



\*Participants living in New York City or its surrounding area counties in NY and NJ, or in CT have the POS network. Those living outside this area have the PPO network.

 **The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately.**  
**This is only a summary.** For more information about your coverage, or to get a copy of your Summary Plan Description visit <http://health.32bjfunds.org/> or call 1-800-551-3225. For general definitions of common terms, such as [allowed amount](#), [balance billing](#), [coinsurance](#), [copayment](#), [deductible](#), [provider](#), or other underlined terms see the Glossary. You can view the Glossary at <https://www.healthcare.gov/sbc-glossary> or call 1-800-551-3225 to request a copy.

Important Questions	Answers	Why This Matters:
<b>What is the overall deductible?</b>	\$0 for <a href="#">in-network providers</a> \$500 person/\$1,000 family for <a href="#">out-of-network providers</a> .	Generally, you must pay all of the costs from providers up to the <a href="#">deductible</a> amount before this <a href="#">plan</a> begins to pay. If you have other family members on the <a href="#">plan</a> , each family member must meet their own individual <a href="#">deductible</a> until the total amount of <a href="#">deductible</a> expenses paid by all family members meets the overall family <a href="#">deductible</a> .
<b>Are there services covered before you meet your deductible?</b>	Yes, when in-network. <a href="#">Preventive care</a> and primary care services are covered before you meet your \$0 <a href="#">deductible</a> .  No, when out-of-network.	This <a href="#">plan</a> covers some items and services even if you haven't yet met the <a href="#">deductible</a> amount. But a <a href="#">copayment</a> or <a href="#">coinsurance</a> may apply. For example, this <a href="#">plan</a> covers certain <a href="#">preventive services</a> without <a href="#">cost-sharing</a> and before you meet your <a href="#">deductible</a> . See a list of covered <a href="#">preventive services</a> at <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .  You will have to meet the <a href="#">deductible</a> before the <a href="#">plan</a> pays for any services.
<b>Are there other deductibles for specific services?</b>	No.	You don't have to meet specific <a href="#">deductibles</a> for specific services.
<b>What is the out-of-pocket limit for this plan?</b>	For <a href="#">in-network providers</a> \$7,900 individual/\$15,800 family; for <a href="#">out-of-network providers</a> \$1,250 individual/\$2,500 family.	The in-network <a href="#">out-of-pocket limit</a> is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.
<b>What is not included in the out-of-pocket limit?</b>	<a href="#">Premiums</a> , <a href="#">balance billing</a> charges, penalties for failure to obtain preauthorization, & health care this <a href="#">plan</a> doesn't cover.	Even though you pay these expenses, they don't count toward the <a href="#">out-of-pocket limit</a> .
<b>Will you pay less if you use a network provider?</b>	Yes. See <a href="http://www.32bjfunds.org">www.32bjfunds.org</a> or call 1-800-551-3225 for a list of <a href="#">in-network providers</a> .	This <a href="#">plan</a> uses a provider <a href="#">network</a> . You pay the least if you use a 5 Star Center <a href="#">provider</a> . You pay more if you use a <a href="#">provider</a> in the plan's <a href="#">network</a> . You <b>will</b> pay the most if you use an <a href="#">out-of-network provider</a> , and you might receive a bill from <a href="#">provider</a> for the difference between the provider's charge and what your <a href="#">plan</a> pays ( <a href="#">balance billing</a> ). Be aware, your <a href="#">in-network provider</a> might use an <a href="#">out-of-network provider</a> for some services (e.g. lab work). Check with your <a href="#">provider</a> before you get services.
<b>Do you need a referral to see a specialist?</b>	No.	You can see the <a href="#">specialist</a> you choose without a <a href="#">referral</a> .

