



TEAMSTERS LOCAL 170 HEALTH & WELFARE FUND

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2026 SPRING STEPS CHALLENGE

January 30, 2026

Get a New Fitbit Versa 4 and \$200!! HERE'S HOW.....

Dear Teamsters Local 170 Health & Welfare Fund Member:

This letter is to inform you of the 2026 Spring Steps Challenge.

2026 SPRING STEPS CHALLENGE

The Teamsters Local 170 Health & Welfare Fund Board of Trustees is excited to announce another new wellness program for 2026! The challenge will run from **April 14, 2026 – May 12, 2026 at 11:59 pm EST**. Registration begins on **Monday, March 30, 2026, and ends on April 13, 2026**.

In addition to the Spring Steps Challenge, please enjoy the resources and features of the platform all year round. While the Spring Steps Challenge is the only opportunity to earn an incentive, we encourage you to use the tools and content available throughout the platform to support your wellness goals.

In this challenge, you will have the opportunity to receive a **Fitbit Versa 4**, an activity and sleep wristband that tracks steps, distance, heart rate, calories burned, and more. Registering for the Steps Challenge automatically qualifies you to receive the Fitbit Versa 4.

By **registering** and successfully **completing** the Steps Challenge (196,000 steps in four weeks or an average of 7,000 steps a day), you can earn both the **Fitbit Versa 4** and a **\$200 gift voucher!**

Please remember that you must complete the following steps to earn your incentives (**see the supplemental instructions guide for more details on each step**).

- Register on the new platform at wellness.ahealthyme.com and enroll in the challenge by the registration deadline (April 13) to receive a Fitbit.
- Connect your Fitbit Versa 4 to your ahealthyme account.
- Complete the Steps Challenge goal by logging at least 196,000 steps during the four weeks (an average of 7,000 steps a day) and receive a \$200 gift voucher.
- Upon completion of the Steps Challenge, you will be sent a \$200 gift voucher to be redeemed at a merchant of your choice.
 - If you did not receive your voucher, please notify the Fund by **September 30th, 2026**.

Eligibility

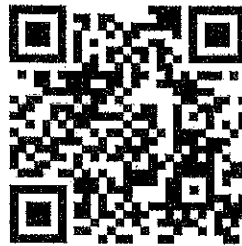
You are eligible to earn incentive awards if you are:

- A member of the Teamsters Local 170 Health & Welfare Fund and enrolled in 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 BCBMA medical plan.

Reasonable Alternative

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*. Recommendations from your personal doctor will be accommodated, or you are welcome to take the Reasonable Alternative. Please notify the Teamsters Local 170 H&W Fund if you require a different alternative.

To complete the Reasonable Alternative, read the article and complete the quiz using the following QR Code:



***You must still enroll in the challenge to earn a Fitbit Versa 4 even if you are taking the Challenge Reasonable Alternative.**

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.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and the Fund may use aggregate information it collects to design a program based on identified health risks in the workplace, Teamsters Local Health and Welfare Fund nor BCBSMA will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) [indicate who will receive information such as "a registered nurse," "a doctor," or "a health coach"] in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact BCBSMA Customer Service at 1-800-217-7878.

SPRING STEPS CHALLENGE REGISTRATION GUIDE

STEP 1: CREATE A NEW ACCOUNT ON AHEALTHYME

Please Note: Everyone will need to create an account on this new platform

- Go to your [MyBlue](#) account and login
- Go to the My Care tab and click on ahealthyme – this will bring you to the ahealthyme login page
 - You can also access via the direct link: wellness.ahhealthyme.com
- Click on the “[Click here to register](#)” button and create a new account using your name and email address:

AHEALTHYME®

Blue Cross Blue Shield of Massachusetts is an Independent Licensee of the Blue Cross and Blue Shield Association.



Login

Username:



[Forgot Username](#) ⓘ

Password:



[Forgot Password](#) ⓘ

✓ Submit

[Click here to register](#)

Having problems? Contact Vivacity:

Email: ahhealthyme@vivacity.net

Call toll free: 1-844-960-4806

- If you have any issues logging in, call ahealthyme Wellness Support at 844-960-4806, M-F 10 am – 7 pm EST or email ahealthyme@vivacity.net

STEP 2: REGISTER FOR THE STEPS CHALLENGE

- Log into your ahealthyme account at wellness.ahealthyme.com
- Once logged into the website, sign up for the challenge by clicking on the “Wellness Challenges” tile:



- Go to View Challenges → Select the Step It Up! Challenge → Enroll in Challenge



- You will then be prompted to join a team. If you want to create a team, select “Create Team”



- Create a “Team Name”, select a “Team Color”, and then select “Save”

Create Team

Team Name: Mountain Bikers

Team C Lions

Team Color

Save

Cancel

- You will then be directed to your team's leaderboard and social wall.

Team C Lions

Post

Team Leaderboard

View all your steps

Your leaderboard is currently being calculated. Check back soon.

Post on Challenge Wall

Remember

The team score is an average based on the contributions of all team members. The higher your personal contribution, the better the team average. Make sure all team members work together to climb the leaderboard!

- If you do not want to create a team, select "Join" next to the team you'd like to join.

Challenge Teams

Create Team

Join

Team C Lions

Join

- You will then be directed to your team's leaderboard and social wall.
- Once you register for the Spring Steps Challenge, a Fitbit Versa 4 device will be mailed to your home.

STEP 3: CONNECT YOUR FITBIT DEVICE TO AHEALTHYME

In the Wellness Challenges tile:

- Connect your new Fitbit (or your preferred tracking device) account to your ahealthyme account by clicking on “**Manage Devices**” and then Connect/Manage Devices. Select which device you would like to sync. **Note that your steps will not convert to the challenge until you complete this step.**

+ Challenge Details

Manage Devices



- If you have any issues with or questions about syncing your Fitbit or preferred device, contact ahealthyme Support at 844-960-4806, M-F 10 am – 7 pm EST or email ahealthyme@vivacity.net

On the Dashboard:

- You can also sync your Fitbit or preferred tracking device on the Devices & Trackers tile on the homepage:



FREQUENTLY ASKED QUESTIONS:

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

- The challenge runs from **April 14th, 2026 – May 12th, 2026 at midnight**, and is entirely voluntary.
- To successfully complete this challenge, you will need to log **196,000 steps** within four weeks—an average of **7,000 steps** a day, using your Fitbit Versa 4 or preferred 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 four 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 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 BCBMA medical plan.

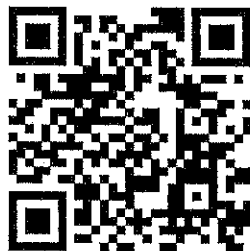
HOW DO I RECEIVE MY \$200 COMPLETION AWARD?

- Upon successfully completing the challenge, you will be eligible to receive a \$200 gift voucher.
- Vouchers will be mailed out after the challenge has closed and you can redeem the \$200 voucher at your preferred merchant by following the directions on the voucher letter.
 - You will be able to select your preferred gift card delivery method (physical mail or e-gift card) upon redeeming.
- If you did not receive your voucher, please notify the Fund by **September 30th, 2026**.

WHAT IF I CANNOT COMPLETE THE PHYSICAL CHALLENGE?

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*. Recommendations from your personal doctor will be accommodated, or you are welcome to take the Reasonable Alternative. Please notify the Teamsters Local 170 H&W Fund if you require a different alternative.

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