



Important Plan Notices

Notice Regarding Medical Plan Updates

Due to the Affordable Care Act (ACA), several additional preventive services will be covered in-network with no cost sharing. These services include diabetes screening (adults 40-70 whom are overweight/obese), high blood pressure screening for adults, and tobacco use counseling and interventions. [A complete listing of services can be located on the Broward Health employee intranet page under the HR/Benefits tab or the Health Care.Gov website.](#)

ACA New Rule Section 1557

Broward Health is committed to providing all eligible employees health care benefits and will never discriminate against any individual regardless of the basis of race, color, national origin, gender, gender identity or gender expression, pregnancy, sexual orientation, religion, age, disability, military status, genetic information or any other characteristic protected under applicable Federal or state law.

Notice Regarding Wellness Programs

Broward Health has a voluntary wellness program available to all employees. The program is administered according to Federal rules permitting employer-sponsored 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, as applicable, among others.

Wellness Programs' Reasonable Accommodation for the HRA, Tobacco & Flu Discounts

If you are unable to participate in any of these programs under HIPAA, GINA, ADA or the ACIP, you may request a reasonable accommodation or an alternative standard by contacting EAP at 954.847.4EAP. Approved exemptions will be considered as compliant for applicable discounts and/or credits.

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 Broward Health may use aggregate information it collects to design a program based on identified health risks in the workplace, Broward Health 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. 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.



Important Plan Notices

COBRA Notice

If you recently gained coverage under a group health plan (the Plan). You have a right to COBRA continuation coverage, which is a temporary extension of coverage under the Plan. The COBRA notice explains COBRA continuation coverage, when it may become available to you and your family, and what you need to do to protect your right to get it. When you become eligible for COBRA, you may also become eligible for other coverage options that may cost less than COBRA continuation coverage.

The right to COBRA continuation coverage was created by a Federal law, the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). COBRA continuation coverage can become available to you and other members of your family when group health coverage would otherwise end. For more information about your rights and obligations under the Plan and under Federal law, you should review the Plan's Summary Plan Description or contact the Plan Administrator. [The full COBRA notice is located on the Broward Health employee intranet page under the HR/Benefits tab.](#)

For additional information regarding these notices, please refer to the Broward Health Employee Benefits page: employee.browardhealth.org/pages/employee-benefits or contact the Benefits Department at 954.473.7373 or benefits@browardhealth.org.