



# **National Automatic Sprinkler Industry Welfare Fund**

## **Local 417**

Active Members and Retirees

November 7-8, 2022

John Eger, Fund Administrator

Anna Bosmans, Asst. Fund Administrator

# NASI Welfare Fund

- Not an Insurance Company
- Nationwide Employee Benefit Trust Fund
  - Over \$700M in assets
  - Over \$250M in benefits paid every year (on ~20,000 active and retired sprinkler fitters and their families)
  - Over 900k claims processed each year
- Board of Trustees
  - Equal number of Labor and Management Trustees
- Fund Administrator and Asst. Administrator
  - Day-to-day operations

# NASI Welfare Fund

- Eligibility

- Initial - 1st day of month following 600 hours worked within a six-consecutive month period
- Ends 4 months after last 80 hours worked in two-consecutive month period (more if disabled)
  - Must remain available for work in order to receive the four-month extension
- Reestablish with 80 hours within a one-year period of losing eligibility

# NASI Welfare Fund

## In-Network Providers

Active Participants and Pre-Medicare Retirees

<u>In-Network</u>	<u>Level 2</u>
<b>Annual Deductible</b>	\$700 individual/ \$2,100 max per family
<b>Comprehensive Medical</b>	30% coinsurance after deductible
<b>Annual Max Out of Pocket</b>	\$3,750 individual (\$4,450 including deductible)/ \$12,700 per family
<b>Preventative Care (ACA)</b>	0% coinsurance, not subject to deductible
<b>Telemedicine (MDLive)</b>	0% coinsurance, not subject to deductible
<b>Urgent Care</b>	10% coinsurance, not subject to deductible

# NASI Welfare Fund

Out-of-Network Providers  
Active Participants and Pre-Medicare Retirees

Doctors and Hospitals not affiliated with BCBSIL network

<b><u>Out-of-Network</u></b>	<b><u>Level 2</u></b>
<b>Annual Deductible</b>	\$1,500 individual/ \$4,500 max per family
<b>Comprehensive Medical</b>	45% coinsurance after deductible
<b>Annual Max Out of Pocket (including deductible)</b>	\$6,500 individual (\$8,000 including deductible)

# NASI Welfare Fund

Prescription Drug Coverage  
Active Participants and Pre-Medicare Retirees

- **Express Scripts (Active/Pre-Medicare)**
  - Retail Prescription Card for Non-maintenance drugs
  - Mail-order Pharmacy for Maintenance drugs (typically 90-day supply)
  - Retail maintenance drug cost limited to cost through mail-order.

<u>Prescription*</u>	<u>Level 2</u>
<b>Preferred Drugs*</b>	30% coinsurance, no deductible
<b>Non-preferred Drugs*</b>	35% coinsurance, no deductible

\*Prescription Drug Coverage is subject to the Annual Maximum Out of Pocket benefit for Comprehensive Medical of \$6,500.

# NASI Welfare Fund

- Maximum Out of Pocket – extension for following Calendar Year
  - If you meet your Out-of-Pocket Maximum for the Calendar Year, you will receive 100% coverage for the remainder of the year as well as 100% coverage after meeting your Deductible in the following Calendar Year.

# NASI Welfare Fund Dental

- All Active Participants and Retirees (including Medicare-eligible)
- Benefits provided through Delta Dental
- Access to both the Delta Dental PPO and Premier provider network
- Not required to use Delta Dental dentist – no financial penalty but you won't get the discounted prices available with Delta Dental dentists



# NASI Welfare Fund

## Dental

- \$75 annual deductible
- \$4,000 annual benefit limitation
- Separate \$4,000 lifetime maximum benefit for orthodontic services
  - (no lifetime max for children - ACA)
- Preventive Services – 90% Coverage
  - Bi-annual exams, cleanings, routine x-rays
- Class I Restorative Services -- 80% coverage
  - Fillings, Surgery, Periodontics
- Class II Restorative Services -- 50% coverage
  - Crowns, Bridges, Orthodontics

# NASI Welfare Fund

All Active Participants and Retirees (including Medicare-eligible)

- Vision Care

- Provided through **Vision Service Plan** (Must use VSP provider)
- One exam in a 12-month period unless more than one is medically necessary
- One pair eyeglasses/contact lenses in a 12-months period
- Exam and eyeglasses subject to \$10 deductible, then paid in full (additional cost for some items or uncovered items)
- Contact lenses limited to \$100 after deductible

# NASI Welfare Fund

- Weekly Disability Benefits (Actives Only)
  - \$300 per week
  - Maximum of 26 weeks
  - Payable from
    - 1<sup>st</sup> day of hospitalization
    - 8<sup>th</sup> day of illness
  - Not payable for work-related disabilities
- Hearing Aids (Actives and Retirees)
  - \$1,200 per Participant or Spouse, once every 3 years

