

September 2025

# Health Highlights



## Changes to prescription coverage for weight loss medications

It was announced earlier this month that as of **Nov. 1, 2025**, weight loss medications, including GLP-1s, will no longer be covered when prescribed for weight loss or obesity management.

We understand this is a big change for members who are currently taking these medications, and we want to ensure that you have every resource to continue managing your health and wellbeing. On the next page you'll find a list of weight loss resources and support tools that are available for all members.

### Coverage change FAQs

- **Does this change apply to members who take a GLP-1 to manage type 2 diabetes?**  
This change does not impact coverage for GLP-1 medications when prescribed for management of type 2 diabetes.
- **Are there exceptions for people with obesity-related conditions?**  
The only exception for weight loss GLP-1s is for cases where an individual has been diagnosed with Major Adverse Cardiovascular Events (MACE) and obesity. This will still require a prior authorization request from the prescribing provider.
- **If I am enrolled in the Flexible Spending Account (FSA), can I use it for GLP-1 medications?**  
Yes, employees can use FSA funds if the weight loss medication is prescribed for medical reasons and not for the improvement of appearance.
- **Can I enroll in the FSA or increase my current FSA contribution amount with this change?**  
No. IRS regulations will not allow a mid-year change to FSA accounts even though there has been a material change to the coverage.
- **Can I drop my insurance plan if I no longer wish to participate due to this change?**  
Yes. Impacted members will be allowed to drop their medical insurance coverage (not dental) if they no longer wish to participate as a result of this change. This means that the member must have been prescribed one of the weight loss medications that will no longer be covered.

**NOTE:** Any impacted member may be dropped from coverage. However, if the subscriber (i.e. the employee) drops coverage, all members on that plan will also be dropped from coverage.

## Weight Loss Resources and Support

Although coverage for weight loss medications is being discontinued, the State of Idaho continues to support members in achieving and maintaining a healthy lifestyle. All members, regardless of whether they are taking a weight loss medication, have access to a variety of support tools and programs including:

Resource	Summary	Access
<b>Provider support</b>	We encourage members to discuss treatment options with their health care provider prior to the Oct. 31, 2025, end date.	Contact your PCP or prescribing provider.
<b>Alternative medication sources</b>	Members who wish to continue taking a GLP-1 for weight loss or obesity management may want to seek alternative ways to receive the medication. The safest option is to go direct to the manufacturer – many of which offer discount programs for eligible members. However, the member is still responsible for the full cost of the medication.	<ul style="list-style-type: none"> <li>• <u>NovoCare</u> makers of Wegovy® (semaglutide)</li> <li>• <u>LillyDirect</u> makers of Zepbound® (tirzepatide)</li> </ul>
<b>Omada Prevention Program</b>	Eligible members can enroll in the Prevention/Weight Management program through Omada at no additional cost. This program includes one-on-one coaching, digital devices for at-home use and online community support.	Visit <a href="https://omadahealth.com/soi">omadahealth.com/soi</a> to get started.
<b>Nutritional counseling</b>	Nutritional counseling coverage is available for all health conditions. Members can get support for diabetes management, developing healthy eating habits and making positive lifestyle changes.	To find local providers, sign in to the member portal at <a href="https://regence.com">regence.com</a> and use the provider search tool.
<b>Active &amp; Fit Gym Membership</b>	Discounted gym memberships starting at \$28/month, are available for all members aged 18 and up.	To learn more and find a gym near you, log in to the member portal and select Activities & fitness.
<b>Behavioral health resources</b>	In-person and virtual options help support members in their overall health and wellness journey, including specialized programs focused on eating disorders and body dysmorphia.	Sign in to the member portal at <a href="https://regence.com">regence.com</a> and select Behavioral health under the Care section.
<b>Employee Assistance Program</b>	The EAP includes programs that support nutrition, fitness and general wellness in a variety of formats including podcasts, articles, and live chat.	To get started visit <a href="https://guidanceresources.com">guidanceresources.com</a> , select Register and enter the Organization Web ID: <b>SOIEAP</b> .
<b>Hinge Health</b>	Members experiencing chronic back and joint pain may be eligible for free, virtual physical therapy. One-on-one expert support can help improve mobility and overall health.	Visit <a href="https://hinge.health/soi-join">hinge.health/soi-join</a> to get started.

## Challenge yourself with Regence Empower

### Complete your annual Health Assessment and earn rewards!

Personalize your well-being journey by completing the quick and confidential Regence Empower Health Assessment. Results are tailored to you and will include valuable information and recommended activities to help you feel your best. Plus, you'll earn a gift card reward!

To complete your Health Assessment, sign in to your member portal at [regence.com](https://www.regence.com) > *Regence Empower > Health Assessment*.

You can also complete the assessment – and access your well-being journey – on the Regence Empower app.

## Important Insurance Terms

To get the most out of your medical coverage, it's important to understand all the terminology that comes with it. Each month, we'll share important insurance terms so you can start building your insurance vocabulary.

**Explanation of Benefits (EOB):** Your health plan will send you an EOB after you visit a health care provider that shows what medical services you had, how much they cost and how much your insurance paid. An EOB is not a bill – it's like a report that helps you understand what happened with the costs of your medical care. You may still get a separate bill from your provider if you owe money for things like copays.