



TO YOUR HEALTH!

JANUARY/FEBRUARY NEWSLETTER

Welcome to 2018! As we set goals for the year, To Your Health is here to help you get and stay healthy. In this newsletter's spotlight we profile two associates who earned a financial reward through the **Associate Health Improvement Program (A-HIP)** in 2017 by making lifestyle changes that led to an improvement in their biometric values, such as BMI or blood pressure. Click [here](#) to learn more about the program and how to join.

February is **American Heart Month**! Visit the Associate Wellness food tastings during the Blood Pressure Screenings at various campuses throughout the [month](#).

TIPS & NEWS

February is American Heart Month!

Fat and Your Heart

There are many ways to stay heart healthy such as exercise, healthy eating habits and not smoking. In this video, CBS This Morning anchors and cardiologist Dr. Tara Narula talk about the different types of fats and which is best for your heart.

Many times figuring out the right foods to stay heart healthy can be confusing. In this [article](#), the verdict on eggs and heart health is discussed!



Using Meditation to Improve Your Heart Health

Stress, and how to manage our stress, can also have an impact on our heart health. The American Heart Association recently noted that meditation may be helpful to some people who want to reduce the risk of heart disease. To learn more about how meditation can possibly contribute to a healthy heart, read this [article](#).

ASSOCIATE SPOTLIGHT – A-HIP WINNERS

The Associate Health Improvement Program (A-HIP) assists and rewards associates for making positive lifestyle improvements. Below are two associates who are currently participating in the program, and have received monetary rewards in their paycheck!



Ellen Manopoli, Care Guidance Program, Yonkers Campus

Ellen says, “as a registered nurse with Montefiore’s Care Guidance Program, I always prided myself with trying to lead a healthy lifestyle and I am happy to be able to assist associates with their journeys to achieve optimal health. Like many of us, I had become a stress eater and knew that my weight was creeping up, but I did not realize quite how much I was jeopardizing my health. My big wake-up call came when I attended an A-HIP screening in March 2017. I was totally shocked to see that my A1c had crept up and that my LDL blood cholesterol was outside of the low risk category.

I made dietary changes to reduce my weight and utilized the nutrition, exercise and resource library available on the ‘To Your Health’ wellness portal. I became a woman on a mission. I attended Associate Wellness nutrition counseling to get the guidance of an expert, and I learned so-o-o much. I began writing down all my food and liquid intake. I also knew that exercise had to become a priority as well. I began logging my activities as well as my food and liquid intake on the wellness portal to keep myself

accountable. I utilized as many of the offerings of the To Your Health wellness program as possible, including the monthly wellness programs, the mindfulness and meditation offerings, and the Healing Arts Relaxation Hotline.

In August 2017 I was pleasantly surprised at the results of my A-HIP screening, all my biometric measures dramatically improved and I lost over 30 pounds. My efforts paid off and I will continue to take advantage of the many offerings Montefiore provides to achieve optimal health, including the Associate Wellness programs, the wellness portal, and the Care Guidance program.”

Joan Chaya, Workforce Development & Management, Yonkers Campus

Joan says, “in April 2017 I had the opportunity to attend the Montefiore ‘To Your Health!’ program’s A-HIP screening and learned about the wellness portal that provided me with information on how I could improve my biometric measure numbers. I took advantage of the telephonic health coaching through Montefiore’s wellness portal so that I could discuss my wellness scores and review my wellness plan. When it comes to health and wellness I have always prided myself in my ability to make smart choices, but somehow, I got derailed. I reviewed my meal planning, and although I had some good habits I needed to commit to whole foods and re-evaluate my portion sizes. I also needed to recommit to an exercise plan.

Now when I wake up in the morning I’ve already planned if it will be a gym day or not, and I bring my healthy snacks and lunch options with me so I can eat more whole foods. These habits are already paying off and I am delighted to report that I am feeling healthier and more energetic. I appreciate the tips I learned and the coaching I received from the wellness portal. I am happy to share that my commitment to wellness is once again a habit.”



Associate Wellness has screened over 700 associates, and many have succeeded in making positive improvements in 2017! In total, associates have made 67 improvements to lower risk zones for payouts totaling \$6700! Want to join? Look out for our screening announcements in the new year, or bring the [provider form](#) to your provider to be completed. Once it's sent in or after you attend a screening – you're enrolled if outside of low risk! Then utilize Montefiore and community resources to make healthy changes. When those improvements are verified by either the submission of an updated provider form or when you're rescreened, you'll automatically **see the rewards in your paycheck – \$100 for each improvement in each category!**

GO FOR THE GREEN				
BIOMETRIC MEASURES				RISK ZONE
BMI Body Mass Index Height/Weight Ratio	LDL Blood Cholesterol (BAD)	SBP Systolic Blood Pressure	A1c Diabetes Risk	
		160 and up	8.0 and up	
30 and up	160 mg/dL and up	140-159	6.5-7.9	
25-29.9	130-159 mg/dL and up	120-139	5.7-6.4	
18.5-24.9	129 mg/dL and under	119 and under	Under 5.7	
17.5-18.4				
Low Risk Moderate Risk High Risk Very High Risk				

Laboratory tests done in the last six months with a physician can be used as your baseline values for the A-HIP program.

