



Tobacco Program Guidelines

Program Year 2021, Plan Year 2022

Research shows that sustained use of nicotine products and prolonged exposure to tobacco smoke creates significant health risks. Data supports that nicotine dependence may require repeated attempts to quit and the use of multiple interventions. However, effective treatments exist that can increase long-term abstinence¹.

Manatee Your Choice Health Plan remains firmly committed to supporting the health and well-being of our members. In keeping with that commitment, the Tobacco Program Guidelines establish the following requirements:

Program options to enhance motivation to quit while meeting qualifying requirements. Programs include:

- Ultimate Plan Early Upgrade will be offered to members who complete 2 negative lab draws a minimum of 90 days apart and medical qualifying events. Members will be eligible to upgrade early without waiting for the new plan year. See details on page 3.
- Known nicotine-exposed members who quit and qualified for the 2019 and 2020 Ultimate Plan will be required to verify continued nicotine-free status with a lab draw using QE labs by 6/30/2020. See details on page 2.
- Resources to help you quit. See details on page 5&6:
 - Tobacco Cessation Aides (Prescription and Non-Prescription)
 - One-on-One Coaching

The following Tobacco Program Requirements are offered to all members of the Your Choice Health Plan as a Healthy Lifestyle Initiative and apply to those adults age 19 or older who desire to qualify for the Ultimate or Best Plan.

1. PURPOSE:

- a. These requirements apply to all members 19 years of age and older enrolled in the Manatee Your Choice Health Plan as it relates to nicotine exposure. Any member who can be considered nicotine-exposed (refer to definitions below) is subject to the terms of these requirements.

2. DEFINITIONS:

a. Nicotine Exposed:

Any member who has completed a Tobacco Qualifying Event who has not shown evidence of being nicotine free by completing Ultimate Plan Early Upgrade process.

and/or

Any member who has tested positive for cotinine, including members exposed through direct tobacco product use, ⁱⁱ and/or exposed through the use of nicotine replacement therapies ⁱⁱⁱ and/or electronic nicotine delivery systems (e-cigarettes).

and/or

Any member identified as using a pharmacological intervention for tobacco cessation and has not shown evidence of being nicotine free.

and/or

Any member who uses a nicotine product regardless of method and frequency of use.

b. Cotinine:

Cotinine is a chemical that is made by the body from nicotine, which is found in tobacco products. People who do not use nicotine products or who are not exposed to environmental tobacco smoke should not have measurable cotinine. Manatee Your Choice Health Plan establishes cotinine level through a blood draw to determine eligibility for the Ultimate Plan.

3. QUALIFYING REQUIREMENTS:

a. **Qualifying for the 2021 Ultimate Plan**

i. For Members who completed early upgrade in order to qualify for the 2020 Ultimate Plan and want to qualify for the 2021 Ultimate Plan:

1. These members will be required to verify their continued nicotine-free status by providing one negative cotinine lab draw at any time during the qualifying period for plan year 2022 (i.e. prior to June 30, 2020).
 - a. Members must use their qualifying lab draw to verify their nicotine-free status at no charge.
2. Members are strongly encouraged to report relapse and to obtain assistance and support through Relapse Prevention Services. Members who report relapse and participate in Relapse Prevention Services will be allowed reasonable opportunity to renew a commitment to remaining nicotine-free and complete the required verifying lab draws without penalty.
 - a. Relapse Prevention Services may include individual coaching and 90 days of

tobacco cessation aides at no charge. Members should contact Vanessa Rene at 941-748-4501 x6418 or vrene@manateeyourchoice.com for additional requirements.

