



## Welfare Fund of Local No. One, I.A.T.S.E.

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### Welfare Fund Eligibility Criteria: 07/01/24 to 12/31/24

#### GOOD NEWS!

You may have heard, the Welfare Fund is returning to Tiered Coverage effective July 1, 2024. In-network coverage will return to pre-pandemic coverage for each Tier (i.e., Tier III will return to \$0 deductible and 0% coinsurance for most benefits).

The Fund will continue to have 6-month eligibility periods. Therefore, we will continue to have open enrollment every January 1 and July 1.

In addition, the 12-month lookback periods will continue on the same schedule the Fund has been using since 2021, as detailed in the chart below.

Health Coverage Period	Earnings Work Period
07/01/2024 – 12/31/2024	04/01/2023 – 03/31/2024
01/01/2025 – 06/30/2025	10/01/2023 – 09/30/2024
07/01/2025 – 12/31/2025	04/01/2024 – 03/31/2025

Because we are returning to having three tiers of coverage, we will once again have three different earnings thresholds:

Coverage Tier	Gross Wages during Work Period
Tier I	\$37,500 - \$55,000
Tier II	\$55,001 - \$85,500
Tier III	\$85,501 and up

**Note that the Work Period for July 1 coverage ends on March 31, 2024. Open Enrollment packages will be sent to all eligible members in May.**

#### Active and Early Retiree Medical Coverage

For active members and non-Medicare eligible retirees, your benefit coverage will be determined based on your earnings. NOTE - Tier Placement for Early Retirees is disclosed later in this memo.

In-Network (INN) coverage is returning to pre-pandemic coverage levels, as detailed in the chart below. However, Out-of-Network (OON) coverage will remain at the current Recovery Tier level for ALL TIERS.

The shaded rows show the In-Network Benefits and the white rows show the Out-of-Network Benefits. Note that OON for all tiers is the same coverage, with a \$10,000 deductible for a single individual and no limit on Out-of-Pocket (OOP) Maximum. It is very important to stay In-Network whenever possible to save both you and the Fund money.

	<b>Tier 1 (Recovery Tier)</b>	<b>Tier 2</b>	<b>Tier 3</b>
INN Deductible (Single/Family)	\$500 /\$1,250	\$300/\$750	<b>\$0/\$0</b>
OON Deductible (Single/Family)	\$10,000/\$20,000	\$10,000/\$20,000	\$10,000/\$20,000
INN OOP Max (Single/Family)	\$5,350/\$10,700	\$2,750/\$5,500	<b>\$2,000/\$4,000</b>
OON OOP Max (Single/Family)	No Limit	No Limit	No Limit
INN Office Visits (Physician/Specialist)	\$50/\$50 copay	\$35/\$50 copay	\$25/\$50 copay
OON Office Visits (Physician/Specialist)	\$50/\$65 copay, then 50% after plan deductible	\$50/\$65 copay, then 50% after plan deductible	\$50/\$65 copay, then 50% after plan deductible
INN Inpatient Hospital (Copay / Coinsurance after Deductible)	\$500 / 30% after plan deductible	\$250 / 20% after plan deductible	<b>\$0 / 0%</b>
OON Inpatient Hospital (Copay / Coinsurance after Deductible)	\$500 / 50% after plan deductible	\$500 / 50% after plan deductible	\$500 / 50% after plan deductible
INN Outpatient Surgery Coinsurance	30%, after plan deductible	20% , after plan deductible	<b>0%</b>
OON Outpatient Surgery Coinsurance	50%, after plan deductible	50%, after plan deductible	50%, after plan deductible
INN Labs & X-Rays Coinsurance	0%	0%	<b>0%</b>
INN CT/MRI/PET Imaging Copay	\$50	\$50	<b>\$50</b>
OON Labs & X-Rays Coinsurance	50%, after plan deductible	50%, after plan deductible	50%, after plan deductible
OON CT/MRI/PET Imaging	50%, after plan deductible	50%, after plan deductible	50%, after plan deductible
Emergency Room (Copay / Coinsurance after Deductible)	\$200 / 30%	\$200 / 20%	<b>\$200 / 0%</b>

## **Active and Early Retiree Prescription Drug Coverage**

There will be no changes to the Prescription Drug Plan. The current prescription drug coverage for the Recovery Tier will remain in place for all Tiers. Therefore, it will continue to be important for members to utilize generic drugs when available to ensure your prescriptions are covered under the Plan.

## **Medicare-Eligible Retiree Coverage**

Medicare-eligible retirees will NOT be returning to Tier Coverage. The Medicare Advantage Plan will remain in place. Note that as of January 1, 2024, the Board of Trustees approved an improvement to the Plan which waived the \$20 copays on primary/specialist doctor visits and on urgent care visits.

## **Quarterly Self-Pay Premiums for Active Participants 7/1/2024 - 12/31/2024**

In addition to having varying levels of medical coverage, the 3 Tiers have different self-pay premiums.

