

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.



Employee Assistance Program (EAP)

EAP services are embedded with the medical plan. Your EAP offers 24/7 access to personalized support, resources, and no-cost referrals. All calls are confidential one-on-one help from a master's-level specialist such as

a clinician, counselor, mediator, lawyer, or financial adviser who could help change your life for the better.

These professionals are trained to help you:

- Identify resources for managing stress, anxiety, or depression.
- Improve relationships at home or work.
- With legal and financial concerns.
- Find ways to help you cope with occupational stress and burnout.
- Address substance use issues.

Contact EAP directly at 1-888-887-4114. See attached for more information.

For employees with child or family coverage

- ◇ Newborns must be enrolled within 31 days of birth.
- ◇ Dependent children are eligible for coverage until the end of the month in which they turn 26. (Eligible disabled dependent children are the exception.)
- ◇ If a covered dependent child has a baby, that baby is not eligible for coverage unless that baby is a dependent of the grandparent subscriber for federal income tax purposes.



Administrative/Billing Contacts

If you do not have access to the SIMON platform and you handle HR or billing, please contact Vimly for login credentials. Enrollments, terminations, and billing can all be processed paperlessly through SIMON.

Vimly's contact information: hbp@vimly.com & (833) 570-5404

Upcoming Webinar Trainings

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.

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.



September 2023

September's Health Focuses

Each month, UHC and their partner Rally — who offers incentives and well-being programs — provide information on their selected health focus. The September selections are:

National awareness — childhood obesity and healthy aging

UHC's health tip — everyday nutrition

UHC's employer tip — enhancing employee social well-being

Rally mission — use the plate method

Information on each is attached.

Our goal is to keep the newsletter as brief as possible; however, we do not want members to miss out on beneficial information. Attachments may have links that provide more information. If you receive this by email, you may click the links as desired. If the newsletter is printed, you may want to print the additional linked information for your team. Previous newsletters and all (clickable) attachments can be found on HBP's website at: [Newsletters | Housing Benefits Plan](#)

Upcoming Conferences

The marketing team will be attending the following conferences as a vendor. Please come by our booth and say "hi".

September 16-19 KHA/TAHRA
Gatlinburg, TN

September 17-19 GAHRA
Savannah, GA

September 18-22 LHC
Shreveport, LA



When life feels challenging, get caring and confidential help

Your Employee Assistance Program (EAP) offers access to personalized support, resources and no-cost referrals. It's confidential one-on-one help from a master's-level specialist.

No-cost, 24/7 access to support in the moments that matter

EAP helps you and your family with a range of issues, including:

- Identifying resources for managing stress, anxiety and depression
- Offering specialized help in improving relationships at home or work
- Providing guidance on legal and financial concerns
- Finding ways to help you cope with occupational stress and burnout
- Connecting you with care for addressing substance use issues

**Call EAP at
1-888-887-4114**

- 3 free counseling sessions per incident, per year
- Confidential and private; services will not be shared with your employer



**Scan for
more info**

Use your phone's camera to scan this code and learn more.

The material provided through this program is for informational purposes only. EAP staff cannot diagnose problems or suggest treatment. EAP is not a substitute for your doctor's care. Employees are encouraged to discuss with their doctor how the information provided may be right for them. Your health information is kept confidential in accordance with the law. EAP is not an insurance program and may be discontinued at any time. Due to the potential for a conflict of interest, legal consultation will not be provided on issues that may involve legal action against UnitedHealthcare or its affiliates, or any entity through which the caller is receiving these services directly or indirectly (e.g., employer or health plan). This program and its components may not be available in all states or for all group sizes and is subject to change. Coverage exclusions and limitations may apply.

Insurance coverage provided by or through UnitedHealthcare Insurance Company or its affiliates. Administrative services provided by United HealthCare Services, Inc. or their affiliates.

