

FMOLHS Health Plan GLP-1 Coverage for Weight Management

Frequently Asked Questions

Note: We will continue to share more information on the program and coverage requirements throughout 2025

Eligibility

What are the eligibility criteria for the program?

The following criteria must be satisfied to qualify for coverage of GLP1 medications for weight management under the Health Plan:

- FMOLHS Health Plan enrollment for a minimum of one (1) consecutive year
- Minimum of 6 months of an approved lifestyle management program (Healthy Lives Go Healthy! Program is the required program effective January 1, 2026)
- Lower cost weight management medication attempted as initial therapy without the achievement of 10% weight loss in 6-month period.
- BMI of 40+ for greater than 6 months
- BMI of 35-39 plus comorbidity

Who do I contact to initiate the GLP1 coverage for weight management under the Health Plan?

The first step in requesting coverage under FMOLHS Health Plan is to contact Healthy Lives at (855) 426-4325 or healthylives@fmolhs.org. A Health Coach will review your information, assess whether coverage criteria is met, and help schedule an appointment with an approved FMOLHS prescribing provider.

Are spouse and dependents covered under the FMOLHS Health Plan eligible?



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If your spouse and/or dependent(s) meet the eligibility criteria, they would be eligible for the coverage. Eligible Spouse and dependent(s) would also need to contact Healthy Lives as the first step in the process to obtain coverage and satisfy the same approval requirements as the insured team member.

Diagnosis Requirements

What are the BMI requirements?

BMI of 40+ for greater than 6 months or a BMI of 35-39 with a comorbidity. Healthy Lives will review documentation from your provider to determine if this requirement is met.

Does the criteria for coverage of GLP1 medications for weight management impact me if I am prescribed a GLP1 for the diagnosis of diabetes?

No. If you are prescribed GLP1 for the diagnosis of diabetes and are currently approved through Express Scripts, you will continue your therapy as prescribed.

Waiting Period

What is the waiting period for health plan enrollment?

Enrollment in the FMOLHS Health Plan is required for a minimum of one (1) consecutive year before coverage can be obtained. The enrollment period must occur within the 12 months preceding the request for coverage.

Required Lifestyle Management (LM) Program

Is participation in a lifestyle management program required before obtaining coverage of GLP1 for weight management?



- A minimum of six (6) months of participation in a lifestyle management program is required prior to consideration of GLP1 coverage.
- Team members and eligible spouses and dependents may initiate the six-month participation requirement in a LM program in 2025. Please contact Healthy Lives to begin this process.
- Starting January 1, 2026, team members must complete the Healthy Lives Go Healthy! Program to meet the six-month participation requirement.

What is an acceptable LM program for the remainder of 2025?

- Participation in an LM program outside of Healthy Lives in 2025 requires that the program be structured, adhere to evidence-based health interventions, and incorporate the following components: nutrition counseling, physical activity planning, mental health well-being assessment, as well as regular check-ins and weigh-ins to qualify as an approved program.
- If you have questions about whether a desired LM program is acceptable for 2025 or to get enrolled in Healthy Lives Go Healthy! Program, please contact Healthy Lives.

What documentation is needed to have a LM program be considered in 2025 if not through Healthy Lives?

Submit the following documentation to Healthy Lives:

- Documentation from a provider that the team member or team member's spouse/dependent(s) completed six months of a LM program.
- Documentation from the LM program of the member's participation including starting weight, period of participation, and components of the program.

Initial Therapy Requirement of a Lower Cost Alternative Medications

Are lower-cost alternatives required as initial therapy?

Yes, Lower-cost weight management medication is required as initial therapy for at least six months, with duration and outcomes to be confirmed by your healthcare provider. If 10% weight



loss is not achieved in the six-month period, a team member may subsequently be approved to switch to a GLP-1 medication as determined by the prescribing provider and approved by Healthy Lives.

What lower-cost alternatives are available for coverage in 2025?

- Team members who obtain approval through Healthy Lives may qualify for phentermine and benzphetamine in 2025. Further details regarding lower-cost alternatives available in 2026 will be communicated at a later time.
- Starting January 1, 2026, coverage for lower-cost alternative medications and GLP1 medication for weight management under FMOLHS Health Plan will require a prescription from an approved FMOLHS provider and be filled at RxONE.

What if my provider has indicated I am unable to take these lower cost alternatives due to medical reasons?

Nurses with the Healthy Lives Team will review documentation from your provider to determine if your situation warrants an exception due to medical reasons.

What if I am already taking GLP1 medication for weight management prior to January 1, 2026?

For team members or eligible spouse/dependents currently using a GLP1 medication for weight management, documentation from the prescribing provider should be submitted to Healthy Lives for review. The documentation needs to include the therapy start date, dosage, frequency, and beginning weight.

Prescribing Physician and Pharmacy Requirements

Who is approved to prescribe GLP1 medications for coverage under FMOLHS Health Plan?

To be eligible for coverage under the FMOLHS Health Plan, GLP1 medication must be prescribed by an approved FMOLHS provider. Prescriptions from non-FMOLHS providers are only considered if the team member lives outside Louisiana or Mississippi based on the address in Oracle. Not every FMOLHS provider is authorized to prescribe GLP1 medication.



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Once a member meets the program requirements for GLP-1 medication, Healthy Lives will provide a list of approved providers so the member can schedule an evaluation.

Am I required to switch my primary care provider to the approved FMOLHS provider?

No. You can continue to see your PCP of choice. You will be required to see an approved FMOLHS Provider to obtain coverage of GLP1 medications for weight management unless your PCP is an approved prescriber under the program.

Is there a pharmacy requirement?

Yes, Effective January 1, 2026, prescriptions for GLP-1 and lower cost weight management medications must be filled at RxONE to receive coverage under FMOLHS Health Plan.

If you initiate the lower cost alternative medication requirement in 2025, you are not required to use RxONE for coverage in 2025 only but will require prior approval from Healthy Lives.

Resources

Who do I contact for additional questions?

Please contact Healthy Lives at (855) 426-4325 or healthylives@fmolhs.org.



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