

GLP-1 Colleague FAQs

1. What is changing about our pharmacy benefits for access to GLP-1 medications for weight loss?

- Effective Aug. 1, 2025, **new** prescriptions for GLP-1s for weight management must be:
 - Prescribed by Nebraska Medicine providers.
 - Filled at a Nebraska Medicine pharmacy.
 - Accompanied by participation in Vida behavioral lifestyle intervention program.
 - Fulfill prior authorization requirements.

2. What if I'm already taking a GLP-1 for weight loss? Do the upcoming changes affect me?

Current users can continue their treatment through Dec. 31, 2025, without any changes. However, beginning Jan. 1, 2026, the new requirements (Nebraska Medicine provider/pharmacy + behavioral program) will apply.

3. Why are we making this change to our GLP-1 strategy?

- This change supports our commitment to colleague well-being and sustainable health care by:
 - **Ensuring in-house care.** We are confident in the high-quality care our Nebraska Medicine providers deliver and the robust support they offer. Receiving care and prescriptions through our Nebraska Medicine network is in the best interest of our patients.
 - **Managing rising costs.** GLP-1 medications are among the fastest-growing drivers of pharmacy spend. By thoughtfully managing utilization, we can preserve coverage and other essential benefits for all colleagues.
 - **Aligning with evolving best practices.** We've learned a lot since adding GLP-1 coverage for weight loss in 2023. Pairing GLP-1 medications with structured behavioral support enhances long-term success and sustainability.
 - **Preserving access for medical necessity.** GLP-1 use for Type 2 diabetes remains fully covered and unaffected.

4. How does this affect employees using GLP-1s for Type 2 diabetes?

This change does not impact coverage for GLP-1s prescribed for Type 2 diabetes. These medications will continue to be covered under the existing plan guidelines. Members with Type 2 diabetes may choose to participate in Vida as a behavioral lifestyle support program.

5. What is a “behavioral lifestyle intervention program” and what does it include?

- A behavioral lifestyle intervention program for weight loss is a structured, evidence-based approach designed to help individuals change their behaviors related to diet, physical activity, and habits to promote sustainable weight loss. When combined with GLP-1 medications (like Wegovy, Zepbound or Saxenda), these programs become even more effective and support long-term success.
- What’s included in a behavioral lifestyle intervention program:
 - Nutrition education and planning – focused on balanced, calorie-appropriate meals.
 - Physical activity guidance – gradual increase in daily movement and exercise routines.
 - Behavior change techniques – goal setting, self-monitoring (food/activity logs), stimulus control, coping strategies.
 - Support and accountability – regular coaching, group sessions, or digital tools to reinforce habits.
 - Cognitive-behavioral strategies – address emotional eating, motivation, and stress management.

6. Why is a “behavioral lifestyle intervention program” important alongside GLP-1 usage?

- GLP-1 medications (like Wegovy, Saxenda, or Zepbound) work by:
 - Suppressing appetite.
 - Delaying gastric emptying.
 - Improving insulin sensitivity.
- However, they don’t teach behavior change. Without lifestyle support:
 - Weight regain is likely if the medication is stopped.
 - Patients may not reach full potential weight loss.
 - Healthy habits may not be established or sustained.
 - Partnering the two = better outcomes
- Studies show that combining GLP-1s with behavioral interventions leads to:
 - Greater and more sustainable weight loss.
 - Better cardiometabolic improvements.
 - Improved medication adherence.
 - Higher patient satisfaction and empowerment.

7. How often must I participate with Vida to continue filling my GLP-1 prescription?

Members must engage at least **once a month**. Acceptable engagement includes:

- Complete a video call appointment with a Vida coach or dietitian.
- Message your coach or other Vida provider in chat.
- Complete a lesson.
- Track data. Use a device or app connected to Vida or type in a tracker, such as the food or weight trackers.

8. Do refill requirements differ?

No. You must stay engaged with Vida every month to keep getting refills. If monthly engagement stops, you won't be able to refill again until engagement resumes.

9. Who is eligible for Vida Health?

- Vida Health is available at no cost to Nebraska Medicine colleagues and covered family members (age 19 and older) enrolled in the Nebraska Medicine medical plans who meet any of the following criteria: taking a GLP-1 for weight loss, have diabetes or prediabetes, or have a BMI over 25.
- Beginning Aug. 1, 2025, members who are newly prescribed a GLP-1 for obesity such as Zepbound, Wegovy and Saxenda will need to enroll and engage in Vida to get initial and refill prescriptions approved and filled.

10. How do I enroll in Vida Health?

- Beginning Aug. 1, 2025, you can visit vida.com/nebraskamed to sign up. They can also download the Vida Health app.
 - Create an account and complete your onboarding by answering some questions about yourself* and your health.
 - *Please enter your name as it appears with Nebraska Medicine at time of registration.
- You can also call Vida customer support for assistance at 833.732.2242 (Weekdays 8 a.m. to 9 p.m. ET).

11. Are Vida Health coaches registered dietitians?

- If your program is preventive (weight management, prediabetes, etc.), you will have support from a registered health coach.
- If your program is chronic conditions (diabetes, hypertension, hyperlipidemia, etc.), you will have support from a registered dietitian.

12. If I'm diabetic, must I participate in Vida Health?

If you have diabetes, participation in the Vida Health program is optional. However, if you are on a Nebraska Medicine medical plan, you have full access to Vida's resources at no cost to you, which can provide personalized coaching, expert guidance, and support for managing diabetes effectively. Many participants find that Vida helps improve their health outcomes and overall well-being.

