

Change is
in the Air

In Sound Health

Your Source for How to LiveWell

Look inside for the latest information on Trust programs and plan benefit improvements.

Put a Spring in Your Step and Try Something New

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BE INSPIRED

March 2020

Winter is over, and if you're like us, so is your motivation to stick with those New Year's resolutions. In this issue of *In Sound Health* you can find renewed inspiration and commitment to your health from Lori — a Trust participant who found success with the Trust's Naturally Slim program. She took a chance and found a new way to relate to food. Find ways to keep motivated by making use of one of the many programs or resources provided by the Trust.

In this issue, we also share details about new programs, the latest plan benefit improvements for 2020, and tips you need to stay healthy at any age.

PPO PLAN PARTICIPANTS: MEET YOUR GUARDIAN NURSES® MOBILE CARE COORDINATORS

This new program, fully paid for by the Trust, provides registered nurses to all PPO Plan participants who could benefit from in-person assistance with a healthcare issue.

Whether you face an inpatient hospitalization or surgery, or learn of a serious diagnosis, a Mobile Care Coordinator nurse will be with you where you receive your health care to make sure you understand your options, receive the support you need, and get the best care.



Ellen McDonald, RN, BSN

Ellen hails from Philadelphia and graduated from East Stroudsburg University in 1993 with her BSN. She's worked at large, inner-city hospitals and as a travel nurse. Since 2001, she has worked in critical care and radiology at both Harborview Medical Center and Providence Regional.



Teresa (Tessie) Duckworth, RN

Tessie has been a nurse for more than ten years and has worked in diverse clinical settings throughout Washington state and her experience includes positions in medical-surgical units, home care, and a long-term care facility.



Stephen Mitchell, RN, BSN, MPA

Stephen was born and raised in Seattle and after graduating with a BSN from Seattle University, started his full-time nursing career in 2008 at Northwest Hospital/University of Washington Medicine.



Andrea (Andy) Votendahl, RN, BSN

Andy is a native Seattleite and has enjoyed a 28-year career as a nurse in various local facilities including Harborview Medical Center, Overlake Hospital, and Virginia Mason Medical Center.

To read the full bio for each nurse and learn more about the Guardian Nurses Mobile Care Coordinator benefit, visit the Guardian Nurses page on the Sound Health web site at www.soundhealthwellness.com.



2020 PLAN BENEFIT IMPROVEMENTS! UPDATES TO PPO AND KAISER PERMANENTE PLANS

As of January 1, 2020, PPO and Kaiser Permanente Plans have the following changes:



HEARING BENEFIT

PPO Plans - The hearing care benefit, which includes hearing exams and hearing aids (or other non-surgical hearing enhancers) has increased from a \$1,000 to a \$2,000 maximum in a period of three consecutive calendar years.

Kaiser Permanente Plans - The hearing benefit covers hearing aids, including hearing aid examinations and fittings when authorized by a physician. The maximum has increased from \$400 to \$1,000 per ear and is still limited to one aid per ear during a period of three consecutive years.



VISION BENEFIT

PPO Plans - Frames:

COVERED EXPENSE	IF YOU SEE A VSP PROVIDER THE PLAN REIMBURSES...	IF YOU SEE A NON-VSP PROVIDER THE PLAN REIMBURSES...
Frames (once/24 months from last date of service)	up to \$150 (was \$95)	up to \$70

Kaiser Permanente Plans - Lenses, frames, and contacts:

COVERED EXPENSE	IF YOU SEE A VSP PROVIDER THE PLAN REIMBURSES...	IF YOU SEE A NON-VSP PROVIDER THE PLAN REIMBURSES...
Lenses/Frames/Contacts (once every 12 months)	100%, up to \$200 (was \$150)	100%, up to \$200 (was \$150)



WEEKLY DISABILITY TIME LOSS BENEFIT

PPO and Kaiser Permanente Plans

The maximum weekly benefit has increased as noted in the table. In addition, your weekly benefit cannot exceed 60% of your average weekly wage, up from 50%, as earned in the eligibility determination month.

