

Johns Hopkins EHP Medical Plan

Summary Plan Description Excerpt

Tobacco Cessation and Tobacco Free Credit

During annual open enrollment, you will have the opportunity to certify that you do not use tobacco products of any type and participate in voluntary nicotine testing. Tobacco products include cigarettes, cigars, pipes, snuff and chewing tobacco, and nicotine replacement products such as e-cigarettes, patches, inhalers, nasal sprays, lozenges or gum.

If you certify that you do not use tobacco products, then provided you take and pass the nicotine test as explained below, you will receive a tobacco free credit during the following plan year. Nicotine testing does not apply to family members. The amount of the credit will be announced each year during open enrollment.

If you cannot certify that you do not use tobacco products, you can still receive the credit by completing a tobacco cessation program approved by the Johns Hopkins Human Resources Department. The credit will take effect for the month that begins after you submit satisfactory proof that you completed the tobacco cessation program. You must submit the proof to the address shown in the open enrollment materials. Johns Hopkins pays for the tobacco cessation program and most prescribed tobacco cessation medications are covered at no cost to you.

The EHP Medical Plan covers both prescription and OTC tobacco cessation products (including Chantix), limited to FDA approved dosages. For coverage of OTC products, a prescription from a physician is required. No copay applies to most prescribed tobacco cessation medications.

If you cannot certify that you do not use tobacco products, you can also receive the credit if you submit a letter on your physician's letterhead which states that (1) it is unreasonably difficult for you to quit using tobacco products or (2) it is medically inadvisable for you to try to quit using tobacco products. You must submit the physician letter to the address shown in the open enrollment materials before the last day of open enrollment. The physician letter only gets you the credit for one year at a time. You must submit a new physician letter each year before the last day of open enrollment in order to receive the credit for the following year.

You will have the opportunity to qualify for the credit every year during open enrollment.

Nicotine Testing

In order to be tested to confirm that you do not use tobacco products, you must sign a nicotine testing consent form and submit to voluntary nicotine testing. Johns Hopkins pays for the testing and determines the testing requirements. You will not receive the credit if you refuse to sign the consent form, if you fail to take the test, or if you test positive for nicotine. If you test positive for nicotine and you believe the result is a false positive, you will be allowed to take a second test at no charge. There will be no third test.

The results of the nicotine test will be used only to determine the presence of nicotine in your system for purposes of receiving the tobacco free credit. The results of the nicotine test will be known to the testing company that administers the test, and to personnel in the Johns Hopkins Human Resources and Payroll Departments responsible for the tobacco free credit program. The results of the nicotine test will be kept confidential and will be treated as protected health information under the HIPAA Security and Privacy Regulations. The results will be used and disclosed only to the minimum extent necessary to administer the tobacco free credit.

If you test positive for nicotine, you cannot then receive the tobacco free credit by completing a tobacco cessation program or submitting a letter from your physician. If you use tobacco products and want to receive the credit by completing a tobacco cessation program or submitting a letter from your physician, you must not certify that you do not use tobacco products.

If you are a new hire, during orientation you will be offered a voucher to use to be tested for nicotine at a laboratory at no charge to you. If you test negative, you will receive the tobacco free credit for the rest of the calendar year in which you are hired, starting with the first pay period of the month after you submit the negative test results. For voucher testing completed after September 1, the results will be rolled over and also count for the following calendar year. Otherwise, to continue receiving the credit in future years, you must qualify for the credit during open enrollment as explained above. Unless and until you submit negative test results, you will not receive the credit during the calendar year in which you are hired.

The same voucher testing process applies if you first enroll for EHP Medical Plan coverage during the plan year but are not a new hire (for example, you have a change in status or a Special Enrollment situation).

More information about the tobacco free credit and nicotine testing is contained in the enrollment materials. For more information about available tobacco cessation programs, contact Healthy at Hopkins Wellness Services, Osler Building, Seventh Floor at 410-955-9538. You may also contact EHP Health Coaching at 1-800-957-9760 or healthcoach@jhhc.com.