UnitedHealthcare\*

IBEW NYPA Plan – Retirees Post 2018

The Summary of Benefits and Coverage (SBC) document will help you choose a health <u>plan</u>. The SBC shows you how you and the <u>plan</u> would share the cost for covered health care services. NOTE: Information about the cost of this <u>plan</u> (called the <u>premium</u>) will be provided separately.

This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, call (866) 351-6831 or visit welcometouhc.com. For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other

underlined terms see the Glossary. You can view the Glossary at www.cciio.cms.gov or call (866) 487-2365 to request a copy.

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Important Questions	Answers	Why This Matters:			
What is the overall deductible?	Network: <b>\$0</b> Individual / <b>\$0</b> Family Non-Network: <b>\$700</b> Individual / <b>\$2,100</b> Family Per calendar year.	Generally, you must pay all of the costs from <u>providers</u> up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. If you have other family members on the <u>plan</u> , each family member must meet their own individual <u>deductible</u> until the total amount of <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> .			
Are there services covered before you meet your deductible?	Yes. Preventive care and categories with a copay are covered before you meet your deductible.	This <u>plan</u> covers some items and services even if you haven't yet met the annual <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply.  For example, this <u>plan</u> covers certain <u>preventive services</u> without <u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of covered services at <u>www.healthcare.gov/coverage/preventive-care-benefits/</u> .			
Are there other deductibles for specific services?	Yes. There is a \$50 annual <u>deductible</u> under the Home Health Care benefits.	You don't have to meet <u>deductibles</u> for specific services but see the chart below for other costs for services this plan covers.			
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	Network: \$7,150 Individual / \$14,300 Family Non-Network: \$900 Individual / \$2,400 Family Per calendar year.	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. If you have other family members in this <u>plan</u> , they have to meet their own <u>out-of-pocket limits</u> until the overall family <u>out-of-pocket limit</u> has been met.			
What is not included in the <u>out-of-pocket limit</u> ?	<u>Premiums</u> , <u>balance-billing</u> charges, health care this <u>plan</u> doesn't cover and penalties for failure to obtain <u>Prenotification</u> for services.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .			
Will you pay less if you use a <u>network provider</u> ?	Yes. This plan uses <u>network providers</u> . If you use a <u>non-network provider</u> your cost may be more. For a list of <u>providers</u> , see <u>myuhc.com</u> for UHC Options PPO network, <u>www.empireplanproviders.com/provider.htm</u> for Empire Plan Network, or call (866) 351-6831, or United Behavioral Health (UBH) at <u>myuhc.com</u> or (866) 374-6060.	This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the <u>plan's network</u> . You will pay the most if you use an <u>out-of-network provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider's</u> charge and what your <u>plan</u> pays ( <u>balance billing</u> ). Be aware, your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services.			
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the specialist you choose without a referral.			



All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

		What You Will Pay			
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
	Primary care visit to treat an injury or illness	\$30 <u>copay</u> per visit	20% coinsurance	If you receive services in addition to office visit, additional copays, deductibles or coinsurance may apply e.g. surgery.	
	Virtual Visit	\$15 <u>copay</u> per call	Not Applicable	Talk to a doctor from your mobile device or computer and get help for minor health issues.	
If you visit a health care provider's office	Specialist visit	\$30 <u>copay</u> per visit	20% <u>coinsurance</u>	If you receive services in addition to office visit, additional copays, deductibles or coinsurance may apply e.g. surgery.	
or clinic				Chiropractic care is limited to 30 visits per calendar.	
	Preventive care/screening/ immunization	No Charge	Not Covered	You may have to pay for services that aren't preventive. Ask your <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for.	
If you have a test	Diagnostic test (x-ray, blood work)	\$30 <u>copay</u> per visit	0% <u>coinsurance</u> up to benefit max. of \$1,500 per year, then 20% <u>coinsurance</u>	None	
	Imaging (CT/PET scans, MRIs)	\$30 <u>copay</u> per service	0% coinsurance up to benefit max. of \$1,500 per year, then 20% coinsurance	None	

 $<sup>^{\</sup>star}$  For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>welcometouhc.com</u>.

