

Wisconsin Laborers Lab Test Reference Ranges

TEST	Very Good	Good	Fair	Poor	Union Guidelines for Pass/Fail
Nicotine (Lab)*	Neg	Neg	Neg	Pos	Only Local 400 has nicotine + penalty
Self reported	No/quit	No/quit	No/quit	Yes	
Body Weight/Mass	18.5 - 24.9	25 - 29.9	30 - 34.9	35+	</= 27.5
OR (whichever is better)					
BF% (Men)	<24.9	24.9 - 29.9	30.0 - 40.0	39.9 and higher	</= 24.9
(Women)	<35.9	35.9 - 39.9	40.0 - 45.0	44.9 and higher	</= 35.9
Blood Pressure** (Systolic)	120 or less	121-129	130-139 or	140+ or	</= 140
(Diastolic)	80 or less	80 or less	80-89	90+	</= 90
Glucose (Non Fasting)***	<100 mg/dl	100-150 mg/dl	151-199 mg/dl	>200 mg/dl	</=200
A1c	< 5.6	5.7	5.8-6.4	6.5 or higher	
Triglycerides	<150	151-174	175-199	200+	
LDL	<100	101-129	130-159	160+	
HDL (Men)	50 or higher	45-49	40-44	39 or lower	
(Women)	60 or higher	50-59	40-49	39 or lower	
Total Cholesterol	<200	200-219	220-239	240+	< 200
Total Chol/HDL Ratio (Men)	3.4 or lower	3.5-5.0	5.1-9.5	9.6 or higher	</= 5.0
(Women)	3.3 or lower	3.4-4.4	4.5-7.1	7.2 or higher	</= 4.4

***If you meet the acceptable biometric ranges, you are NOT required to do any coaching sessions.

If you **DID NOT** meet the Fund's acceptable biometric ranges, you may participate in health coaching. If you participate and complete 2-4 health coaching sessions, you would be entitled to a one-time \$100 Health Reimbursement Account (HRA) credit.

The \$100 credit will be posted to your HRA after the Health Fund receives confirmation that you have completed your coaching. (NOTE: the HRA credit does not apply to Early Retirees).

Health coaching is available to all risk levels; maximum limit of four sessions.

(Continued on next page)

All telephonic coaching for this period must begin no later than January 31, 2024, as the coaching must be completed no later than March 31, 2024. It is your responsibility to plan your coaching sessions ahead of the completion date.

Remember that health and wellness changes are behaviors that occur over time. To achieve the best overall results, take advantage of your health coaching. Not rushing through health and wellness has been shown to be a good recipe for success!

If you have significant concerns regarding your health, or one to two months have passed and you have not heard from a Health Coach, please contact CMS at 262-563-6460. All coaching sessions must begin no later than January 31, 2024.

****References:**

3. ABIM 2021 guidelines per Merck Manual

<https://www.merckmanuals.com/professional/resources/normal-laboratory-values/blood-tests-normal-values>