# NASI Welfare Fund

- Life Insurance (Actives Only)
  - Active member \$15,000
    - AD&D additional \$15,000
  - Spouse \$3,000
  - Child \$2,000 (Age 15 days to 19 years)
- New Benefit: Hinge Health
  - Musculoskeletal Health Solution
    - Available with Digital Engagement
  - Expected Launch Date of November 7<sup>th</sup>

# NASI Welfare Fund

## Retiree Coverage

- **Pre-Medicare Retirees** will have the same level of coverage as active Participants (Level 2)
  - No Life Insurance or Accidental Death & Dismemberment for Retirees
- **Medicare Retirees** will have secondary coverage to Medicare Part A and Part B through Labor First's Medicare Advantage Plan.
  - ❖ If a Pensioner/Beneficiary elects to terminate medical coverage, cannot reenroll.

# Local 417 RESA

Effective 1/1/2023, Active Local 417 members' NASI Welfare Fund contributions will include \$0.80 per hour to the NASI Welfare Fund for 417's Retired Employee Subsidy Account ("RESA"). Total assets of \$500k allocated to 417 RESA.

	<b>2022 NASI Premium</b>	<b>417 RESA Subsidy</b>	<b>RESA-Eligible Retiree Premium</b>
<b>Pre-Medicare</b>	\$910	\$410	\$500
<b>Medicare after 2001</b>	\$370	\$155	\$255
<b>Medicare before 2002</b>	\$320	\$65	\$255

- NASI Premium Rates subject to change
- Premiums deducted automatically from NASI Pension Fund monthly payments
- NASI Retiree Medical Premium Rates are subsidized by NASI WF for approximately 50% of full cost of coverage
- Family Coverage based on Participant's Status
- RESA eligibility determined by Local 417 Office

# NASI Welfare Fund

## Medicare Retirees as of 1/1/23-Medicare Advantage

- Medical claims paid at 100% after Medicare Parts A&B pays their part
- Maximum out-of-pocket only applies to prescription drugs
  - \$2,900 then prescriptions paid at 100% for the remainder of that year and the following year
- Prescriptions may be purchased through either retail or mail order

# NASI Welfare Fund

## Medical (Medicare-Eligible)

Medical Deductible	\$0
Medical Maximum Out-of-Pocket	N/A
Primary Care Visits	\$0
Specialist Visits	\$0
Inpatient Hospital Care	\$0 per admit
Outpatient Surgery	\$0
Inpatient Mental Health & Substance Abuse	\$0
Skilled Nursing	\$0 Day 1-100
Urgent Care	\$0
Emergency Room	\$0
Ambulance	\$0
Durable Medical Equipment	\$0



# NASI Welfare Fund

## Pharmacy (Medicare-Eligible)

Deductible	\$0
Member Out-of-Pocket Maximum	\$2,900
<b>Retail 30 Day Supply</b>	
Generics	20%
Preferred Brand	20%
Non-Preferred Brand	30%
Specialty	20%
<b>Retail 90 Day Supply</b>	
Generics	20%
Preferred Brand	20%
Non-Preferred Brand	30%
Specialty	Limited to one-month supply

# NASI Welfare Fund

## Pharmacy (Medicare-eligible)(continued)

<b>Mail Order 90 Day Supply</b>	
Generics	20%
Preferred Brand	20%
Non-Preferred Brand	30%
Specialty	Limited to one-month supply
All Non-Part D Drugs Covered	Yes
Lifestyle Drugs Covered	Yes

# NASI Welfare Fund

- Other benefits – Medicare-eligible
  - Foreign travel-coverage for emergency room and urgently needed care
  - Silver Sneakers Included
  - One eye exam every twelve months
    - Glasses and Contact lenses-VSP
  - Hearing Aids \$1,200 every three years (exam every 12 months)
    - Spouses will have coverage
  - Dental coverage still through NASI (Delta Dental – see previous slide)

# NASI Welfare Fund Enrollment

- Checklist for Enrollment

- Active Participants

- Active Enrollment Form
    - Birth Certificates (Member and All Beneficiaries)
    - Marriage Certificate (if applicable)
    - Life Insurance Beneficiary Form

- Retirees/Beneficiaries

- Retiree Enrollment Form
    - Birth Certificates (Member and All Beneficiaries)
    - Marriage Certificate (if applicable)
    - Medicare Card (for all Medicare-eligible individuals)

# NASI Welfare Fund

- Additional Resources: [www.nasifund.org](http://www.nasifund.org)
  - Summary Plan Descriptions
  - Enrollment form
  - HIPAA form
  - Beneficiary forms
  - Access your claims information (EOBs)
  - Providers Links
    - BCBS Providers
    - Delta Dental
    - MD Live (telemedicine)
    - VSP, etc.
  - Benefit Announcements
  - Fund Office: 800-638-2603