



VIA E-MAIL

ATT – 050

October 15, 2019

To: Local Presidents Representing AT&T Legacy T Members

Re: 2020 Health Care Open Enrollment

We recently received information from the Company regarding 2020 healthcare open enrollment. Though we disagreed with the Company approach on tobacco user elections, they refused to change it and everyone is considered a tobacco user until you elect you are not.

It is imperative that you pay close attention to open enrollment this year. These changes can affect you.

New in this year's open enrollment is a "Tobacco User Surcharge". Again, according to the Company, **everyone will default to a tobacco user.**

You must take action and change your status if you are not a tobacco user. If you are a tobacco user, there will be a \$50.00 increase in your 2020 plan year monthly premiums unless you enroll in the tobacco cessation program.

The following is a snapshot of what you will see when you get to the "Tobacco Surcharge" section:

Tobacco User Medical Contribution Surcharge

The "tobacco user" definition for 2020:

The AT&T definition of a "tobacco user" includes the use of tobacco products once a month or more, on average, at any time since Jan. 1, 2019. This includes cigarettes, cigars, pipes, e-cigarettes, vaporizers and smokeless tobacco.

Enrollment information you need to know

- The Tobacco User Medical Contribution Surcharge is a \$50.00 increase in your 2020 plan year monthly contributions (up to \$600 annually). In light of the impact of tobacco use on an individual's health and wellness, the surcharge provides an incentive to employees to continue to be a non-user and assistance to those who wish to quit;
- The first time you enroll in medical coverage, you will default to "tobacco user". **You must take action to change your status if this is not correct or the surcharge will apply;**
- If you are currently enrolled in medical coverage and previously made a tobacco user selection, the selection will default to the same status for 2020. **Please review below to confirm that your status is still accurate;**
- If you are a tobacco user, you will have an opportunity to complete a tobacco cessation program to avoid the surcharge.

If you are not a tobacco user: You must certify below that you are not a tobacco user to avoid the surcharge beginning January 2020.

If you elect that you are a tobacco user or take no action:

2Morrow offers a tobacco cessation program. You will need to enroll and complete this program to eliminate your 2020 tobacco user medical contribution surcharge. If you were hired on or after December 1, 2019, the cost of the surcharge will display in your enrollment and confirmation of enrollment. However, throughout the remainder of 2020 your tobacco surcharge will be waived.

To enroll and complete the 2Morrow tobacco cessation program, follow these instructions:

1. Download the Castlight app from mycastlight.com/att or text Castlight to 313131 for a link to download the App and register; or log into your App/account if you have already registered.
2. From the Castlight App homepage click on 2morrow Health.
 - a. Your 2morrow App may take up to 7 days from the time you attest to being a tobacco user to appear on your Castlight homepage.
 - b. First time users will be prompted to download the 2morrow app from your App Store or Google Play.
3. Create your profile and follow the online actions.
 - a. Complete the 14 Core Lessons.
 - b. Take Action on your Urges 10 times
 - c. Complete 7 days of tracking
 - d. Practice awareness at least 10 times

Please call our office with any questions or you may also contact:

Kim Wilburn

CWA Managed Care Coordinator / Legacy T

HR Operations

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