13. What if I'm excluded from participating in Vida Health? (i.e. prior health conditions, under age 19, etc.)

If you're not eligible to participate in Vida Health, a process is in place for reviewing cases on an individual basis, allowing for exceptions or appeals when appropriate. To get started, contact your Nebraska Medicine pharmacy for guidance on next steps.

14. Why do I need to see a Nebraska Medicine provider and use a Nebraska Medicine pharmacy to access GLP-1 prescriptions?

This ensures consistency, safety, and quality in how these medications are prescribed and managed and allows us to better integrate care and monitor program outcomes.

15. How do I find a Nebraska Medicine pharmacy?

Visit NebraskaMed.com/pharmacy.

16. Is there an option to use mail order to fill my prescriptions?

Yes. You can fill your prescriptions at any Nebraska Medicine pharmacy. We offer free mail-order services as a convenient way for you to receive your medications without having to visit a pharmacy location. Our dedicated pharmacy team is here to assist you every step of the way. To get started with mail order, simply call one of our pharmacy locations.

17. How do I find a Nebraska Medicine provider?

- If you have a Nebraska Medicine primary care provider (PCP), you may reach out to them to schedule an appointment.
- If you have a PCP who is not affiliated with Nebraska Medicine, you may reach out to Nebraska Medicine's Bariatric Center.
- If you do not have a PCP, you may schedule with either a Nebraska Medicine primary care provider or with the Bariatrics Center.
- Scheduling contacts:
 - Nebraska Medicine Primary Care Scheduling – 402.559.7200
 - Nebraska Medicine Bariatrics Center Scheduling – 402.559.9500

18. Do I have to see a physician?

No. A Nebraska Medicine primary care provider could be a physician, resident or advanced practice provider.

19. What if I don't want to participate in a behavioral program. Can I still get the medication?

- Participation in a behavioral lifestyle intervention program is a requirement for coverage of GLP-1 medications for weight management under our organization sponsored pharmacy benefits plan. This approach is grounded in clinical evidence that shows significantly better outcomes when medication is paired with structured behavioral support.
- If you choose not to participate in the program, you will not be eligible for coverage of GLP-1 medications for weight loss through the plan. However, you may still choose to access these medications outside of the plan by paying the full cost out of pocket. This is a personal choice, and we encourage you to speak with a healthcare provider about the best approach for your individual needs.

20. What kind of outcomes are expected from this new approach?

Studies show that combining GLP-1s with lifestyle and behavioral support significantly improved weight loss sustainability, overall health, and long-term well-being. This change aligns with best practices in obesity treatment and chronic disease management.

21. Will this behavioral intervention program have a cost to me as an employee?

Vida Health is available at no cost to you. The behavioral lifestyle intervention program is fully covered as part of our medical plan. Our goal is to remove financial barriers and ensure all colleagues have access to the tools and support needed to achieve lasting health and well-being.

22. What happens if I don't switch to a Nebraska Medicine provider or pharmacy by the deadline?

If you do not transition to a Nebraska Medicine provider and a Nebraska Medicine pharmacy by the applicable deadline, you will not be able to access GLP-1 medications for weight management through your employee benefit plan at plan rates. This means the medication will not be covered, and you would be responsible for the full cost if you choose to obtain it outside the plan. To maintain coverage, it's important to make the switch before Jan. 1, 2026.

23. If I'm in a maintenance phase, why do I have to continue a behavior modification program with Vida Health?

The maintenance phase of a behavioral modification program is just as crucial as the initial weight-loss phase. While someone may have reached their goal, maintaining that success requires ongoing strategies to prevent relapses and ensure long-term stability. Keeping certain elements, like goal setting, self-monitoring, and social support, can make a big difference in sustaining progress.

24. Will this impact coverage for other weight-loss medications or services?

This change specifically applies to GLP-1 medications used for weight management. There remain non-GLP-1 options for weight loss that are still covered under the plan, and those options are not affected by this policy.

25. My doctor has prescribed a GLP-1. Do I need to sign up with Vida before picking up my prescription?

You must sign up for Vida Health before the first dose can be picked up. You do not need to meet with a coach first, but you must complete the onboarding process — including providing health information, receiving a program recommendation, and selecting a program. This counts as an engagement for month one and allows the claim to be processed. Eligibility files are sent daily from Vida to our pharmacy benefit administrator, CapitalRx. It may take two days depending upon timing to be able to pick up your prescription.

26. Can I use my Flexible Spending Account (FSA) or Health Savings Account (HSA) to pay for GLP-1 medications for weight loss?

Yes — generally, if the GLP-1 medication is prescribed by a licensed provider for a medical condition such as obesity, it can be considered an eligible medical expense under IRS guidelines for FSA or HSA funds.

27. Where do I get more information?

- **Benefits Hub on the NOW**
- **Benefit questions:** Email MyHR@nebraskamed.com
- **Prescription questions:** Email employeepharmacybenefits@nebraskamed.com
- **Coverage questions:** Call Capital Rx Customer Care at 1.888.302.2779, available 24/7.
- **Vida customer support** (Effective Aug. 1, 2025) Call 833.732.2242 (Weekdays, 8 a.m. to 9 p.m. ET).
- **Scheduling support:**
 - Nebraska Medicine Primary Care Scheduling – 402.559.7200
 - Nebraska Medicine Bariatrics Center Scheduling – 402.559.9500

- **Speak with a benefits communication specialist:** Schedule a consultation at [OnceHub Nebraska Medicine](#)