

Boeing on health care



An efficient, high-quality and well-managed U.S. health care system is essential for employees and the nation

By Karen Fincutter

Boeing and its U.S. employees have a significant stake in the current national health care debate. The company provides high-quality health care coverage and insurance-related benefits to more than 500,000 employees, retirees and dependents in 48 states, spending around \$2 billion annually. Here, *Frontiers* highlights what's important to Boeing in keeping high-quality health care available—and affordable—for employees, their families and all Americans.

What is important to Boeing?

- **Health plans should encourage individual responsibility and accountability through wellness and preventive care.** Boeing provides high-quality health care and wellness programs for its employees. “We believe that preventive care is the key to reducing overall cost because our data tell us that nearly 40 percent of what Boeing spends is for conditions frequently linked to preventable health risks,” said Rick Stephens, Boeing senior vice president of Human Resources and Administration. To support employees’ healthy lifestyles, Boeing offers a robust wellness program.
- **Employer-based health care coverage should be preserved.** “A comprehensive health care program for employees and their families is a strong competitive advantage for any company—and one in which Boeing takes great pride,” Stephens said. “It helps us get and keep top-performing employees and we believe it results in a healthier work force.” Boeing teams up with health care providers to offer benefits that provide comprehensive coverage at a low cost to employees.
- **Cost and provider quality for consumers should be transparent.** Increasing the availability of information about how health care measures up can help consumers find the best physicians and specialists. Transparency should include quality and cost information. “Appliances, cars and movies get rated by experts, but how does the care that your doctor provides rate against peer performance?” Stephens said. “Even when the health plan is picking up most of the cost, we should know how much it will be upfront instead of being surprised when the bill comes in the mail.”
- **National legislation should be clear and comprehensive.** Determining one national policy that clearly states roles and responsibilities is important to Boeing and other large employers. Boeing operates in 48 states and following different plans for each one would be unwieldy. An example of a law that provides the desired sort of legal certainty is ERISA, the

Employee Retirement Income Security Act, which covers employer-established health and pension plans. Boeing favors an incentive-based tax structure that would help manage costs and design programs to meet the needs of its work force. And, Boeing does not support taxing benefits.

- **Affordable health care should be available to all by improving our health care system’s focus on quality and efficiency.** Technology improvements would modernize the U.S. health care system and take advantage of all of the benefits of computerized data collection—all while getting closer to creating a mistake-proof system and driving down costs. Boeing supports payment reform to reward providers based on outcomes reached through evidence-based medicine, not the number of services. Boeing also advocates access to affordable health insurance for all those who are uninsured and underinsured through employers, the private market, or current government programs such as Medicare, Medicaid or SCHIP, the State Children’s Health Insurance Program. ■

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PHOTO: Alversia Martin of Maxim Health Services checks the blood pressure of Rick Stephens, Boeing senior vice president of Human Resources and Administration, during a health screening.

DAVID MARTIN/BOEING



Benefit from your benefits



Many Well Being tools and resources are available to help employees make healthful choices:

BoeingWellness Web site

With content provided by the world-renowned Mayo Clinic, www.BoeingWellness.com delivers reliable information and innovative online tools to help you manage your health and well-being. Employees and eligible family members can access the site free of charge—24 hours a day, seven days a week. Participant use of the site is confidential and protected by Mayo Clinic.

BoeingWellness Health Letter

As a complement to the Web-based information resources from Mayo Clinic, the BoeingWellness Health Letter is mailed to employees' homes each month.

Care and disease management

Most of Boeing's health plans offer care management programs, which provide personalized education and support for people with chronic conditions.

Employee Assistance Program

The EAP is a confidential service that connects Boeing employees and their families with experienced counseling professionals for help with personal issues. Call 866-719-5788, 24 hours a day. International employees can call Canada collect at +1-905-270-7658. Or visit <http://eap.web.boeing.com>.

Exercise opportunities

Many Boeing facilities have on-site fitness centers for employees to use. In some parts of the United States, families of Boeing employees can save up to 65 percent when they join a fitness club through GlobalFit, a company that negotiates discounted prices with commercial health clubs. Visit www.BoeingWellness.com and select the "Physical Activity" link for more information about available resources.

Family Care Resources

Family Care Resources provides free, confidential referral services for Boeing employees and retirees, helping them find a variety of services to make life more manageable. The services are for family members residing in the United States. Just call 800-985-6895; international employees can call the Boeing operator and ask to be connected to the 800 number. Or visit Boeing Family Care Resources online at <http://familycare.web.boeing.com>.

Financial Planning seminars

Two seminars, "PlanWell" and "RetireWell," are taking place at many U.S. sites and online via the Boeing Education Network, or BEN, this year. The seminars are similar in content but geared to different audiences depending on how close employees are to retirement.

Free & Clear Quit For Life® program

This free and confidential program features telephonic sessions with professional Quit Coaches®, nicotine replacement therapy products and Weight Calls to help manage weight while quitting. For more information, visit www.BoeingWellness.com and select the "Quit Tobacco" link, or call 866-784-8454.

Flu Prevention program

Boeing's free flu shot program is available to employees each fall at company sites across North America.

Health Risk Assessment

The Mayo Clinic Health Risk Assessment is an interactive tool offered on www.BoeingWellness.com. Employees receive a personalized health report, and healthy lifestyle coaching is available.

Pay & Benefits Profile

Available through Boeing TotalAccess, the profile provides a personalized snapshot of your total pay and benefits package and other sources of income available to you during retirement—as well as tools to help you estimate your future income needs.

Preventive care

Employees and dependents covered by a Boeing medical plan may be eligible to receive preventive care exams—often at low or no cost.

Retirement Income Calculator

The Boeing Savings Plans Web site offers plan savings and retirement planning calculators that provide estimates tailored to an employee's personal situation.

Stress Management Web site

All stress-related resources offered by Boeing can be found in one convenient place at www.boeing.com/stressmanagement. The Boeing Stress Management program offers professional, confidential counseling services, one-on-one stress management coaching, qualified referrals for stress-busting services, and classes and seminars.

Weight management tools

A variety of weight management tools are available to Boeing employees and their family members. Visit www.BoeingWellness.com and select the "Weight Management" link on the home page.

