Washington Teamsters Welfare Trust: Plan Z

Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage Period: 01/01/2016 – 12/31/2016

Coverage for: Family | **Plan Type:** PPO

This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at **www.nwadmin.com** or by calling **800-458-3053**.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	**$500** individual / **$1,500** family. Goes to $400 individual /$1,200 family if you complete the Health Assessment, $600 individual / $1,800 family if you don't. Does not apply to office visits, in-network preventive care, prescriptions, or obesity treatment.	You must pay all the costs up to the **deductible** amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the **deductible** starts over (usually, but not always, January 1st). See the chart starting on page 2 for how much you pay for covered services after you meet the **deductible**.
Are there other deductibles for specific services?	Yes. **$75** for out-patient emergency room visits.	You must pay all of the costs for these services up to the specific **deductible** amount before this plan begins to pay for these services.
Is there an out–of–pocket limit on my expenses?	Yes for medical benefits there are two. **$5,000** individual / **$10,000** family (co-insurance) and **$5,000** individual / **$10,000** family. For prescription drug benefits there is a separate limit of **$1,850** individual / **$3,700** family.	The **out-of-pocket limit** is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is not included in the out–of–pocket limit?	Not included in the first **$5,000** individual / **$10,000** family limits are premiums, deductibles, co-pays, non-covered charges, prescriptions, and obesity treatment. Not included in the second **$5,000** individual / **$10,000** family limits are premiums, out-of-network charges, non-covered charges, obesity treatment, and prescriptions. Not included in the prescription **$1,850** individual / **$3,700** family limits are out-of-network charges.	Even though you pay these expenses, they don't count toward the **out-of-pocket limit**.
Is there an overall annual limit on what the plan pays?	No.	The chart starting on page 2 describes any limits on what the plan will pay for *specific* covered services, such as office visits.
Does this plan use a network of providers?	Yes. See www.cignasharedadministration.com and select the Open Access Plus (OAP) Provider Directory **or call 1-855-402-0272** for a list of participating providers. For prescription drugs see www.medimpact.com **or call 1-800-788-2949**.	If you use an in-network doctor or other health care **provider**, this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network **provider** for some services. Plans use the term in-network, **preferred**, or participating for **providers** in their **network**. See the chart starting on page 2 for how this plan pays different kinds of **providers**.

Do I need a referral to see a specialist?	No. You don't need a referral to see a specialist.	You can see the **specialist** you choose without permission from this plan.
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 5. See your policy or plan document for additional information about **excluded services**.

- **Co-payments** are fixed dollar amounts (for example, $15) you pay for covered health care, usually when you receive the service.
- **Co-insurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan's **allowed amount** for an overnight hospital stay is $1,000, your **co-insurance** payment of 20% would be $200. This may change if you haven't met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network hospital charges $1,500 for an overnight stay and the **allowed amount** is $1,000, you may have to pay the $500 difference. (This is called **balance billing**.)
- This plan may encourage you to use participating **providers** by charging you lower **deductibles**, **co-payments** and **co-insurance** amounts.

Common Medical Event	Services You May Need	Your cost if you use a Participating Provider	Your cost if you use a Non-Participating Provider	Limitations & Exceptions
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$25 co-pay/visit	$25 co-pay/visit	Applies to charge for the office visit only not other professional fees.
	Specialist visit	$25 co-pay/visit	$25 co-pay/visit	Applies to charge for the office visit only not other professional fees.
	Other practitioner office visit	$25 co-pay/visit	$25 co-pay/visit	Applies to charge for the office visit only not other professional fees.
	Preventive care/screening/immunization	No charge	50% co-insurance after deductible and $25 co-pay	None
If you have a test	Diagnostic test (x-ray, blood work)	20% co-insurance	50% co-insurance	None
	Imaging (CT/PET scans, MRIs)	20% co-insurance	50% co-insurance	None

Common Medical Event	Services You May Need	Your cost if you use a Participating Provider	Your cost if you use a Non-Participating Provider	Limitations & Exceptions
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at www.medimpact.com	Generic drugs	Retail: 10% or 15% co-pay /prescription; Mail order: 10% co-pay/prescription to maximum $15	Not covered except for a medical emergency	Covers up to a 34-day supply (retail prescription); up to 100 day supply (mail order prescription). Lower retail co-pay % applies to recommended retail pharmacies.
	Preferred brand drugs	Retail: 30% or 35% co-pay /prescription; Mail order: 30% co-pay/prescription to maximum $90	Not covered except for a medical emergency	Covers up to a 34-day supply (retail prescription); up to 100 day supply (mail order prescription). Lower retail co-pay % applies to recommended retail pharmacies.
	Non-preferred brand drugs	Retail: 40% or 45% co-pay /prescription; Mail order: 40% co-pay/prescription to maximum $130	Not covered except for a medical emergency	Covers up to a 34-day supply (retail prescription); up to 100 day supply (mail order prescription). Lower retail co-pay % applies to recommended retail pharmacies.
	Specialty drugs	See above.	See above	Covers up to a 34-day supply for retail and 100-day supply for mail order. Lower retail co-pay % applies to recommended retail pharmacies.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% co-insurance	50% co-insurance	None
	Physician/surgeon fees	20% co-insurance	50% co-insurance	None
If you need immediate medical attention	Emergency room services	After $75 deductible, 20% co-insurance	20% co-insurance	Notify the Plan within 24 hours of admission
	Emergency medical transportation	20% co-insurance	50% co-insurance	None
	Urgent care	20% co-insurance	50% co-insurance	None
If you have a hospital stay	Facility fee (e.g., hospital room)	20% co-insurance	50% co-insurance	Prior Authorization Required
	Physician/surgeon fee	20% co-insurance	50% co-insurance	None

