

STEPS CHALLENGE

February 14, 2020

On January 30, 2020 the Fund furnished a notice regarding the Steps Challenge for the wellness program for 2020. The challenge will run from May 11, 2020 to **June 22, 2020**. The previous notice erroneously provided the challenge would end on June 15, 2020. We apologize for any confusion or inconvenience this may cause.

WHAT IS THE CHALLENGE AND WHO IS ELIGIBLE TO PARTICIPATE AND RECEIVE AWARDS?

- The challenge runs from **May 11th, 2020 to June 22nd, 2020** and is entirely voluntary.
- To successfully complete this challenge and be eligible for your 200 points, you will need to log **294,000 steps** within six weeks—an average of **7,000 steps** a day, using your Fitbit Versa 2 device.
 - Although wellness points and incentives are earned individually, team rankings are based on your team's step average. The team with the highest average number of steps at the end of six weeks will be the winner!
- You are eligible to earn incentive awards if you are:
 - a member of the Teamsters Local 170 Health & Welfare Fund and enrolled in a Fallon or a BCBSMA medical plan, or
 - a spouse or a dependent over age 18 of a Teamsters Local 170 Health & Welfare Fund member and enrolled in a Fallon or BCBMA medical plan.

If you have a disability and are unable to complete the challenge, a reasonable accommodation will be made available to you. That means that you will be given the opportunity to do something else to receive the incentives if you have a medical reason for not being able to complete the activities as listed above. There will be instructions on www.ahealthyme.com/login [on how to obtain your reasonable alternative or you can also contact BCBSMA Wellness Support at 888-617-0696, \(M-F, 8am-6pm EST\).](#)

Please note that you have a choice of whether or not you would like to participate in this or any of the Fund's other wellness programs. All of the Fund's wellness programs are voluntary and are administered according to federal rules permitting wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, among others.

The journey to a healthier you is a lifelong one—we're happy to continue working with you to make that happen!

Your partners in health,

The Board of Trustees
Teamsters Local 170 Health & Welfare Fund

****The incentives you receive through this program may be considered taxable income. Individuals should consult your tax advisor with any questions.***

*****Teamsters Local 170 Health and Welfare Fund does not discriminate on the basis of race, color, national origin, disability or sex.***

****** See attached Protections from Disclosure of Medical Information***

This document is intended to serve as a "Summary of Material Modifications" (SMM) pursuant to the requirements of Section 104 of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). This SMM is provided to notify you of certain changes to the Teamsters Local 170 Health & Welfare Fund Benefit Plan. The effective dates of the changes are noted. Please keep this SMM with your Summary Plan Description for future reference. This document summarizes certain provisions of the Plan. If there is any conflict between the terms of the Plan document and this document, the terms of the Plan document will govern. The Teamsters Local 170 Health & Welfare Fund reserves the right to interpret and resolve any ambiguities in the Plan or any document relating to the Plan. If you have any questions after reviewing the SMM, you may call the Health & Welfare Fund at 1-508-791-3416. The Teamsters Local 170 Health & Welfare Fund reserves the right to change or terminate the health care benefits you currently receive, to change or terminate the eligibility of classes to be covered by the health plan, to change or terminate any health plan term or condition, and to terminate the entire health plan or any part of it at any time and for any reason. No consent of any employee/retiree is required to terminate, modify, amend or change the health care benefits provided by Teamsters Local 170 Health & Welfare Fund.