7 at 1-800-962-9497.
- **myMedica.com®** - members can log on to find personal health plan documents and links to prescription and behavioral health coverage information.
- **Medica.com®** - the member area features easy-to-understand information that helps your employees navigate their coverage and manage their health.

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Main Street Medica enhancements

New information on Main Street Medica now includes cost and quality information for providers who treat back pain, asthma and diabetes. These are common conditions that can require frequent or ongoing care. Members with these conditions can now make better-informed decisions by accessing provider quality information, condition overviews and pricing comparisons. All pricing information on the site is based on actual contracted rates for the Medica Choice® network.

[View spotlight on back pain.](#)

[View spotlight on asthma.](#)

[View spotlight on diabetes.](#)

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Member incentive program enhances awards

As of January 1, 2009, Medica greatly enhanced the incentives that your employees can earn by tracking their healthy activities through My Health Manager from MedicaSM.

- \$25 gift card just for completing the health assessment
- Higher maximum reward—up to \$125 in gift cards each year (previous maximum was \$100)
- Wellness credits are now cumulative—they no longer expire that the end of the quarter
- Choose gift cards from more than 350 retail outlets
- Wellness credits may be redeemed immediately or saved until the employee is ready to use them

[Download My Health Manager from Medica member flyer.](#)

[Download My Health Manager from Medica employer fact sheet.](#)

My Health Manager from Medica is included with fully insured plans and as a purchase option for self-insured groups.

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Easy tools to promote health and wellness at your workplace

Looking for very simple and inexpensive ways you can promote wellness at your company? We've put together some easy-to-implement ideas—you'll be surprised at how these *Ten simple ways to promote a healthy workforce* can make a big difference for your employees.

[Learn more about Ten Simple Ways to Promote a Healthy Workplace.](#)

Experience shows that a higher percentage of employees participate when there are set dates and deadlines. We've developed a handy month-by-month calendar for you to jot down planned promotion dates. It is a writable PDF, so you can input text onto it, or print it out.

[Download the Health and Wellness Action Plan calendar.](#)

These are just a couple of the easy tools available to help you get started with health and wellness initiatives in your workplace. The 2009 *Take Action...Get Rewarded* program also provides additional promotional materials, ongoing support and summary reports.

[Learn more about the Take Action...Get Rewarded program.](#)

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Health club reimbursement program adds locations

Fit ChoicesSM by Medica, our nationwide health club reimbursement program has added the following new health club locations as of January 1:

- North Star Health and Fitness - Superior, WI
- Uplift Guided Fitness for Women - Woodbury, MN
- Women's Health Center - Bismarck, ND
- YMCA - Sioux Falls, SD

By enrolling in a participating facility and working out at least 8 days per month, eligible Medica members receive a \$20 credit towards their monthly dues. Similar programs by other health plans require 12 visits per month. In 2006, a Medica—Life Time Fitness study found that eight visits per month is enough to reward participants with improved health and lower health care costs.

[View participating fitness facilities.](#)

Fit Choices by Medica is included with fully insured plans; available for purchase by self-insured groups.

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