

THE BENEFIT

Housing Benefits Plan (HBP) is the medical plan provided to you by your housing authority. It is directed by housing authority Executive Directors from across Southeast and Southwest NAHRO for the benefit of housing authorities.

Please share this with all of your HBP employees, retirees, and COBRA members. Also share with the ED, HR, and Finance.

UHC Website Tools

UHC/Optum has created a monthly engagement toolkit offering resources and content on relevant topics and trends to support the health and well-being of HBP members. The July engagement toolkit focusing on **Cultural Awareness** is now available. For more information, on this topic and other topics, please access July's toolkit at <https://optumeap.com/newthismonth/en-US>.

Upcoming Conferences

The Marketing Team will be attending the following conferences as a vendor and would love for you to come by our booth and say "hi".

August 15-18, 2023 MAHRO Biloxi, MS

August 21-23, 2023 AAHRA Miramar Beach, FL

August 22-24, 2023 THA Houston, TX

August 22-24, 2023 FAHRO Orlando, FL

September 16-19, 2023 KHA (KY)/TAHRA Gatlinburg, TN

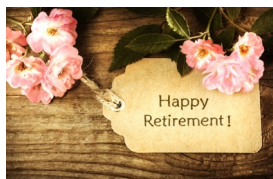
September 17-19, 2023 GAHRA Savannah, GA

Live Enrollment Briefing by Marketing

Weds, July 19, 10am (CST)

Enrollment Meeting *click to register*

Join us to hear the benefits of each HBP plan. This session is ideal for 2023 new hires who want to better understand the coverages offered by their HA, whether they are newly enrolled or soon to be eligible for enrollment. There will be a separate open enrollment session in the fall.



Farewell from Susan Strange

I have thoroughly enjoyed working with and getting to know so many of you over the past 8+ years. However, I am so looking forward to retirement at the end of August. Wishing you all the very best!

HBP would like to take this time to express our sincere appreciation to Susan for her dedication and devotion to the HBP board and members. We wish you joy and happiness as you begin this new season of life! Marketing team members Janice and Jessica will continue to serve HBP members, and may be reached via the contact information at the bottom.

Upcoming Webinar Trainings

Tues, July 18, 10am (EST) Topic: [Preventing Bullying, Harassment, & Discrimination](#) *click to register*

Thurs, Oct. 19, 10am (EST) Topic: Small Changes for Positive Results

Tues, Oct. 24, 10am (EST) Topic: Mental Health Fundamentals for Managers

Find previous webinar recordings at <https://www.housingbp.com/links-2>

*Tip: Some HAs use the library of recordings to host staff trainings. They select a topic for the month and gather in a conference room to watch.

The HBP website at www.housingbp.com provides more information and helpful links. Questions or comments? Email us at hbp@callhsa.com or call 1-800-288-7623, option 5.



July 2023

July's Health Tips

Safe in the Sun:
Summer Safety
Tips

July is Summer Safety Awareness Month. Summertime safety includes drinking enough water to avoid dehydration, eating fresh seasonal produce, handling food safely while grilling, and being mindful of our sun exposure; all of which impact our bodies. Please see attachments regarding sun safety and staying well during the summer.

Audit Best Practices

Each year, housing authorities are selected at random to provide information for HBP's audit. As a best practice, please ensure that your HA is keeping the following records so that you could easily provide them to the auditor if selected.

- Copy of the HA's employee handbook, benefits summary, or other documentation containing the eligibility requirements for health insurance benefits at your HA.
- Declination of coverage forms for any eligible employee that declined insurance coverage.
- Report of all employees for the previous year including: Employee name, date of hire, total hours worked, and total insurance premiums paid that year, including medical, dental, vision and LTD benefits (both employer and employee premiums)

Cultural awareness

More people are working and living in multicultural settings. This diversity brings new ideas that benefit our workplaces, communities and the world. But it can also lead to interpersonal misunderstandings. This month, let's focus on overcoming the challenges and embracing the benefits of multiculturalism.

In this month's engagement toolkit, you'll find:

Insights for building stronger ties with your co-workers

A checklist for fun ways to learn about other cultures

A video with advice on how people can be better for one another

Guidance for connecting to culturally competent care

Training tools to help yourself and others appreciate cultural differences

[View toolkit](#)

What to expect each month:



Latest topics – Connect with up-to-date content that focuses on a new topic every month.



More resources – Get access to additional resources and self-help tools.



Content Library – Ongoing access to your favorite content.



Support for everyone – Share toolkits with those you think might find the information meaningful.

Health tip: Summertime health

Summertime health is an important part of staying well during the summer season, as this time of year poses different health risks than other months. Specifically, summertime safety includes water, food, and sun, all of which impact our bodies. Follow these guidelines to maximize your fun in the sun.