The quarterly self-pay premiums, BEFORE adjustment for the Wellness Incentive are as follow:

<b>Coverage Type</b>	<b>Tier Level</b>			
	<b>Tier I BASIC</b>	<b>Tier I</b>	<b>Tier II</b>	<b>Tier III</b>
Participant	\$270	\$270	\$354	\$556
Participant + 1	\$1,233	\$338	\$442	\$695
Family	\$2,156	\$405	\$530	\$834

Note - Tier I BASIC only applies to new Participants who have met the earnings requirement but have not satisfied their 3 consecutive eligible years yet.

## **Wellness Incentive**

The Wellness Incentive will continue to be offered. The Wellness Incentive is a reduction in your self-pay premium of \$100 per quarter (\$400 per year). In order to qualify for the incentive in 2024, active participants must have completed a wellness exam (an annual physical) during 2023. Annual physicals completed in 2024 will be applied toward the Wellness Incentive in 2025.

Additional information on the Wellness Incentive is available [here](#).

## Tier Buy-Ups

As done in the past, members will be given the opportunity to "buy-up" to Tier III coverage for the enrollment period.

The quarterly self-pay premiums for Active Participants wishing to buy-up to Tier III from Tier I or Tier II are shown below:

Coverage Type	Tier Based on Earnings	
	Tier I	Tier II
Participant	\$1,841	\$748
Participant + 1	\$2,843	\$969
Family	\$4,274	\$1,286

## Early Retiree Tier Coverage

Medicare-Eligible retirees who have met the requirements for retiree health coverage will remain on the Medicare Advantage Plan. Early Retirees who are not yet Medicare-Eligible will be returning to Tiered Coverage.

As was practice before the Recovery Tier, Early Retirees will be placed in a Tier at retirement, based on their historical earnings.

1. If you are an Early Retiree who retired **BEFORE** the Recovery Tier was put in place (i.e. before July 1, 2020), you will return to the Tiered Coverage you were originally placed in at retirement.
2. If you are an Early Retiree who retired **DURING** the Recovery Tier (i.e. from July 1, 2020 through June 30, 2024), you will be placed in Tier III. At the time of your retirement, work was not always readily available, and there were no Tier thresholds to aspire to immediately before retirement.
3. For Early Retirees who retire **AFTER** July 1, 2024, your Coverage Tier will be determined by your highest Tier of Coverage in 2 of the last 4 Open Enrollments. However, for Open Enrollments when the Recovery Tier was in place, the threshold for Tier III will be \$37,500.

For example, if you are retiring in November 2024, the Fund Office will look at your Tier placement in the Open Enrollments that occurred on 7/1/2024, 1/1/2024, 7/1/2023, and 1/1/2023 to determine your level of retiree coverage until you reach Medicare-Eligibility. However, since the Open Enrollments in 1/1/2024, 7/1/2023, and 1/1/2023 were during the Recovery Tier, Gross Wages during the applicable work periods of \$37,500 will count as Tier III placement.

## Monthly Retiree Self-Pay Premiums

Since coverage for Early Retirees is returning to Tiered Coverage, the self-pay premiums will also be based on the Tiers.

As per prior practice, the retiree rates for Retirees ages 60 through 64 is different than the rates for Retirees under Age 60.

The monthly retiree rates as of July 1, 2024 are as follows:

	Class	Retiree Only	Retiree Plus 1	Retiree Family
<b>Tier 1</b>	Under Age 60	\$91.00	\$166.00	\$240.00
	Age 60 through 64	\$52.00	\$101.00	\$141.00
<b>Tier 2</b>	Under Age 60	\$118.00	\$214.00	\$311.00
	Age 60 through 64	\$67.00	\$130.00	\$182.00
<b>Tier 3</b>	Under Age 60	\$186.00	\$343.00	\$501.00
	Age 60 through 64	\$106.00	\$206.00	\$288.00
<b>Medicare</b>	Age 65/Disability	\$25.00	\$50.00	\$75.00

It is important that you track your earnings throughout the year since the eligibility work periods are not calendar years. To help monitor your earnings against the eligibility requirements and tier levels, we've added a section to the Participant Portal on the [Fund Office web site](#). **If you already use the Participant Portal, just login and go to the link in the upper right corner called "HealthEligibility" and you can view your earnings to date and other information about your Welfare Fund provided coverage.**

If you are not already using the Participant Portal to pay your self-pay premiums and monitor your employer reported earnings and contributions, please follow these directions to get access to your information:

- Click on the "MY BENEFITS" link in the top right corner of the main page to log into your personal account on the Participant Portal.
- Click on the "Login" link in the top right corner of the page.
- If you have previously registered for the "MY BENEFITS" participant portal, you will then sign-in using your Username and Password. If you do not already have an account, hit the "Register" button to setup your login credentials. Please note that you can only register using an email address already on file with the Fund Office. If you need to add your email address, please either call (212)247-5225 or email [FundOffice@FundOneIATSE.com](mailto:FundOffice@FundOneIATSE.com).
- Once you have logged into the Participant Portal, you will see a link in the top right of the main page that will allow you to manage your contact information, check your Welfare eligibility, elect coverage, pay your self-pay premiums, and monitor your employer reported earnings and contributions.

If you have any problems with the Participant Portal, please call (212)247-5225 or email [FundOffice@FundOneIATSE.com](mailto:FundOffice@FundOneIATSE.com).