Learn more in the [Program Guide](#), or visit [A-HIP on MyMonteBenefits](#).

WHAT'S NEW

- [It's a new incentive year! Annual Wellness Portal Health Assessment & Workshop – earn \\$30!](#)
 - [Montefiore's Healthy Habits Raffle – enter to win one of six \\$1000 prizes each quarter](#)
 - [February Associate Wellness Program – Food Tastings for American Heart Month](#)
 - [Sign-up for FREE Wellness Coaching and Nutrition Counseling \(multiple locations\)](#)
 - [Sign-up for FREE Telephonic Health Coaching on the Montefiore Wellness Portal](#)
 - [Weight Watchers: New Programs!](#)
 - [Healthy Pick: Five Weight Watchers Zero Points® Recipes](#)
 - [To Your Health! Services](#)
 - [January Calendar of Events](#)
 - [February Calendar of Events](#)
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January starts a new year to earn \$30 for completing the Portal Health Assessment & Workshop



Associates can earn a \$30 reward in their paycheck each year when they complete the Wellness Portal Health Assessment and Workshop! (You must complete **both** items to receive the incentive.) For more information click [here](#). To get started, visit toyourhealth.montefiore.org.

*Monetary rewards (i.e. gift cards and reward inclusion in paycheck) are considered income subject to federal, state and employment tax withholding, and reporting on Form W-2, unless a specific exemption applies.

New 2018 Healthy Habits Raffle Campaign: More ways to earn!

Healthy Habits Raffle Campaign 2018

Win one of six \$1,000 prizes every quarter by completing the activities below

This year we've expanded the list of activities available for raffles, with new items in bold! To be entered, log on to the Wellness Portal at ToYourHealth.Montefiore.org and visit the Incentives page to record your activities.

	Physical Wellness	Tickets	Frequency
	5 Rhythms	2	Monthly
	Talk to a Trainer on the Wellness Portal	1	Monthly
	Wellness Portal - Exercise Workshop (6 weeks)	2	Once Annually
	Gym Membership/Class Program (such as ClassPass) - must verify	5	Once Annually
	Wellness Portal - Sleep Health Workshop (8 weeks)	2	Once Annually
	Holistic Wellness	Tickets	Frequency
	'Wellness Coaching' Appointment (with Associate Wellness)	5	Twice Annually
	Register with Care Guidance	5	Once
	Telephonic Health Coaching Appointment	3	Quarterly
	Live Associate Wellness Monthly Program	3	Monthly
	Wellness Portal - Life Balance Workshop (8 weeks)	2	Once Annually
	Financial Wellness	Tickets	Frequency
	MyMonteBenefits Website Visit	2	Quarterly
	Wellness Portal - Financial Wellness Workshop (4 weeks)	2	Once Annually
	Meet with a Montefiore 403(b) Fidelity Representative	5	Once Annually
	Attend Montefiore Fidelity Financial Webinar	1	Monthly
	Nutritional Wellness	Tickets	Frequency
	'Nutrition Counseling' Appointment (with Associate Wellness)	5	Twice Annually
	Weight Watchers Registration	3	Once
	Weight Watchers for Diabetes Registration	3	Once
	Associate Wellness Food Tastings	1	Monthly
	Dietitian/Nutrition Series (6 weeks)	5	Once Annually
	Wellness Portal - Nutrition Workshop (4 weeks)	2	Once Annually
	Other Wellness Portal Activities	Tickets	Frequency
	Answer Portal Question of the Month	1	Monthly
	Upload a Healthy Recipe to the Portal	1	Monthly
	Writing a Blog Post on the Portal	1	Monthly
	Login to the HealthyNow App	1	Monthly

If you have questions or need assistance, please contact
ToYourHealth@montefiore.org.

Activities must be verified

Montefiore
To Your Health!
Montefiore for a Healthy You

Visit the incentive page on the wellness portal to log your activities! For more information click [here](#).

Need instructions? Click [here](#)!

February Associate Wellness Program: Tasting Tables at Heart Month Blood Pressure Screenings February 7th – 27th, 2018

Stop by our Associate Wellness tasting tables at the Heart Month Blood Pressure Screenings to sample simple heart-healthy recipes! A Montefiore registered dietitian will be on hand to answer your questions.

Campus	Location	Date	Time
Moses	Grand Hall	Wednesday, February 7 th	11:30am-1:30pm
Wakefield	Cafeteria	Thursday, February 15 th	11:30am-1:30pm
Einstein	Cafeteria	Thursday, February 22 nd	11:30am-1:30pm
Tarrytown	Cafeteria	Tuesday, February 27 th	11:30am-1:30pm

All participants will earn 3 raffle entries for each Associate Wellness program in the Healthy Habits Raffle Campaign, where six \$1000 prizes are raffled off each quarter. Click on the [calendar](#) to view dates and locations or view the flyer [here](#).