Fluid intake

Fluid intake is dependent upon several factors including the climate you live in, your gender, and physical activity level. It is recommended that women and men consume the following amounts of fluid per day on average:¹

- Women: 11.5 cups of fluid or 92 ounces daily
- Men: 15.5 cups of fluid or 124 ounces daily

Although fluid intake may come from several sources, it is best to meet fluid intake recommendations by drinking mostly water.

Dehydration

Dehydration is a condition that occurs when you do not have enough water in your body to carry out normal functions.² The 5 signs of dehydration are:³

- Less frequent urination
- Fatigue
- Headache
- Dry mouth
- Constipation



Healthier eating

Healthier foods, such as fresh produce, are available during the summer months, making it easier to enjoy a variety of foods and colors from nutritious food sources. Healthier foods may help you live longer, boost immunity, fight diseases and maintain a normal weight.⁴ Healthier eating tips include:⁵

- Increase fiber consumption
- Reduce sodium and added sugar intake
- Burn as many calories as you consume

Cooking safety

Understanding how to grill safely is essential to your summertime health. Follow these 7 steps⁶ for a safe and enjoyable grilling season:

- **Separate:** Separate meat, poultry, and seafood from other food in your shopping cart and grocery bags
- **Chill:** Keep refrigerated until ready to grill
- **Thaw and marinate:** Always thaw and marinate food in the refrigerator to avoid bacteria growth
- **Clean:** Wash hands and work surface
- **Check:** After cleaning, check grill and tools prior to cooking
- **Avoid cross-contamination:** Throw away anything that may have touched raw meat
- **Cook:** Use a food thermometer to track the temperature of cooked meat
- **Refrigerate:** Refrigerate fresh food within 2 hours of cooking



Sun exposure

Though you may enjoy spending time in the sun, being exposed to too much sun can be harmful to our bodies. Luckily, the use of eye protection and sunscreen may aid in protecting you from dangerous levels of UV rays while outside in the summer.

Do not forget to protect your eyes. You may do so by wearing UV-blocking sunglasses, wearing a hat with sunglasses, and never looking directly at the sun. You may also choose to stay inside when the sun is at its strongest—midday to early afternoon, at higher altitudes, and when reflected off water.⁷



Additionally, it is recommended to use sunscreen not only to protect from sunburn, but also to prevent skin cancer. When it comes to sunscreen, remember the 5 W's to prevent sun damage:⁸

- **Who:** Everyone exposed to the sun
- **What:** Broad spectrum SPF 15 or higher
- **When:** Every day
- **Where:** All exposed skin
- **How:** One ounce to entire body
- **Why:** Reduce your risk



Sources:

¹ Eat Right. <https://www.eatright.org/food/nutrition/healthy-eating/how-much-water-do-you-need>. 2022. Accessed August 2022.

² Mayo Clinic. <https://www.mayoclinic.org/diseases-conditions/dehydration/symptoms-causes/syc-20354086>. 2021. Accessed August 2022.

³ Cleveland Clinic. <https://my.clevelandclinic.org/health/treatments/9013-dehydration>. 2021. Accessed August 2022.

⁴ CDC. <https://www.cdc.gov/nccdphp/dnpao/features/healthy-eating-tips/index.html>. 2022. Accessed August 2022.

⁵ American Heart Association. <https://www.heart.org/en/healthy-living/healthy-eating/eat-smart/nutrition-basics/aha-diet-and-lifestyle-recommendations>. 2021. Accessed August 2022.

⁶ CDC. <https://www.cdc.gov/foodsafety/communication/bbq-iq.html#:~:text=%20How%20to%20Grill%20Safely%20%201%20Separate,temperature.%20Thaw%20food%20safely%20in%20the...%20More%20>. 2022. Accessed August 2022.

⁷ American Academy of Ophthalmology. <https://www.aao.org/eye-health/tips-prevention/sun>. 2020. Accessed August 2022.

⁸ Skin Cancer Foundation. <https://www.skincancer.org/skin-cancer-prevention/sun-protection/sunscreen/>. 2022. Accessed August 2022.

The information provided in this flier is for general informational purposes only and is not intended nor should be construed as medical advice. Individuals should consult an appropriate medical professional to determine what may be right for them.

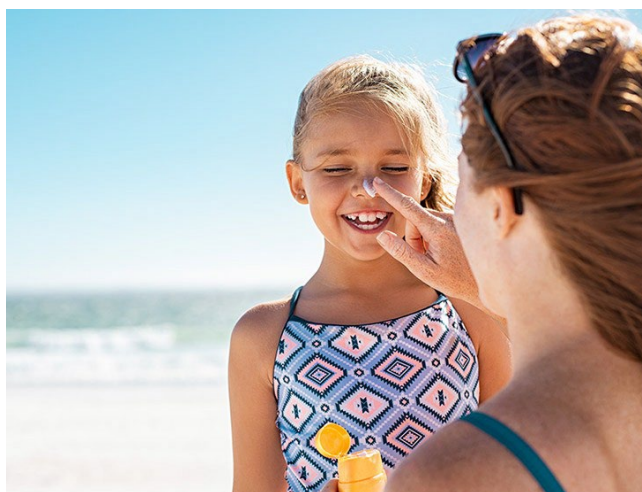
Sun safety

Consider these sun safety tips when you're spending time outside

Spending time outdoors — it's a great way to be active and healthy. When you're out in the sun, it's important to think about sun safety too. Consider these tips to help protect yourself.