		What You Will Pay				
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information		
	Tier 1 – Your Lowest Cost Option	Retail: \$10 <u>copay</u> Mail-Order: \$25 copay	Retail: \$10 <u>copay</u>	Provider means pharmacy for purposes of this section. Retail: Up to a 34-day supply. Mail-Order: Up to a 90-day supply. Covered by Express Scripts, Inc. See the website		
If you need drugs to	Tier 2 – Your Mid-Range Cost Option	Retail: \$30 copay Mail-Order: \$75 copay	Retail: \$30 copay	listed for information on drugs covered by your plan at <a href="https://www.express-scripts.com">www.express-scripts.com</a> . Express Scripts Customer Service: (855) 778-1494 / Accredo Specialty Pharmacy:		
treat your illness or condition	Tier 3 – Your Mid-Range Cost Option	Retail: \$45 <u>copay</u> Mail-Order: \$112.50 <u>copay</u>	Retail: \$45 <u>copay</u>	(800) 803-2523. SaveonSP \$0 Copay program requires enrollment. You may need to obtain certain drugs, including certain specialty drugs, from a pharmacy designated by us.		
	Tier 4 – Your Highest Cost Option	Not Applicable	Not Applicable	Certain specialty drugs, from a pharmacy designated by us. Certain drugs may have a pre-notification requirement or may result in a higher cost. Tier 1 contraceptives covered at No Charge. If you use a non-network Pharmacy, you are responsible for any amount over the allowed amount. Not all drugs are covered.		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No Charge	No Charge	None		
outputiont outgoty	Physician/surgeon fees	\$30 <u>copay</u> per visit	No Charge	None		
If you need immediate medical attention	Emergency room care	\$45 <u>copay</u> per visit, waived if admitted	No Charge, up to benefit maximum of \$1,500, then 20% coinsurance	None		
	Emergency medical transportation	\$50 <u>copay</u> per transport	\$50 <u>copay</u> per transport	None		
	Urgent care	\$30 <u>copay</u> per visit	\$30 <u>copay</u> per visit	If you receive services in addition to <u>Urgent care</u> visit, additional <u>copays</u> , <u>deductibles</u> , or <u>coinsurance</u> may apply.		
If you have a hospital stay	Facility fee (e.g., hospital room)	No Charge	No Charge	Prenotification is required or a \$250 penalty applies.		

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		What You Will Pay			
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
	Physician/surgeon fees	No Charge	No Charge, up to benefit maximum of \$1,800, then 20% coinsurance	None	
If you need mental health, behavioral	Outpatient services	\$30 <u>copay</u> per visit	20% coinsurance	Contact United Behavioral Health (UBH) at myuhc.com or (866) 374-6060. Substance abuse: \$30 copay for diagnosis only.	
health, or substance abuse services	Inpatient services	No Charge	No Charge	Prenotification is required or a \$250 penalty applies.	
If you are pregnant	Office visits	\$30 <u>copay</u> for first visit	20% <u>coinsurance</u>	Cost sharing does not apply for preventive services.  Depending on the type of service a copayment, coinsurance or	
	Childbirth/delivery professional services	No Charge	20% coinsurance	deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.)	
	Childbirth/delivery facility services	No Charge	No Charge	Prenotification applies if stay exceeds 48 hours (C-Section: 96 hours).	
If you need help recovering or have other special health needs	Home health care	25% coinsurance	25% <u>coinsurance</u>	A separate \$50 annual <u>deductible</u> applies.	
	Rehabilitation services	\$30 <u>copay</u> per visit	20% coinsurance	Outpatient rehabilitation services are unlimited per calendar year.	
	Habilitative services	\$30 <u>copay</u> per visit	20% <u>coinsurance</u>	Limits are combined with Rehabilitation Services limits listed above.	
	Skilled nursing care	No Charge	No Charge	Prenotification is required or a \$250 penalty applies.	
	Durable medical equipment	No Charge	20% <u>coinsurance</u>	None	
	Hospice services	No Charge	No Charge	Prenotification is required before admission for an Inpatient Stay in a hospice facility or a \$250 penalty applies.	

<sup>\*</sup> For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>welcometouhc.com</u>.

	Services You May Need	What You Will Pay			
Common Medical Event		Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
If your child needs dental or eye care	Children's eye exam	Not Covered	Not Covered	No coverage for Children's eye exams.	
	Children's glasses	Not Covered	Not Covered	No coverage for Children's glasses.	
	Children's dental check- up	Not Covered	Not Covered	No coverage for Children's Dental check-up.	

### **Excluded Services & Other Covered Services:**

# Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Children's glasses
- Cosmetic surgery
- Dental care
- Hearing aids
- Infertility treatment

- Long-term care
- Non-emergency care when travelling outside the U.S.
- Private duty nursing

- Routine eye care
- Routine foot care Except as covered for Diabetes
- Weight loss programs

# Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your <u>plan</u> document.)

Acupuncture – limitations may apply

- Bariatric surgery- limitations may apply
- Chiropractic (Manipulative care) limitations apply

<sup>\*</sup> For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>welcometouhc.com</u>.

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: U.S. Department of Labor, Employee Benefits Security Administration at (866) 444-3272 or <a href="https://www.dol.gov/ebsa">www.dol.gov/ebsa</a>, or the U.S. Department of Health and Human Services at (877) 267-2323 x61565 or <a href="https://www.cciio.cms.gov">www.cciio.cms.gov</a>. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance <a href="https://www.dol.gov/ebsa">Marketplace</a>. For more information about the <a href="https://www.dol.gov/ebsa">Marketplace</a>. Visit <a href="https://www.HealthCare.gov">www.HealthCare.gov</a> or call (800) 318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your <u>plan</u> for a denial of a <u>claim</u>. This complaint is called a <u>grievance</u> or <u>appeal</u>. For more information about your rights, look at the explanation of benefits you will receive for that medical <u>claim</u>. Your <u>plan</u> documents also provide complete information to submit a <u>claim</u>, <u>appeal</u>, or a <u>grievance</u> for any reason to your <u>plan</u>. For more information about your rights, this notice, or assistance, contact: the Member Service number listed on the back of your ID card or <u>myuhc.com</u>.