Common Medical Event	Services You May Need	Your cost if you use a Participating Provider	Your cost if you use a Non-Participating Provider	Limitations & Exceptions
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	$10 co-pay/session	$10 co-pay/session	None
	Mental/Behavioral health inpatient services	20% co-insurance	50% co-insurance	Prior Authorization Required
	Substance use disorder outpatient services	$10 co-pay/session	$10 co-pay/session	None
	Substance use disorder inpatient services	20% co-insurance	50% co-insurance	Prior Authorization Required
If you are pregnant	Prenatal and postnatal care	20% co-insurance	50% co-insurance	Child's pregnancy is not covered.
	Delivery and all inpatient services	20% co-insurance	50% co-insurance	Child's pregnancy is not covered.
If you need help recovering or have other special health needs	Home health care	20% co-insurance	50% co-insurance	Limited to 130 visits per year
	Rehabilitation services	20% co-insurance inpatient $25 co-pay/visit outpatient	50% co-insurance inpatient $25 co-pay/visit outpatient	None - inpatient Limited to 24-48 visits per year for outpatient
	Habilitation services	20% co-insurance inpatient $25 co-pay/visit outpatient	50% co-insurance inpatient $25 co-pay/visit outpatient	None - inpatient Limited to 24-28 visits per year for outpatient
	Skilled nursing care	20% co-insurance	50% co-insurance	Limited to 180 days per condition
	Durable medical equipment	20% co-insurance	50% co-insurance	None
	Hospice service	20% co-insurance	50% co-insurance	Limited to 60 visits
If your child needs dental or eye care	Eye exam	20% co-insurance	50% co-insurance	Medical conditions of eye only. See vision plan for routine exam for visual acuity or eyewear.
	Glasses	Not covered	Not covered	Covered by separate vision plan.
	Dental check-up	Not covered	Not covered	Covered by separate dental plan.

Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)

- Cosmetic surgery
- Dental care (Adult)
- Infertility treatment
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing
- Routine eye care (Adult)
- Routine foot care

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Acupuncture (limited benefit)
- Bariatric surgery (if meeting plan criteria)
- Chiropractic care (limited benefit)
- Hearing aids (limited benefit)
- Weight loss programs (if meeting plan criteria)

Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a **premium**, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at 800-458-3053. You may also contact the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov."

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to **appeal** or file a **grievance**. For questions about your rights, this notice, or assistance, you can contact Northwest Administrators at 800-458-3053 or www.nwadmin.com. You can also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform

Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as "minimum essential coverage." **This plan or policy does provide minimum essential coverage.**

Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage does meet the minimum value standard for the benefits it provides.**

Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al 800-458-3053.

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

About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.

This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Having a baby
(normal delivery)

- **Amount owed to providers:** $7,540
- **Plan pays** $5,520
- **Patient pays** $2,020

Sample care costs:

Hospital charges (mother)	$2,700
Routine obstetric care	$2,100
Hospital charges (baby)	$900
Anesthesia	$900
Laboratory tests	$500
Prescriptions	$200
Radiology	$200
Vaccines, other preventive	$40
Total	**$7,540**

Patient pays:

Deductibles	$500
Co-pays	$20
Co-insurance	$1,350
Limits or exclusions	$150
Total	**$2,020**

Managing type 2 diabetes
(routine maintenance of a well-controlled condition)

- **Amount owed to providers:** $5,400
- **Plan pays** $4,410
- **Patient pays** $990

Sample care costs:

Prescriptions	$2,900
Medical Equipment and Supplies	$1,300
Office Visits and Procedures	$700
Education	$300
Laboratory tests	$100
Vaccines, other preventive	$100
Total	**$5,400**

Patient pays:

Deductibles	$500
Co-pays	$150
Co-insurance	$260
Limits or exclusions	$80
Total	**$990**

Note: These numbers assume the patient is participating in our diabetes wellness program. If you have diabetes and do not participate in the wellness program, your costs may be higher.

Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premiums**.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-network **providers**. If the patient had received care from out-of-network **providers**, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **co-payments**, and **co-insurance** can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

✘ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

✘ **No.** Coverage Examples are **not** cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your **providers** charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

✓ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

✓ **Yes.** An important cost is the **premium** you pay. Generally, the lower your **premium**, the more you'll pay in out-of-pocket costs, such as **co-payments**, **deductibles**, and **co-insurance**. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.