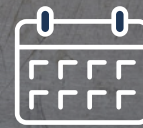


2024 Open Enrollment Newsletter



Iron Workers District Council of Philadelphia & Vicinity Health Benefit Plan

Welcome to your 2024 Open Enrollment, your chance to review the benefit plans available and make your decisions for the upcoming plan year. The Fund continues to provide comprehensive benefits, designed with your health and financial protection in mind. These plans give you and your family options, so you can choose the right level of coverage. We encourage you to review your benefits carefully and make wise decisions about your health care.



What You Need to Know about 2024 Open Enrollment

When:

October 16 - November 10, 2023

Note: Open Enrollment dates have been updated.

Benefits Effective Date:

January 1, 2024

Who: All eligible members are encouraged to enroll.

How: Visit iwdcpa.com to download and complete an Enrollment Form.

→ If you are in Plan C you **MUST** select a plan for 2024. ←

Who Is Eligible?

You are eligible for the Health Reimbursement Arrangement (HRA) as an active member, if you are working in covered employment.

If you actively participate in the HRA, and then retire under the Pension Plan with a balance in your account, you are eligible to use the Credits during your retirement. However, no new Credits will be added to the account after you retire.

Eligible dependents may have their medical expenses reimbursed from the HRA only if enrolled in the Plan at the time the medical expenses are incurred.

Who Needs to Enroll?

If you are in Plan C you **MUST** choose a new plan as Plan C will no longer be available in 2024.

If you are in Plan A or B and do not wish to make a change, you do not need to return the enrollment form and your current coverage will continue for 2024.

You **MUST** actively enroll if you want to:

- Make any changes to your benefits
- Add or drop dependents from coverage

In order to be eligible to elect coverage during Open Enrollment, you must have enough Credits in your HRA to cover at least three months worth of the Health Plan option you wish to select.

Keep in mind that once Open Enrollment ends on November 10, 2023, you won't be able to make changes to your coverage until the next Open Enrollment period (unless you have a qualifying event, such as marriage or birth of a child).

Don't Get Caught Without the Coverage You Need

Before you enroll, take some time to assess your needs and ask yourself a few questions:

- **Who should I cover?**
Take a look at your coverage options for yourself and your dependents. Make sure all of your dependents currently enrolled in benefits meet the eligibility requirements.
- **How many Credits do I have?**
You must have enough Credits in your HRA to cover a minimum of three months worth of the Health Plan option you want.
- **Will the plan I currently have meet my health care needs in 2024?**
Review the plans to see which one is the best fit for you and your family.

Health Plans

Choosing a health plan is an important decision during Open Enrollment. To help you pick the right one, here is a side-by-side comparison of in-network coverage for both of the the medical plan options. Keep in mind that you cannot decline medical, prescription drug, dental, or vision coverage under the plan option you select. They are offered as a package.

Plan Features		Plan A	Plan B
Credits Required		Highest	Mid-range
Deductible	Single	None	\$1,500
	Member + 1		\$3,000
	Family		\$3,000
Out-of-Pocket Maximums	Single	\$6,075	\$6,075
	Member + 1	\$12,075	\$12,075
	Family	\$12,075	\$12,075
Coinsurance		Plan pays 100%	Plan pays 85% after deductible
Copays		Office visit: \$20	Plan pays 85% after deductible
		Inpatient: \$100 per day, up to \$500 per admission	Inpatient: \$500 per day, up to \$5,000 per admission
		Emergency Room: \$150 (waived if admitted)	Emergency Room: \$150 (waived if admitted)
Prescription Drug Coverage			
Deductible		None	\$100
Annual Out-of-Pocket Maximum	Single	\$1,825	\$1,825
	Member + 1	\$3,725	\$3,725
	Family	\$3,725	\$3,725
Copayments or Coinsurance (Retail/Mail Order)	Generic	\$10/\$20	You pay 15% coinsurance per prescription
	Brand Formulary	\$25/\$50	
	Non-Formulary	\$100/\$200	
	Formulary Specialty	You pay 2% coinsurance (\$25 min/\$250 max)	
	Non-Formulary Specialty	You pay 2% coinsurance (\$50 min/\$250 max)	

Note: The comparisons above are not meant as comprehensive descriptions of the Plan's benefits. For more information about the plan options, including information about dental and vision coverage, you can review the Summaries of Benefits and Coverage (SCBs), that are included in this mailing, your Summary Plan Description, and other documents you have received from the Plan.