**United
Healthcare**

Member Educational Materials for September

National Health Observance: National Childhood Obesity Awareness and Healthy Aging Month

September's Health Observance is National Childhood Obesity Awareness and Healthy Aging Month. Looking for educational information related to this topic? If so, check out the following UnitedHealthcare educational resources:

- [What's my BMI?](#)
- [High cholesterol](#)
- [Macular degeneration](#)

Health Tip Flier of the Month: Everyday Nutrition

UnitedHealthcare Health Tip Fliers may be a visual and engaging way of providing member-level education. Check out this month's Health Tip Flier on [Everyday Nutrition](#).

Macular degeneration

Helping you understand macular degeneration

Healthy aging doesn't just include your mind and body — but your eyesight too. Did you know macular degeneration (age-related macular degeneration, or AMD) is the leading cause of vision loss in America?¹ Our eyes are powerful machines, but just like any machine, they may get worn down over time. Think of your retina as a camera collecting hundreds of detailed pictures each day. The central part of your retina is called the macula. People living with macular degeneration usually have a macula with cells that are wearing down. This breakdown blurs the central vision needed to see fine detail, recognize faces, read and drive. There are two types (dry and wet) and three stages of macular degeneration.



UnitedHealthcare | Health Tip

Health tip: Everyday nutrition



A person's diet is an essential component of their current and future state of well-being. Healthy eating has many benefits. Eating a healthier diet may decrease the risk of getting diabetes, increase energy levels, improve heart health and help with weight management.¹

Healthy eating tips

Although there are countless "diets" and differing food philosophies, most will agree on some basic healthy eating habits. Some healthy eating tips include:

- Eating at regular intervals
- Eating a variety of foods
- Aiming for balanced meals
- Drinking water regularly and abundantly
- Including a lot of vegetables and moderate amounts of fruits in many colors

A healthier diet should provide adequate nutrients, including micronutrients and macronutrients. Micronutrients include vitamins and minerals that the body requires in smaller amounts and must be acquired from one's diet. Macronutrients are large and visible to the eye and are needed in larger quantities. Macronutrients include fats, proteins and carbohydrates, and are responsible for creating energy and building up the body's cells.

The quality of the nutrients is important

Examples of high quality carbohydrates include: Starchy vegetables such as yams, sweet potatoes, winter squash, etc. beans and legumes; and whole grains.

High quality protein sources include: grass-fed meat (sparsely), skinless poultry, wild caught fish and seafood, eggs, tofu, tempeh, cottage cheese and yogurt.

When it comes to fats, they are not created equal. Certain fats are beneficial and important to health such as olive oil, avocados, nuts and seeds, fatty fish and coconut. Other fats may be harmful to your health and should be limited. These include as highly processed vegetable oils, soybean and corn oil, margarine, shortening and saturated animal fats.

The importance of water

Although not categorized as a micronutrient or macronutrient, water is vital for the body to function properly. Our bodies are made up of 50% to 60% water and states of dehydration, and even suboptimal hydration, may lead to symptoms such as fatigue, constipation, dry skin and brain fog.

A person's hydration needs vary depending on many factors; however, a good rule of thumb is to drink ½ your body weight in ounces. For example, if you weigh 150 lbs., you should aim to consume 75 ounces of water or more each day.



continued



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A person's hydration needs vary depending on many factors; however, a good rule of thumb is to drink $\frac{1}{2}$ your body weight in ounces. For example, if you weigh 150 lbs., you should aim to consume 75 ounces of water or more each day.

Understanding portion sizes

Eating healthier is the goal; however, the portions of healthier foods are also important, especially for weight loss and maintenance. Calorie counting may be tedious and is not an exact science. A better strategy may be to use visual representations to ensure proper portions. Examples include:

- Fist = 1 cup, use for vegetables
- Deck of cards or computer mouse = 3 to 4 ounces, use for protein
- Tennis ball = ½ cup, use for grains such as rice or starchy carbohydrates such as potatoes
- Cupped handful = 1 ounce, use for nuts
- Tip of thumb = 1 tablespoon fat, use for butter or oil

Using smaller serving dishes may also help ensure proper portion sizes. Eating from a salad plate instead of a larger plate will help manage your portion sizes.

