



Human Resources Bulletin



New! Expanded Fitness Reimbursement Program

The 2021 Fitness Reimbursement Program has expanded to include online fitness class subscriptions and home exercise equipment. That means you can now use your \$300 (total amount for the 2021 calendar year) to reimburse yourself for gym memberships; health club, studio, or fitness programs; online fitness class subscriptions; and eligible home exercise equipment!

Home exercise equipment, which must be new and purchased through a retail store, includes:

- Home gyms
- Treadmills
- Stationary cycles
- Elliptical machines
- Rowing machines
- Stair climbing machines
- Total body weight resistance machines

You are eligible for the Fitness Reimbursement Program if you are enrolled in a USNH medical plan administered by Cigna. You can complete the [2021 Fitness Reimbursement Program Form](#) and mail it to Cigna to submit your expenses **once per year**—wait until you've incurred all charges before submitting.* You must submit your 2021 expenses before March 31, 2022. The program is also retroactive to January 1, 2021, so you can submit expenses for purchases made earlier this year.

* Reimbursement is via USNH payroll and is subject to applicable tax withholdings.

You have options for behavioral health care through Cigna!

Talkspace is an online therapy platform that makes it easy and convenient to speak with a licensed therapist anywhere, anytime. Chat over video or text, all from the Talkspace mobile app. Visit talkspace.com/cigna to get started.

You also have access to tools to help manage stress, including iPrevail, a digital platform to help you take control of everyday stresses, and happify™, a free app with science-based games and activities that are designed to help you defeat negative thoughts, gain confidence, reduce anxiety, and increase your emotional well-being. To download the app, visit cigna.happify.com, or visit mycigna.com for more information.



Reminder: COVID-19 Vaccine Information

Getting vaccinated is one of many steps you can take to protect yourself and others from COVID-19. Currently the Food and Drug Administration has issued Emergency Use Authorization for the Pfizer/BioNTech, Moderna, and Johnson & Johnson vaccines. If you are enrolled in a USNH medical plan administered by Cigna, you will pay nothing (\$0) for the COVID-19 vaccines. Regardless of insurance, you will pay nothing for the vaccine if you use a State of New Hampshire distribution site.

For more information about the COVID-19 vaccines, visit the [Centers for Disease Control and Prevention \(CDC\)](#) or the [New Hampshire Department of Health and Human Services](#).



Care Wherever and Whenever You Need It

Telehealth is great for a wide range of non-urgent health issues, including behavioral health concerns. Secure video chat and phone appointments are available at your convenience, 24/7, with U.S. board-certified doctors, therapists, psychologists, and psychiatrists. Also, you'll save money compared to an urgent care center or emergency room.

If you're enrolled in a USNH medical plan administered by Cigna, visit mdliveforcigna.com to register for telehealth services through MDLIVE.



Brush Up on Your Skills with LinkedIn Learning

Visit LinkedIn Learning to expand your skills, enhance your professional development, or dive into a topic you're passionate about—and they are no cost to you! To activate your account and see what courses are available, visit [linkedin.com/learning](https://www.linkedin.com/learning).

Spotlight on LinkedIn's "Leading at a Distance"

Time: 37 minutes

What's included:

- Four chapter quizzes
- Tablet, phone, and PC access
- Certificate of completion

Course summary: Technology has enabled many office workers to work from home. Making the jump from in-person to virtual leadership can be challenging. In this course, instructor Kevin Eikenberry lays out how to lead effectively from a distance, including the basics of remote leadership, such as how working remotely changes interpersonal dynamics.



Same Procedure. Different Price.

When prices for the same in-network procedure vary by 600%, chances are you are paying **way more** than necessary.* Healthcare Bluebook is committed to helping you find the best price for your care.

The Healthcare Bluebook Fair Price™ tool helps you save on medical procedures from nearby facilities—and based on the care you receive, you can earn a reward! To qualify for the reward, you'll need to search for your procedure using the tool, use a qualified provider, and be enrolled in a USNH medical plan administered by Cigna. Eligible procedures include MRIs, CT scans, colonoscopies, cataract surgery, upper GI endoscopies, shoulder and knee arthroscopies, ear tube placement, tonsil and adenoid removal, heart perfusion imaging, transthoracic echocardiograms, lithotripsies, and sleep studies.

To find a Fair Price provider, visit [healthcarebluebook.com/ui/signinpublic](https://www.healthcarebluebook.com/ui/signinpublic) and enter the Bluebook access code "USNH." You can sort by hospital ranking, so you can get the highest level of care at a fair price.

Note: If you use the Fair Price digital tool and earn a reward, the taxable payment is processed through USNH payroll.

* www.healthcarebluebook.com/explore-transparency



Get All You Can from Your Preventive Care Benefits

When you get preventive screenings, your doctor has a better chance of discovering health issues before they become real problems. This can save you time, money, and pain. For many diseases and conditions that cause serious illness, early detection is important to getting the most effective treatment and the best outcome.

- If you are enrolled in a USNH medical plan administered by Cigna, preventive exams—like annual physicals, annual mammograms, and periodic colonoscopies—are covered 100% in-network. That means **no cost to you**.
- If you are enrolled in a Northeast Delta Dental plan, preventive care dental exams are covered without a deductible! What you pay depends on your plan:
 - **Basic Plan:** 40% in-network
 - **High Plan:** 0% in-network—it's no cost to you!
- If you have voluntary VSP vision coverage, your in-network WellVision Exam® is covered 100%—you pay nothing!

Please refer to the plan documents for full details on available coverage.



Suggestions/Comments?

Email myusnh.hr@usnh.edu to provide feedback or suggestions for future articles.

Don't know what exams to get?

The [Cigna website](#) is a good place to start. You'll find a complete list of preventive care services.