2024 HRA Credits

Your Credits are based on the number of hours you work. Before electing your coverage, please ensure you have enough Credits to cover at least three months' worth of the desired Health Plan option.

Credits and hours needed to maintain eligibility								
	Plan A			Plan B			OPT Out	
	Single	Member + 1	Family	Single	Member + 1	Family	-	
2024 Monthly HRA Credits	827	1,451	1,885	676	1,171	1,515	0	
Life/Disability Credits	122	122	122	122	122	122	250	
Total Credits (HRA + Life/Disability)	949	1,573	2,007	798	1,293	1,637	250	
Local 399								
Required HRA Credits	Monthly	949	1,573	2,007	798	1,293	1,637	250
	Annual	11,387	18,876	14,081	8,118	14,055	18,185	3,000
Required Minimum Hours	Monthly	66	109	139	55	90	113	17
	Annual	788	1,306	1,667	663	1,074	1,360	208
Local 401								
Required HRA Credits	Monthly	949	1,573	2,007	798	1,293	1,637	250
	Annual	11,387	18,876	24,081	8,118	14,055	18,185	3,000
Required Minimum Hours	Monthly	61	109	129	51	90	113	16
	Annual	732	1,306	1,549	616	1,074	1,360	193
Local 404								
Required HRA Credits	Monthly	949	1,573	2,007	798	1,293	1,637	250
	Annual	11,387	18,876	24,081	8,118	14,055	18,185	3,000
Required Minimum Hours	Monthly	78	129	164	65	106	134	20
	Annual	933	1,547	1,974	785	1,272	1,611	246
Local 405								
Required HRA Credits	Monthly	949	1,573	2,007	798	1,293	1,637	250
	Annual	11,387	18,876	24,081	8,118	14,055	18,185	3,000
Required Minimum Hours	Monthly	65	108	137	55	88	112	17
	Annual	779	1,291	1,647	655	1,062	1,344	205
Local 451								
Required HRA Credits	Monthly	949	1,573	2,007	798	1,293	1,637	250
	Annual	11,387	18,876	24,081	8,118	14,055	18,185	3,000
Required Minimum Hours	Monthly	71	117	149	59	96	122	19
	Annual	847	1,403	1,790	712	1,154	1,461	228

How to Be a Better Consumer

Take full advantage of these money saving opportunities to help you get the most of your benefits while saving you money:

- 1. Free Preventive Care:** Take advantage of 100% preventive care coverage. There are no additional costs to you for covered services received in-network.
- 2. Go Generic:** Ask your provider to prescribe you equivalent generic medications. They have the same active ingredients as the brand name medications, but typically cost much less.
- 3. Mail Order Rx Program:** Fill your maintenance medication to receive a 90-day supply of each prescription drug for the cost of a 60-day supply. That's a whole month of medication for free!
- 4. Fund-Provided Insurance:** You receive basic life insurance and long-term disability insurance at **no cost to you**. The eligibility provisions explained in your Summary Plan Description continue to apply to your other Plan benefits.

For more information, refer to your 2024 Benefits Guide.

Where to Go for Care

Part of making wise health care decisions is knowing where to go for medical care. Should you go to the ER? Wait to visit your primary doctor? Take a look below to help you decide.

	Doctor's Office	Urgent Care	Emergency Room
Cost	\$	\$\$	\$\$\$\$
Availability	Office hours vary	Generally, includes evenings, weekends, and holidays	24/7
Average Wait Time	Usually under an hour	Usually about an hour	Wait time average 2-3 hours
When to Use	For non-emergency conditions, such as sore throat, fever, earaches, sinus infections, and urinary tract infections	When your doctor's office is closed, but is not a true emergency	When you need immediate care for life-threatening issues, such as chest pains, stroke symptoms, major injuries, broken bones, or loss of consciousness

In an emergency, call 911 or seek help from any hospital immediately.

Get Ready for Open Enrollment

1. Explore

Review your benefits guide and visit iwdcpa.com to learn more about all the benefits available to you.

2. Choose

Choose which plan you will enroll in for 2024. If you're adding any dependents to your coverage, make sure you have all the information you need—date of birth, Social Security number, and supporting documentation.

3. Enroll

Set a reminder on your calendar to enroll early – beginning October 16, 2023. This ensures that you will have the coverage you need in 2023. Remember, Open Enrollment ends on November 10, 2023. Visit iwdcpa.com to download an Enrollment Form.

4. Questions?

Contact the Plan Office at **215-537-0900** or **800-473-5005**.

→ If you are in Plan C you **MUST** select Plan A or Plan B in order to have medical coverage for 2024. ←