HOURS EMPLOYED IN ELIGIBILITY DETERMINATION MONTH	OLD MAXIMUM WEEKLY BENEFIT	NEW MAXIMUM WEEKLY BENEFIT
Less than 80	\$0	\$0
80 but less than 120	\$180	\$270
120 but less than 150	\$240	\$360
150 or more	\$300	\$450

With the implementation of the Washington Paid Family and Medical Leave Act, for any period when you are receiving or are eligible to receive benefits under the Washington Paid Family and Medical Leave Act, you will not be eligible to receive the Trust weekly disability benefit.

A Summary of Material Modification describing these changes have been sent to all PPO and Kaiser Plan participants. Please keep that document with your Summary Plan Description.

SUCCESS STORY: A LITTLE MINDFULNESS GOES A LONG WAY



“ Naturally Slim® helped me to be mindful of my own body and give myself hints to accomplish my goals ”

“I’ve always had trouble having a healthy relationship with food,” said Lori O’Dell, a Trust participant who works as a checker at Sehome Village Haggen in Bellingham. “It’s been an ongoing thing in my life. I think this is true for a lot of us.”

She started the Naturally Slim program with some uncertainty. Since she’d tried so many other things in the past, she didn’t have high expectations. But the program brought new, intuitive ideas about eating and movement into play.

“The principles are different from what I’ve tried before,” said Lori. “And the simplicity of this program is very refreshing. It’s very focused on paying attention to your body. It’s really simple principles, such as: ‘Don’t eat if you’re not hungry. It seems intuitive, but I think we all can use these kinds of reminders.”

She also appreciated how the program offers ways to deal with hunger between

meal times and reminds participants to take time when eating.

“It’s helped me to be mindful of my own body and give myself hints to accomplish my goals,” she said. “Unlike with other programs, you don’t have to plan or count points.”

Naturally Slim also reviews things like food marketing and labeling and teaches participants how to choose healthier options. Participation also includes online forums and support, where you can learn what has worked for others.

“I really like to work out so, they gave me a lot of great tips on exercise and how to view it in a good frame,” said Lori.

She also liked how specific some of the recommendations were.

“I’m a real ‘social eater,’ and eating out can be challenging. The program anticipated this; how did you know I had that problem?

They take you through some simulations and offer different ways to deal with the situation or ways to go with it.”

These key learnings were successes for Lori on their own, but she also lost 20 pounds in the first four to five weeks, and she has continued putting the things she learned into practice.

“I remind myself that I’m not hungry, or to slow down and chew slowly,” she said. “Sometimes I will even think, ‘Put your fork down!’ Follow-through is my biggest challenge. Maintaining this mindfulness is the work!”

Overall, Lori thinks the program is well worth it to anyone who wants to have a better relationship with food. “This is a great benefit,” she said.



SOUTHWEST CHICKEN SALAD

This hearty salad makes a great lunch or weeknight dinner (Serves 4).

INGREDIENTS

For the chicken:

- 2** medium chicken breasts
- 1** tablespoon taco seasoning
- 1/2** teaspoon cumin
- 1/4** teaspoon salt
- 1/2** juice of a lime, reserve other 1/2 for dressing
- 1** tablespoon olive oil

For the salad:

- 2** cups romaine lettuce chopped
- 1** ripe avocado sliced
- 1** medium tomato diced
- 1/2** cup black beans rinsed
- 1/2** cup corn rinsed
- 1/4** cup cilantro for topping

Creamy cilantro dressing:

- 1/2** cup nonfat Greek yogurt
- 1/4** cup packed cilantro with stems
- 1/2** juice of a lime
- 1/4** teaspoon salt

PREPARATION

- 1.** Place the chicken, taco seasoning, cumin, salt, lime juice and olive oil in a bowl. Mix until chicken is fully coated. Allow to marinate for 10 minutes or up to 2 days in advance.
- 2.** Heat a heavy skillet to medium/high heat. Add 1 tsp oil, and place chicken on hot skillet, cook for 4-5 minutes on each side. Allow chicken to rest in pan for at least 5 minutes before cutting.
- 3.** To make the dressing, place the yogurt, cilantro, lime juice, and salt in a blender or food processor. Pulse for a few seconds or just until the cilantro is fully chopped.
- 4.** To assemble, place the lettuce on a plate. Top with avocado, chopped tomatoes, black beans, corn, cilantro, and sliced chicken. Top with cold creamy cilantro dressing just before serving. Enjoy!

