

# workplace & wellness health care reform

## HEALTH-CONTINGENT INCENTIVES

The Affordable Care Act increases the maximum reward under a health-contingent wellness program to...

**30%** of the cost of health care coverage, and as much as **50%** for programs designed to prevent/reduce tobacco use.

### Participatory Program

Program does not include any conditions related to a health factor to obtain a reward.

#### EXAMPLES:



Rewards employees for attending a monthly, no-cost nutrition education seminar or session.



Reimburses part or all of the cost of a membership to a fitness center.



Provides an incentive for watching a webinar on tobacco-related health conditions.

### Health-Contingent Program (Activity-Only)

Participants must perform or complete an activity related to a health factor to obtain a reward.

#### EXAMPLES:



Requires completion of a diet program, regardless of outcome.



Rewards employees for 30 minutes of physical activity 15 days a month.



Requires completion of a tobacco-cessation program, regardless of outcome.

### Health-Contingent Program (Outcome-Based)

Participants must attain/maintain a specific health outcome to obtain a reward; or complete alternative activity.

#### EXAMPLES:




Requires that employees reach a specific weight-loss outcome to obtain a reward.



Rewards employees for having or maintaining a body mass index (BMI) within the normal, healthy range.



Provides a reward for enrollment and successful completion of a tobacco-cessation program.

 There are five special requirements for health-contingent wellness programs - (1) frequency of opportunity to qualify, (2) limit on size of reward, (3) reasonable design, (4) uniform availability and reasonable alternative standards, and (5) notice of reasonable alternative standards. For more information about these requirements, please visit [www.dol.gov/ebsa/healthreform/regulations/wellnessprograms.html](http://www.dol.gov/ebsa/healthreform/regulations/wellnessprograms.html).