3. Members who do not submit the required negative blood draw during the qualifying period for plan year 2021 or participate in Relapse Prevention Services will be considered nicotine-exposed.
 4. Members who quit and qualified for the 2021 Ultimate Plan who do not submit one negative blood draw will not be eligible for the 2022 Ultimate Plan.
- ii. For Members who want to become nicotine-free and eligible for the Ultimate Plan in 2022:
1. Absence of nicotine/cotinine will be verified by 2 negative lab draws a minimum of 90 days apart. Members must contact Vanessa Rene at 941-748-4501 x6418 or vrene@manateeyourchoice.com to get started.
 2. Medical Qualifying Events (qualifying comprehensive lab panel, wellness exam, age-based screenings and Blueprint HRA) must have been completed in the past Qualifying Event year.
 3. Members who have met the first two criteria will be allowed an early upgrade to the Ultimate Plan effective the first day of the month following successful completion of 2 negative lab draws and medical qualifying events.
 4. Members who are allowed an early upgrade will be required to again verify their nicotine-free status with a negative lab draw during the following qualifying year (January 1 – August 31).
 5. These Guidelines do not apply to members who are not known to be nicotine-exposed.
 6. A nicotine exposed member wishing to be eligible for the Ultimate Plan, must contact Vanessa Rene at 941-748-4501 x6418 or vrene@manateeyourchoice.com in order to get started.
 7. Costs for requested lab draws will be determined by the member's plan level schedule of benefits. The cost of the lab is around \$90-\$100; the exact cost is based on Quest and Aetna's contracted rates. If the deductible has not been met, the member will be responsible for the entire cost. If the deductible has been met, then the member will be responsible for a coinsurance percentage based on their plan level (Best – 20%; Better – 25%; Basic – 50%).
 8. Any member testing positive for cotinine will not be eligible for the Ultimate Plan.
 9. Any member showing absence of nicotine to qualify for the Ultimate Plan agrees

to and is subject to future cotinine testing to verify compliance with non-nicotine use throughout the Qualifying and/or Plan Year.

iii. Self-Identified New Enrollee, Quit and Wanting to Early Upgrade – Benefits Effective Date 1/1/2021 and After

1. New Enrollee who self-identified on EHB paperwork and is not 90 days free from nicotine, has quit and is requesting early upgrade will be required to:
 - a. Complete 2 negative cotinine lab draws 90 days apart (QE lab and/or ordered by Tobacco Cessation Program Advocate), then
 - b. Be upgraded to ULTIMATE the 1st of the month following 2nd negative cotinine lab

4. GENERAL GUIDELINES

- a. Any member disputing the results of any cotinine test may request a retest within 30 days of the original test. The member agrees to retest within 48 hours of contact with Tobacco Program Coordinator, Vanessa Rene at 941-748-4501 x6418 or vrene@manateeyourchoice.com.
- b. Members who fail to report that they started using nicotine-containing products and identified by QE labs will be downgraded to the Best plan effective the month following their positive lab draw.
- c. Members who report they started using nicotine-containing products will be placed in the Best plan effective the month following their reported nicotine status change.

5. RESOURCES TO HELP MEMBERS QUIT

a. **Tobacco Cessation Aids**

- i. Manatee YourChoice Health Plan offers numerous tobacco cessation aids to assist with opportunities to quit. They include Nicotine Replacement Therapy (patch, gum and lozenge), Bupropion (Welbutrin), Varenicline (Chantix). Electronic cigarettes are not an approved tobacco cessation aid and are not covered.
 1. Prescription cessation aids can either be prescribed by your PCP or you could schedule an appointment with our Nurse Practitioner at Employee Health Benefits by calling the LAMP line at 941-741-2995 (press 2).
 2. Non-prescription cessation aids can be ordered by Vanessa Rene, Manatee YourChoice's Pharmacy Technician at 941-748-4501 x6418 or vrene@manateeyourchoice.com
- ii. All covered tobacco cessation aids will be provided free of charge to nicotine-exposed members of Manatee YourChoice Health plan.

- iii. Members must contact Vanessa Rene at 941-748-4501 x6418 or vrene@manateeyourchoice.com for instruction and authorization of all covered tobacco cessation aids.

b. One-on-One Coaching

- i. Receive 5 sessions of individualized coaching with a Licensed Mental Health Counselor (LMHC). For more information contact Diane Glasser at 941-748-4501 x6418 or vrene@manateeyourchoice.com

Termination for failure to cooperate- Benefit Plan Document

If a covered person knowingly gives or allows to be given to the Plan Sponsor or its representatives incorrect or incomplete information about himself or herself, or another covered person, the coverage of the Covered Person who gave the information or on whose behalf it was given may be terminated upon thirty (30) days written notice from the Plan Sponsor. The covered Person shall be responsible for all costs incurred by the Plan because of misrepresentation.

i Treating Tobacco Use and Dependence. Clinical Practice Guideline 2008 Update; US Dept of Health and Human Services Public Health Service, May 2008.

ii An update of the Report of the US Surgeon General on the health consequences of involuntary Exposure of Tobacco Smoke concluded that “there is no risk-free level of exposure to secondhand smoke” (Journal of Health and Productivity, V.2, Number 2; Oct 2007, pg 17).

iii Cotinine testing cannot differentiate the source of nicotine exposure. Because the health effects of long term exposure to nicotine cannot be verified by current research, we believe it is best practice to eliminate any exposure to nicotine.