NUTRITIONAL INFORMATION

Makes 4 servings, serving size: 1/4 of salad

322 calories	17 g carbs
13 g fat	6.4 g fiber
2.3 g saturated fat	32 g protein

Source: modified from www.gimmedelicious.com

LOOKING FOR A BETTER RELATIONSHIP WITH FOOD? THE NATURALLY SLIM[®] PROGRAM CAN HELP

Naturally Slim delivers common sense, real-world ways to help you understand when, how and why you eat, and then helps you develop a healthier relationship with food and physical activity – all while continuing to enjoy the foods you love.

What makes Naturally Slim different than other programs?

It's tailored to you, and your goals. When you apply and are accepted in Naturally Slim you'll get:

- A Welcome Kit including program materials and instructions for getting started
- 10 self-paced, informative, online video sessions
- Frequent correspondence & guidance from the health counselor team
- An online community to connect with other participants for answers & inspiration
- A dashboard with tools to monitor your progress, learn new skills and get motivated
- A mobile app for on-the-go access to sessions & tools to help you practice your new skills

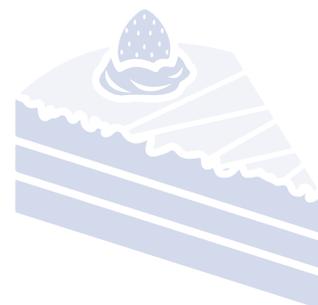
Naturally Slim is fully paid for by the Trust for all employee Plan participants and their eligible spouses.

The Naturally Slim program is offered periodically throughout the year. The Trust will let you know when the next application period is open.

For questions about Naturally Slim program, email support@naturallyslim.com. For questions about your benefits or how to earn HRA funding, call the Trust Office at **(206) 282-4500** or **(800) 225-7620**.

Learn more at www.soundhealthwellness.com.

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ANOTHER WAY TO FUND YOUR HRA

If you are accepted into the Naturally Slim program and complete 9 out of the 10 weekly video sessions during 2020, you may earn \$150 in 2021 HRA funding.

HABITS FOR GOOD HEALTH AT EVERY AGE: WHAT TO DO IN YOUR TWENTIES

Starting good habits when you're young means they can be second nature as life and health throw you challenges with age. Here are few tips to help you get started — even if you still feel like an invincible teenager sometimes.



Get enough rest

Aim for eight hours. Sleep deprivation affects your body's immune system, hormone levels and mood, and decreases the ability to focus. Avoid caffeine in the eight hours before bedtime and don't bring your phone to bed. Have a routine in the evening hours to train yourself to be ready for sleep when your head hits the pillow.



Make exercise a habit

Find something you love to do now and carve out time to do it. Whether that means a walk after work or over lunch break or foam sword battles at the local park, do what you love and become stronger doing it. **Sign up for a LiveWell Fit event with your family and friends.**



Plan meals and cook at home

Yes, some quick food is convenient and inexpensive, but you pay for it in extra calories, and will feel worse later. Work on some basic meal planning and cooking skills now to take you through your life. **Check out the recipe inside this issue.**



Prioritize your health

Annual physicals and checkups, good self-care practices and setting time aside for yourself can set you on a healthy path, so when life pulls you in all directions you can be your own best advocate.

A yearly medical physical is recommended for all ages, regardless of medical history, **and can earn you HRA funding!** Know your personal and family health history. In addition, it's recommended you see a dentist every six months.

OUR FOUR-PART SERIES:

This year we're focusing on choices we all can make for better health — no matter what age we start.

