Title: Requesting a reasonable alternative for completing wellness incentive program requirements or avoiding the tobacco use premium surcharge

Policy 91-1

Contact:	Rules Specialist, PEB Division	**Effective:**	January 1, 2016
		Rescinded:	
Associated RCW:	41.05.065(2)(c) ESSB 6052 sections 734,735,932,933,938	**Supersedes:**	
Associated WAC:	182-08-185(1)(c) 182-12-300(4)		
Assoc. fed law/reg:	45 CFR 146.121(f)	**Owner:**	Policy & Rules Manager, PEB Division
Associated Procedures:			
Associated Forms & Communication	HCA Form 50-110 HCA Form 50-100 HCA Form 51-205	**Approved by:**	
		Position:	PEB Director, PEB Division
		Date approved:	11/20/15

Purpose:

This policy applies when a subscriber who is eligible to participate in the Public Employees Benefits Board (PEBB) Wellness Incentive Program is seeking a reasonable alternative to a Wellness Incentive Program requirement in order to receive a wellness incentive as described in WAC 182-12-300 (see section 1 below).

This policy also applies when an enrollee on a PEBB medical plan is seeking a reasonable alternative so that a subscriber can avoid paying the tobacco premium surcharge as described in WAC 182-08-185(1)(c) (see sections 2-3 below).

Policy:

1. Wellness Incentive Program: The PEBB Program will work with a subscriber who cannot complete a PEBB Wellness Incentive Program requirement in order to provide an alternative requirement that will allow the subscriber to qualify for the PEBB Wellness Incentive or waive the requirement. The subscriber will need to provide the following information to the PEBB Program or its contracted vendor:
    a. A Primary Care Provider's (PCP) note stating the medical condition that prevents the subscriber (or enrollee) from satisfying the PEBB Wellness Incentive Program requirement; or
    b. A PCP recommendation of what would be a reasonable alternative that the subscriber could pursue based on his or her health status.

2. Tobacco Use Premium Surcharge:

    a. If the PCP of an enrollee who uses tobacco products has concerns related to the health status of the enrollee, which may prevent the enrollee from either participating in a tobacco cessation program or ceasing the use of tobacco products, the subscriber or enrollee can submit documentation to the PEBB Program from the PCP that contains a recommendation for how the enrollee can address the use of tobacco products based on his or her health status. The PCP recommendation will be considered by the PEBB Program when determining what the reasonable alternative is.

    b. The tobacco use surcharge will not apply to children age twelve years and younger.

        i. The default status for enrollees twelve years and younger on an account (either as a subscriber or a dependent) will be as a non-tobacco user.

        ii. This portion of the policy will be reviewed at such time as a smoking cessation program is available to those twelve years and younger for each plan.