



Tobacco Program Guidelines

Research shows that sustained use of nicotine products and prolonged exposure to tobacco smoke creates significant health risks. Data supports that nicotine dependence may require repeated attempts to quit and the use of multiple interventions. However, effective treatments exist that can increase long-term abstinence.

Manatee Your Choice Health Plan remains firmly committed to supporting the health and well-being of our members. In keeping with that commitment, the Tobacco Program Guidelines establish the following requirements:

Program options to enhance motivation to quit while meeting qualifying requirements.

Programs include:

- Ultimate Plan Early Upgrade will be offered to members who complete 2 negative lab draws a minimum of 90 days apart and medical qualifying events. Members will be eligible to upgrade early without waiting for the new plan year. See details on page 3.
- Resources to help you quit. See details on page 5&6:
 - Tobacco Cessation Aides (Prescription and Non-Prescription)
 - One-on-One Coaching

The following Tobacco Program Requirements are offered to all members of the Your Choice Health Plan as a Healthy Lifestyle Initiative and apply to those adults aged 19 or older who desire to qualify for the Ultimate or Best Plan.

1. PURPOSE:

- a. These requirements apply to all members 19 years of age and older enrolled in the Manatee Your Choice Health Plan as it relates to nicotine exposure. Any member who can be considered nicotine- exposed (refer to definitions below) is subject to the terms of these requirements.

2. DEFINITIONS:

a. Nicotine Exposed:

Any member who attested nicotine exposure during the benefit enrollment process.

and/or

Any member who uses a nicotine containing product, regardless of method or frequency of use and has tested positive for cotinine.

b. Cotinine:

Cotinine is a chemical that is made by the body from nicotine, which is found in tobacco products. People who do not use nicotine products or who are not exposed to environmental tobacco smoke should not have measurable cotinine. Manatee

Your Choice Health Plan establishes cotinine level through a lab test to determine eligibility for the Ultimate Plan.

3. PLAN LEVEL QUALIFYING REQUIREMENTS:

a. Qualifying for the Ultimate Plan

i. For Members who completed early upgrade in order to maintain the Ultimate Plan:

1. These members will be required to verify their continued nicotine-free status by continuing to complete the Blueprint labs with a negative cotinine result in the qualifying period for the plan year.
2. Members are strongly encouraged to report relapse and to obtain assistance and support through Relapse Prevention Services. Members who report relapse and participate in Relapse Prevention Services will be allowed reasonable opportunity to renew a commitment to remaining nicotine-free and complete the required verifying lab draws without penalty.
 - a. Relapse Prevention Services may include individual coaching and 90 days of tobacco cessation aides at no charge. Members should contact Vanessa Rene at 941-748-4501 x 6406 or vanessa.rene@mymanatee.org for additional requirements.
3. Members who do not submit the required negative blood draw during the qualifying period for plan year will be downgraded to the Best Plan.

ii. For Members who want to become nicotine-free and eligible for the Ultimate Plan

1. Absence of nicotine/cotinine will be verified by 2 negative lab draws a minimum of 90 days apart. Members may contact Vanessa Rene at 941-748-4501 x 6406 or vanessa.rene@mymanatee.org to get started.
2. Members who have met the first two criteria will be allowed an early upgrade to the Ultimate Plan effective the first day of the month following successful completion of 2 negative lab draws.
3. These Guidelines do not apply to members who are not known to be nicotine- exposed.
4. A nicotine exposed member wishing to be eligible for the Ultimate Plan, may contact Vanessa Rene at 941-748-4501 x 6406 or vanessa.rene@mymanatee.org in order to get started.
5. Costs for requested lab draws will be determined by the member's plan level schedule of benefits. The cost of the lab is based on Quest and Aetna's contracted rates. If the deductible has not been met, the member will be responsible for the entire cost. If the deductible has been met, then the member will be responsible for a coinsurance percentage based on their plan level (Best – 20%.

6. Any member testing positive for cotinine will not be eligible for the Ultimate Plan.
 7. Any member showing absence of nicotine to qualify for the Ultimate Plan agrees to and is subject to future cotinine testing to verify compliance with non-nicotine use throughout the Qualifying and/or Plan Year.
- iii. Self-Identified New Enrollee, Quit and Wanting to Early Upgrade
1. New Enrollee who attested nicotine exposure during the benefits enrollment process and are not 90 days free from nicotine, will be required to:
 - a. Complete 2 negative cotinine lab draws 90 days apart
 - b. Be upgraded to ULTIMATE the 1st of the month following 2nd negative cotinine lab

4. GENERAL GUIDELINES

- a. Any member disputing the results of any cotinine test may request a retest within 30 days of the original test. The member agrees to retest within 48 hours by contacting Vanessa Rene at 941-748-4501 x 6406 or vanessa.rene@mymanatee.org.
- b. Members who fail to report that they started using nicotine-containing products and identified by the Blueprint for Wellness labs will be downgraded to the Best plan.
- c. Members who report they started using nicotine-containing products will be placed in the Best plan effective the month following their reported nicotine status change.

5. RESOURCES TO HELP MEMBERS QUIT

a. **Tobacco Cessation Aids**

- i. Manatee YourChoice Health Plan offers numerous tobacco cessation aids to assist with opportunities to quit. They include Nicotine Replacement Therapy (patch, gum and lozenge), Bupropion (Wellbutrin), Varenicline (Chantix). Electronic cigarettes are not an approved tobacco cessation aid and are not covered.
 1. Cessation aids can be prescribed by your Primary Care Physician, or you could schedule an appointment with our Nurse Practitioner at Employee Health Benefits by calling the LAMP line at 941-741-2995 (press 2).
- ii. All covered tobacco cessation aids will be provided free of charge to nicotine-exposed members of Manatee YourChoice Health plan.
- iii. Members may contact Vanessa Rene at 941-748-4501 x 6406 or vanessa.rene@mymanatee.org for assistance.

b. **One-on-One Coaching**

- i. Receive 5 sessions of individualized coaching with a Licensed Mental Health Counselor (LMHC). For more information contact Claribel Gill at 941-741-2995.

Termination for failure to cooperate- Benefit Plan Document

If a covered person knowingly gives or allows to be given to the Plan Sponsor or its representatives incorrect or incomplete information about himself or herself, or another covered person, the coverage of the Covered Person who gave the information or on whose behalf it was given may be terminated upon thirty (30) days written notice from the Plan Sponsor. The covered Person shall be responsible for all costs incurred by the Plan because of misrepresentation.

i Treating Tobacco Use and Dependence. Clinical Practice Guideline 2008 Update; US Dept of Health and Human Services Public Health Service, May 2008.

ii An update of the Report of the US Surgeon General on the health consequences of involuntary Exposure of Tobacco Smoke concluded that “there is no risk-free level of exposure to secondhand smoke” (Journal of Health and Productivity, V.2, Number 2; Oct 2007, pg. 17).

iii Cotinine testing cannot differentiate the source of nicotine exposure. Because the health effects of long-term exposure to nicotine cannot be verified by current research, we believe it is best practice to eliminate any exposure to nicotine.