Sign-up for FREE Wellness Coaching & Nutrition Counseling – at Multiple Campuses & Telephonically!

Did you know that Montefiore offers in-person wellness coaching and nutrition counseling to associates for FREE each year? Get the support you need by creating a plan and working towards positive changes! Click [here](#) to learn more about Supportive Wellness Services and [here](#) for nutrition counseling information.



NEW: Telephonic Health Coaching on Montefiore's Wellness Portal

Montefiore's To Your Health! Associate Wellness Program now has free telephonic health coaching available to all associates! Associates are provided an unlimited number of visits with a Registered Nurse who can assist in any lifestyle or health changes you're looking to make currently or in the future.

To sign-up for an appointment, log into the wellness portal at toyourhealth.montefiore.org and then pick your appointment time on the calendar. It's that easy!

To view the flyer and learn more click [here](#).

NEW from Weight Watcher's

Weight Watcher's (WW) Freestyle

Looking for a solid support system for your 2018 resolution but don't want to go on a "diet"? Just launched in December 2017, the WW Freestyle program builds off the research based and already effective SmartPoints® system to provide more flexibility – to encourage even more weight loss and maintenance success! Click [here](#) to view a fact sheet. You can also listen to a [webinar](#) about the new program.

Montefiore associates can take advantage of a 50% discount for all three of the WW programs: WW Meetings (we now have seven on-site meetings across the Montefiore system), WW for Diabetes (where you are provided a Certified Diabetes Educator) or WW OnlinePlus. Click [here](#) for more details.

WW Webinar

Members and non-members can check out a WW monthly webinar:

Webinar Topic	Date	Time
A Transformation Story	Friday, February 9 th	12:00p.m. EST



Healthy Pick: Five Weight Watchers Zero Points® Recipes

The new Weight Watchers Freestyle program has an expanded list of over 200 zero-Points foods, providing people with more freedom and flexibility.

Check out these five [recipes](#), such as baked chicken with lemon and fresh herbs, or a black-and-white bean salad, and write us at

toyourhealth@montefiore.org with a review if you give it a try!

TO YOUR HEALTH! SERVICES

Check out all the resources To Your Health! has to offer:

Fitness Opportunities	Nutrition	Supportive/ Emotional Well-Being	Programs
5Rhythms	Wellness Portal	Healing Arts	Care Guidance Program
Gym Discounts	Weight Watchers	Supportive Wellness Services/Health Coaching	Diabetes Prevention Programs
Montefiore Mile		Unwind with Guided Relaxation Tracks Call: 718-920-CALM	Employee Assistance Program / Members Assistance Program (1199SEIU)
		Supporting Healthy Relationships Workshops	
		Parenting Group Program	

[Learn more about these programs on our To Your Health! Website](#)

In each newsletter in 2018, we'll profile a To Your Health! Service, in this issue we profile Care Guidance:



The **Care Guidance Program** provides FREE health and lifestyle assistance and support to Montefiore associates and their family members who are covered by Montefiore's Empire BlueCross BlueShield medical plans.*

This voluntary and confidential program can assist qualifying associates navigate health needs such as questions about individual health or medications, finding a healthcare provider or dealing with a significant change in your health or life. To learn more call 855.MMC.WELL (855.662.9355) or email

mmccareguidance@montefiore.org. *MonteCare EPO, MonteCare PPO, MontePrime EPO and Registered Nurses (NYSNA) Health Plan.

JANUARY EVENTS

Mon	Tues	Wed	Thur	Fri
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25 Weight Watchers Yonkers, Fordham	26
29 Weight Watchers Wakefield	30	31 Weight Watchers Moses, Einstein, Tarrytown, Hutch		

FEBRUARY EVENTS

Mon	Tues	Wed	Thur	Fri
			1 Weight Watchers Yonkers, Fordham	2 A-HIP Biometric Screening Einstein 12:30pm-6:00pm
5 Weight Watchers Wakefield	6	7 Weight Watchers Moses, Einstein, Tarrytown, Hutch Wellness Program: Tasting Tables Moses Grand Hall 11:30am-1:30pm	8 Weight Watchers Yonkers, Fordham	9
12 Weight Watchers Wakefield A-HIP Biometric Screening Yonkers 12:30pm-6:00pm	13	14 Weight Watchers Moses, Einstein, Tarrytown, Hutch	15 Weight Watchers Yonkers, Fordham Wellness Program: Tasting Tables Wakefield Cafeteria 11:30am-1:30pm	16
19 Weight Watchers Wakefield	20 5Rhythms TLC Grand Hall 5:15pm-6:15pm	21 Weight Watchers Moses, Einstein, Tarrytown, Hutch	22 Weight Watchers Yonkers, Fordham Wellness Program: Tasting Tables Einstein Cafeteria 11:30am-1:30pm	23
26 Weight Watchers Wakefield	27 Wellness Program: Tasting Tables Tarrytown Cafeteria 11:30am-1:30pm A-HIP Biometric Screening Tarrytown 10:00am-2:00pm	28 Weight Watchers Moses, Einstein, Tarrytown, Hutch		