Another area to consider when eating healthier is to ensure you are eating a balanced diet. Load your plate with a lean protein source, a complex carbohydrate and a healthy fat source; additionally, load up on colorful fruits and veggies. When considering fruits and vegetables, more is always better. Fruits and veggies are powerful allies in maintaining health. Consumption of fruits and veggies may help to prevent cancer, decrease oxidative stress, maintain a healthy heart and promote a healthier weight.²

A healthier diet does not occur overnight. Focus on making better choices bite by bite, day by day, and you may be on your way to a healthier diet and lifestyle!



Sources:
¹ National Institute of Diabetes and Digestive and Kidney Diseases, Diabetes Diet, Eating, & Physical Activity, <https://www.niddk.nih.gov/health-information/diabetes/overview/diet-eating-physical-activity>, accessed August 2021.

² Fruit and Vegetable Consumption, National Cancer Institute, https://www.progressreport.cancer.gov/prevention/fruit_vegetable, accessed August 2021.

This information 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.

At-a-glance: Enhancing employee social well-being

New trends in wellness

While traditional employer-sponsored wellness programs primarily focus on physical health, many employers now include emotional health, and even job satisfaction, as important components of their program design. Today, some employers are shifting toward an even more holistic approach by including topics such as financial security and social connectedness opportunities.



Why enhance employee social connectedness?

Social connectedness is a key driver of well-being and resilience. Socially well-connected people are happier and healthier, are better able to handle daily stressors, and find solutions to the problems they encounter. Because your employees spend a majority of their time at work, work relationships are very important to their overall well-being. Friendships at work may be beneficial for the employee and the employer. According to recent research, 85% of U.S. employees who have close friends at work said they have made a positive impact on their careers. Additionally, 86% of employees who have close friends at work are more likely to have higher job satisfaction than those without close workplace friends.¹

How to help improve social well-being at work


- 1 Make well-being activities and challenges group-based
- 2 Create opportunities for employees to work collaboratively
- 3 Organize activities such as picnics, happy hours or volunteer opportunities
- 4 Host employee appreciation days throughout the year
- 5 Create a “social area” where employees can gather to socialize and recharge
- 6 Encourage team-building exercises, such as office trivia, book clubs or sports team

Member Educational Materials for September

Rally Mission of the Month: Use the plate method

Rally Missions may help support members in taking small steps to live healthier lives. Consider promoting this month's Rally Mission, **Use the plate method**.

Rally is available at no additional cost to members as part of their health plan benefits with UnitedHealthcare. Use the Rally Member Flier linked below to help promote Rally to members.



Use The Plate Method

Start using the plate method to control your meal portions. It helps you figure out the right amount of veggies, protein, grains, and healthy fats.

[Learn More](#)



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.

[Visit myuhc.com > Health & Wellness > Rewards > Rally](#)

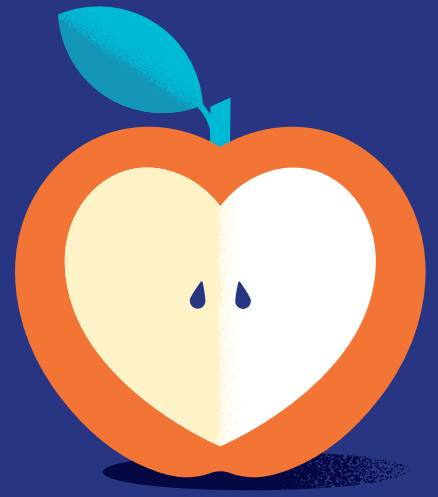
United Healthcare

Rally member flier





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Visit myuhc.com® > Health Resources > Rally

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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.

Insurance coverage provided by or through UnitedHealthcare Insurance Company or its affiliates. Administrative services provided by United HealthCare Services, Inc. or their affiliates.

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