Leech Lake Band of Ojibwe sponsors HealthCheck360°, a voluntary Wellness Program available to all employees and spouses covered under the medical plan. The program is administered according to Federal rules permitting employer-sponsored Wellness Programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, as applicable. If you choose to participate in the Wellness Program you will be asked to complete a voluntary Health Risk Assessment or "HRA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete a biometric screening, which will include a blood test for HDL, LDL, Triglycerides, Total Cholesterol, Glucose, GGT, Cotinine, Creatinine, Albumin, ALP, Total Protein, ALT, AST, GSP, Bilirubin, Globulin, and BUN. The blood test may also include TSH, PSA, and A1c.

You are not required to participate in the LLBO Wellness Program or to complete the HRA or to participate in the blood test or other medical examinations.

However, eligible employees and spouses who choose to participate in the Wellness Program will receive an incentive of 20% off the medical premiums. New participants must only complete the screening and the survey. Repeat participants must also score a 65 or greater or improve by 3 or more points. Although you are not required to complete the HRA or participate in the biometric screening, only eligible employees and spouses who do so will receive 20% off the medical premiums.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a Reasonable Accommodation or an Alternative Standard. You may request a Reasonable Accommodation or an Alternative Standard by contacting HealthCheck360° at 1-866-511-0360 or support@healthcheck360.com by February 28, 2018.

The information from your HRA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the Wellness Program, such as Health Coaching. You also are encouraged to share your results or concerns with your own doctor.
PROTECTIONS FROM DISCLOSURE OF PERSONAL HEALTH INFORMATION (PHI)

We are required by the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act of 1996 to maintain the privacy and security of your Personal Health Information (PHI). Although the Wellness Program and Leech Lake Band of Ojibwe may use aggregate information it collects to design a program based on identified health risks in the workplace, HealthCheck360° will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a Reasonable Accommodation needed to participate in the Wellness Program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the Wellness Program will not be provided to your supervisors, managers or LLBO and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the Wellness Program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the Wellness Program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the Wellness Program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) employees of HealthCheck360° in order to provide you with services under the Wellness Program.

In addition, all medical information obtained through the Wellness Program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the Wellness Program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the Wellness Program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the Wellness Program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Joy Lawrence at 218-335-7576 or joy.lawrence@llbo.org. You can also contact HealthCheck360° at 866-511-0360 or support@healthcheck360.com.