- ✓ **March:** What to do in your 20s
- **June:** What to do in your 30s
- **September:** What to do in your 40s
- **December:** What to do in your 50s and beyond



Wear sunscreen

When it comes to keeping your skin healthy as you age, prevention in your 20s is vital. Sun damage is cumulative, and it can damage skin even on cloudy days. Start wearing sunscreen daily and be sure to pack your hat and sunglasses on bright days to further protect yourself from damaging UV rays.



Ditch fad diets

Concentrate on getting plenty of colorful fruit and vegetables, healthy fats, whole grains and beans, and smaller amounts of high-quality protein from other sources. **The Trust's Naturally Slim program teaches you how.**



What else to quit

Limit your alcohol intake, and if you are in the habit of smoking or vaping, consider quitting (**the Trust's quit tobacco programs can help**). Alcohol should be limited to one drink per day for women and up to two drinks per day for men.



Source:

U.S. Department of Health & Human Services

IMPORTANT NUMBERS TO KNOW

PPO PLAN PARTICIPANTS

Trust Office—Benefits, Eligibility, HRA	(206) 282-4500 or (800) 225-7620
Delta Dental PPO & Schedule Plan	(800) 554-1907
DeltaCare	(800) 650-1583
VSP (Vision Service Plan)	(800) 877-7195
WellDyneRx—for Prescription Coverage	(888) 479-2000
Nurse Line	(877) 362-9969 Option 1
Health Coaching	(877) 362-9969 Option 3
Quit Tobacco Coaching	(877) 362-9969 Option 4
LiveWell Fit	(800) 225-7620 Option 2, then 5

KAISER PLAN PARTICIPANTS

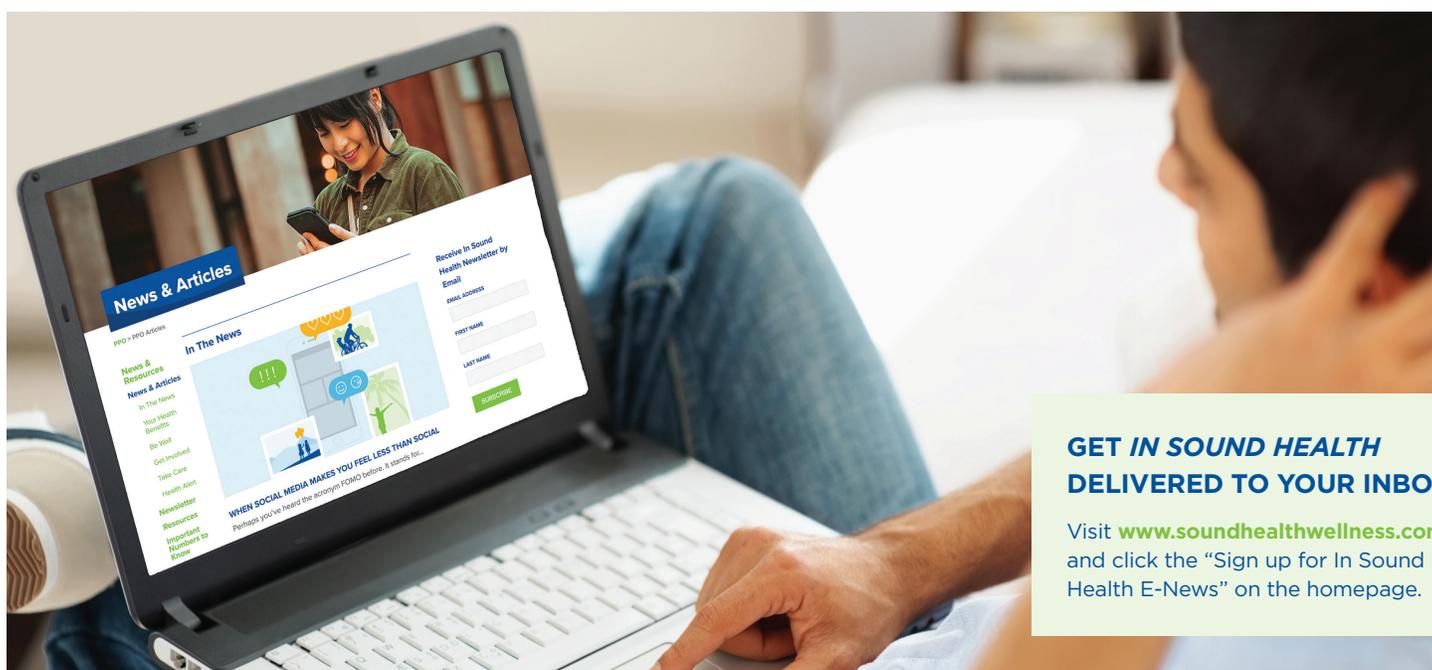
Trust Office—Eligibility, HRA	(206) 282-4500 or (800) 225-7620
Kaiser Permanente—Benefits, Claims Status	(888) 901-4636
Delta Dental PPO & Schedule Plan	(800) 554-1907
DeltaCare	(800) 650-1583
Consulting Nurse Helpline	(800) 297-6877
Quit for Life® Tobacco Cessation	(800) 462-5327
LiveWell Fit	(800) 225-7620 Option 2, then 5
Chronic Conditions Workshops	(800) 992-2279