Additionally, a consumer assistance program may help you file your appeal. Contact dol.gov/ebsa/healthreform.

### Does this plan provide Minimum Essential Coverage? Yes

If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

### Does this plan meet the Minimum Value Standards? Yes

If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

### **Language Access Services:**

Spanish (Español): Para obtener asistencia en Español, llame al (866) 351-6831.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa (866) 351-6831.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 (866) 351-6831.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' (866) 351-6831.

To see examples of how this plan might cover costs for a sample medical situation, see the next section.—

<sup>\*</sup> For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>welcometouhc.com</u>.

# **About these Coverage Examples:**



This is not a cost estimator. Treatments shown are just examples of how this <u>plan</u> might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your <u>providers</u> charge, and many other factors. Focus on the <u>cost sharing</u> amounts (<u>deductibles</u>, <u>copayments</u> and <u>coinsurance</u>) and <u>excluded services</u> under the <u>plan</u>. Use this information to compare the portion of costs you might pay under different health <u>plans</u>. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby (9 months of in- <u>network</u> pre-natal ca hospital delivery)		Managing Joe's type 2 Dia (a year of routine in- <u>network</u> care of controlled condition)		Mia's Simple Fracture (in- <u>network</u> emergency room visit and follow up care)	
The plan's overall deductible \$0 Specialist copay \$30 Hospital (facility) copay \$0 Other coinsurance 0%		■ The plan's overall deductible ■ Specialist copay \$30 ■ Hospital (facility) copay \$00 ■ Other coinsurance 0%		<ul> <li>The <u>plan's</u> overall <u>deductible</u></li> <li><u>Specialist copay</u></li> <li>Hospital (facility) <u>copay</u></li> <li>Other <u>coinsurance</u></li> </ul>	\$0 \$30 \$0 0%
This EXAMPLE event includes services Specialist office visits (prenatal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services Diagnostic tests (ultrasounds and blood Specialist visit (anesthesia)		This EXAMPLE event includes service Primary care physician office visits (includeducation) Diagnostic tests (blood work) Prescription drugs Durable medical equipment (glucose medical)	iding disease	This EXAMPLE event includes so Emergency room care (including medical equipment (crutch Rehabilitation services (physical the	nedical supplies)
Total Example Cost	\$12,800	Total Example Cost	\$7,400	Total Example Cost	\$1,900
In this example, Peg would pay:		In this example, Joe would pay:		In this example, Mia would pay:	
Cost Sharing		Cost Sharing		Cost Sharing	
<u>Deductibles</u>	\$0	<u>Deductibles</u>	\$0	<u>Deductibles</u>	\$0
<u>Copay</u> ments	\$200	<u>Copay</u> ments	\$1,000	<u>Copay</u> ments	\$300
Coinsurance	\$0	Coinsurance \$0		Coinsurance	\$0
What isn't covered		What isn't covered		What isn't covered	
Limits or exclusions	\$100	Limits or exclusions	\$60	Limits or exclusions	\$0
The total Peg would pay is	\$300	The total Joe would pay is	\$1,060	The total Mia would pay is	\$300

We do not treat members differently because of sex, age, race, color, disability or national origin.

If you think you were treated unfairly because of your sex, age, race, color, disability or national origin, you can send a complaint to the Civil Rights Coordinator.

Online: UHC Civil Rights@uhc.com

Mail: Civil Rights Coordinator. UnitedHealthcare Civil Rights Grievance. P.O. Box 30608 Salt Lake City, UTAH 84130

You must send the complaint within 60 days of when you found out about it. A decision will be sent to you within 30 days. If you disagree with the decision, you have 15 days to ask us to look at it again. If you need help with your complaint, please call the toll-free number listed within this Summary of Benefits and Coverage (SBC), TTY 711, Monday through Friday, 8 a.m. to 8 p.m.

You can also file a complaint with the U.S. Dept. of Health and Human Services.

Online: https://ocrportal.hhs.gov/ocr/portal/lobby.jsf

Complaint forms are available at <a href="http://www.hhs.gov/ocr/office/file/index.html">http://www.hhs.gov/ocr/office/file/index.html</a>.

**Phone:** Toll-free (800) 368-1019, (800) 537-7697 (TDD)

Mail: U.S. Dept. of Health and Human Services. 200 Independence Avenue, SW Room 509F, HHH Building Washington, D.C. 20201

We provide free services to help you communicate with us. Such as, letters in other languages or large print. Or, you can ask for an interpreter. To ask for help, please call the number contained within this Summary of Benefits and Coverage (SBC), TTY 711, Monday through Friday, 8 a.m. to 8 p.m.

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