Sunscreen

Your skin can burn even on a cloudy day. Use a sunscreen with an SPF (Sun Protection Factor) of at least 30 to block out the majority of the sun's UVB rays. Choose a sunscreen labeled "Broad Spectrum". Remember, sunscreens are not waterproof, only "water resistant", so be sure to reapply at least every two hours.



Protecting your skin

Skin cancer is the most common form of cancer. Self-exams can help you identify potential skin cancers early. Use "ABCDE" to help you remember what to look for:

- ♦ *A = Asymmetry*: the shape of one half does not match the other.
- ♦ *B = Border that is irregular*. Borders of early melanoma can be uneven, notched or scalloped.
- ♦ *C = Color that is uneven*. A variety of colors can be a warning sign.
- ♦ *D = Diameter* is larger than the eraser on a pencil.
- ♦ *E = Evolving*. The mole has changed in size, shape, elevation or color.

The eyes have it

Help protect your eyes by wearing UV blocking sunglasses and broad brimmed hats — even on cloudy days. Also never look directly into the sun.

Heat-related illnesses

Heat-related illnesses occur when the body is overheated and cannot properly cool itself. Heat related illnesses can be life threatening and can also cause damage to the brain and other vital organs.

Become familiar with these symptoms:

- ♦ **Heat Exhaustion**: heavy sweating, cold, pale, clammy skin, fast or weak pulse, nausea or vomiting, muscle cramps, tired or weakness, dizziness, headache, fainting. Seek medical help right away if the person is vomiting or if symptoms worsen or last more than an hour.
- ♦ **Heat Stroke**: High body temperature of 103 degrees F or higher, hot, red, dry or damp skin,

fast/strong pulse, headaches, dizziness, nausea, confusion, losing consciousness. Call 911 right away! Heat stroke is a medical emergency.

Help prevent heat-related illnesses by following these simple rules

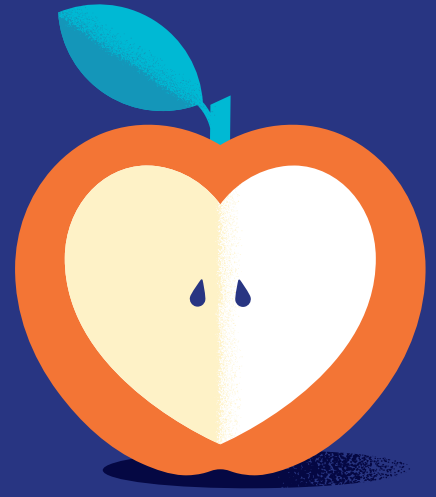
- ♦ Stay hydrated
- ♦ Wear appropriate clothing
- ♦ Stay cool indoors
- ♦ Never leave anyone in a closed, parked vehicle

Watch over others who may be at risk

- ♦ People over 65
- ♦ People with chronic conditions
- ♦ Infants and children
- ♦ Outdoor workers
- ♦ Low income households
- ♦ Athletes



Your journey to a healthier lifestyle begins here



Welcome to Rally

Rally® is designed to help you take charge of your health by putting your benefits and resources in one place.

Hitting your goals can be fun with personalized recommendations, as well as missions and challenges that may help make getting healthier more enjoyable. Plus, you can earn rewards along the way.



1. Register and create your Rally profile

If you're a first-time user, create a username that's fun and memorable—but not your real name—and choose an avatar. If you're already a member, simply sign in.



2. Take the Health Survey

The Health Survey is designed to help you assess your overall health. You may use the results to help set your health goals.



3. Get personalized recommendations

Based on your Health Survey results, you'll receive personalized recommendations to help you live a healthier lifestyle—including well-being programs, everyday activities called missions and more.



4. Choose healthy activities to hit your goals

Take your pick of a wide variety of missions designed to help improve your fitness, diet and mood. Compete in challenges against friends or other members—or go for a personal best.



5. Get rewarded for healthy actions

Take healthy actions to achieve your goals and earn Rally Coins, which are redeemable for a variety of rewards.



6. Dive into communities

Interact with other members in a positive, friendly environment to get tips, motivation and support on everything from diet and fitness, to sleep, back pain and even relationships.



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United
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RALLY®

Rally Health® provides health and well-being information and support as part of your health plan. It does not provide medical advice or other health services, and is not a substitute for your doctor's care. If you have specific health care needs, consult an appropriate health care professional. Participation in the health survey is voluntary. Your responses will be kept confidential in accordance with the law and will only be used to provide health and wellness recommendations or conduct other plan activities.

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