LIVEWELL PRIVACY POLICY

Your health information is completely confidential, protected by federal law, and cannot be shared with your union or your employer without your permission.

All LiveWell wellness programs are provided and managed by independent service providers contracted by the Trust. The information on your health status and conditions, your medical and prescription drug claims, and the information you may provide when participating is only used to offer you programs that could help you meet your health and wellness goals.

By law, your health information cannot be used to deny healthcare coverage.



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& WELLNESS TRUST**

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**GET
INVOLVED**

This newsletter provides a general overview of plan benefits. Please refer to your Plan Booklet for specifics about covered expenses as well as exclusions and limitations. The information in this publication is meant to complement the advice of your healthcare providers, not to replace it. Before making any major changes in your medications, diet, or exercise, talk to your doctor.

**GET FIT AND
GIVE BACK**

Want to make a difference in your community and earn HRA funding? Check out the current list of LiveWell Fit events at www.soundhealthwellness.com that support a cause like beating cancer, or raising awareness for a local charity. Check back often for newly added events!

Eligible Trust participants and covered family members can get reimbursed for registration fees for up to four approved events per calendar year.



Earn funds for your HRA with LiveWell Fit. See the full list for details.



Trust participants walk to beat pancreatic cancer.

DATE EVENT NAME & DESCRIPTION

MARCH

- 15** Olympia **2020 Donut Dash** - 3.1 mile run/walk - kids dash
- 15** Seattle **Seattle St. Patrick's Day Dash** - 3.1 mile run/walk - kids dash
- 21** Federal Way **Dash Point Trail Run** - 13.1 or 6.2 mile run/walk - kid's race
- 21** Snohomish **Run to Pieces 5k/10k** - 6.2 or 3.1 mile run/walk - kids dash
- 21** Seattle **Spring Into Action** - 9.3, 6.2 or 3.1 mile run/walk - duathlon - kids dash
- 21** Steilacoom **Ft. Steilacoom Resolution Run** - 20, 12.4 or 3.1 mile run/walk
- 22** Mercer Island **Mercer Island Half** - 13.1, 6.2 or 3.1 mile run/walk - kids dash
- 22** Seattle **Big Climb Seattle** - Stair Climb
- 28** Olympia **Mtn. Marathon & Hillbilly Half Marathon** - 26.2, 13.1 or 3.1 mile trail run/walk
- 29** Olympia **Friendship Run** - 6.2 or 3.1 mile run/walk - kids run
- 29** Everett **The Everett Half** - 13.1 or 6.2 mile run/walk

APRIL

- 4** Blaine **Birch Bay Road Race** - 18.6, 9.3 or 3.1 mile run/walk
- 4** Shelton **Harstine Island Half Marathon** - 13.1 or 2.2 mile run/walk
- 4** Olympia **Run Like A Fool 5k** - 3.1 mile run/walk
- 4** Snohomish **Spartan Race Super** - 6.2 mile obstacle course
- 5** Snohomish **Spartan Race Sprint** - 3.1 mile obstacle course