



National Automatic Sprinkler Industry Welfare Fund

Local 417

Retirees and Beneficiaries

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

- Pensioner Medical Premiums Deducted from Pension Check Automatically
- One Premium for Family Coverage
- Premium dependent on:
 - Coverage of Primary (The individual who receives the monthly pension payment.)
 - RESA Eligibility
- Medicare-eligible Participants will use Labor First (Aetna)

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.

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

- NASI Premium Rates subject to change
- Premiums deducted automatically from NASI Pension Fund monthly payments
- NASI Retiree 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

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.

NASI Welfare Fund

In-Network Providers

Pre-Medicare Retirees

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

NASI Welfare Fund

Out-of-Network Providers
Pre-Medicare Retirees

Doctors and Hospitals not affiliated with BCBSIL network

<u>Out-of-Network</u>	<u>Level 2</u>
Annual Deductible	\$1,500 individual/ \$4,500 max per family
Comprehensive Medical	45% coinsurance after deductible
Annual Max Out of Pocket (including deductible)	\$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>
Preferred Drugs*	30% coinsurance, no deductible
Non-preferred Drugs*	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

Pre-Medicare and Medicare-eligible

- **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 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

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
Retail 30 Day Supply	
Generics	20%
Preferred Brand	20%
Non-Preferred Brand	30%
Specialty	20%
Retail 90 Day Supply	
Generics	20%
Preferred Brand	20%
Non-Preferred Brand	30%
Specialty	Limited to one-month supply

NASI Welfare Fund

Pharmacy (Medicare-eligible)(continued)

Mail Order 90 Day Supply	
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) – Available to Pre-Medicare Participants as well
 - Spouses have coverage
 - Dental coverage still through NASI (Delta Dental – see previous slide)

NASI Welfare Fund Enrollment

- Checklist for Enrollment

- 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
 - Summary Plan Descriptions
 - Enrollment form
 - HIPAA form
 - Beneficiary forms
 - Access your claims information (EOBs)
 - Providers Links
 - BCBS Providers
 - Delta Dental
 - MDLive
 - VSP, etc.
 - Benefit Announcements
 - Fund Office: 800-638-2603