 All [copayment](#) and [coinsurance](#) costs shown in this chart are after your [deductible](#) has been met, if a [deductible](#) applies.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information*
		5 Star Center (You will pay the least)	In-network Provider (You will pay more, but not the most)	Out-of-network Provider (You will pay the most)	
If you visit a health care <a href="#">provider's</a> office or clinic	Primary care visit to treat an injury or illness	No charge	\$40 <a href="#">copay</a> /office visit	50% <a href="#">coinsurance</a>	None.
	<a href="#">Specialist</a> visit	No charge	\$40 <a href="#">copay</a> /office visit	50% <a href="#">coinsurance</a>	
	<a href="#">Preventive care/screening/immunization</a>	No charge	No charge	50% <a href="#">coinsurance</a>	When utilizing an <a href="#">out-of-network provider</a> Plan pays 50% co-insurance of the <a href="#">allowed amount</a> after the <a href="#">deductible</a> . You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your <a href="#">plan</a> will pay for.
	Other practitioner office visit	No charge for chiropractic	\$40 <a href="#">copay</a> /visit chiropractic	50% <a href="#">coinsurance</a> for chiropractic care	Chiropractic care coverage is limited to 10 visits/year. Acupuncture coverage is limited to 20 visits/year.
		No charge for acupuncture	\$40 <a href="#">copay</a> /visit acupuncture	Not covered	Occupational, vision and speech therapy combined coverage is limited to 30 visits/year.
		No charge for occupational, vision, physical, speech therapy	\$40 <a href="#">copay</a> /visit occupational, vision, physical, speech therapy	Not covered	Outpatient physical therapy coverage is limited to 30 separate visits/year. \$75 facility co-pay/visit for out-patient physical therapy services provided in a hospital based facility. Pre-certification required.
If you have a test	<a href="#">Diagnostic test</a> (x-ray, blood work)	No charge	No charge	50% <a href="#">coinsurance</a>	If services, excluding blood work, are provided in a hospital based facility, there is a \$75 facility <a href="#">copay</a> /visit.

\* For more information about limitations and exceptions, see the plan or policy document at [www.32bjfunds.org](http://www.32bjfunds.org).

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information*
		5 Star Center (You will pay the least)	In-network Provider (You will pay more, but not the most)	Out-of-network Provider (You will pay the most)	
	Imaging (CT/PET scans, MRIs)	\$100 <a href="#">copay</a> /visit	\$100 <a href="#">copay</a> /visit	50% <a href="#">coinsurance</a>	Pre-certification required; failure to pre-certify out-of-network services results in a \$250 penalty.
<b>If you need drugs to treat your illness or condition</b> More information about <a href="#">prescription drug coverage</a> is available at <a href="http://www.caremark.com">www.caremark.com</a> .	Generic drugs	Not applicable	\$10 <a href="#">copay</a> /up to 30 day supply at retail  \$20 <a href="#">copay</a> /up to 90 day supply at CVS pharmacy or CVS mail order	Covered up to what Fund would pay a participating retail pharmacy.  Not covered	Formulary Only. Covers up to a 30-day supply (retail); up to a 90 day supply (CVS retail pharmacy or mail order). If you require a brand name drug that has a generic equivalent, you pay the difference in cost between the brand and generic plus the <a href="#">copay</a> . Ask your doctor to call CVS Caremark at 1-877-765-6294 for information on alternatives. Certain drugs are subject to prior authorization, step therapy and/or quantity limitations. Your doctor can call CVS/Caremark at 1-800-294-5979 for additional information. <a href="#">Specialty drugs</a> are only available for purchase at a CVS pharmacy or through the CVS/Caremark Specialty Pharmacy Program by calling 1-800-237-2767.
	Brand drugs	Not applicable	\$30 <a href="#">copay</a> /up to 30 day supply at retail  \$60 <a href="#">copay</a> /up to 90 day supply at CVS pharmacy or CVS mail order	Covered up to what Fund would pay a participating retail pharmacy.  Not covered	
	<a href="#">Specialty drugs</a>	Not applicable	Same <a href="#">copays</a> as generic and brand drugs above	Not covered	
<b>If you have outpatient surgery</b>	Facility fee (e.g., ambulatory surgery center)	No charge	No charge	50% <a href="#">coinsurance</a>	\$75 facility <a href="#">copay</a> /visit for outpatient services provided in a hospital-based facility.
	Physician/surgeon fees	No charge	No charge	50% <a href="#">coinsurance</a>	
<b>If you need immediate medical attention</b>	<a href="#">Emergency room care</a>	Not applicable	\$100 <a href="#">copay</a> /visit	\$100 <a href="#">copay</a> /visit	The <a href="#">copay</a> increases to \$200 for all emergency room visits after

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Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information*
		5 Star Center (You will pay the least)	In-network Provider (You will pay more, but not the most)	Out-of-network Provider (You will pay the most)	
					the 2nd visit within the same calendar year.
	<a href="#">Emergency medical transportation</a>	Not applicable	No charge	No charge	Not covered if after transport you do not receive treating services.
	<a href="#">Urgent care</a>	No charge	\$40 <a href="#">copay</a> /office visit	50% <a href="#">coinsurance</a>	None.
<b>If you have a hospital stay</b>	Facility fee (e.g., hospital room)	Not applicable	\$100 <a href="#">copay</a> /admission	50% <a href="#">coinsurance</a>	Pre-certification required; failure to pre-certify out-of-network services results in a \$250 penalty.
	Physician/surgeon fees	Not applicable	No charge	50% <a href="#">coinsurance</a>	Certain procedures are subject to higher co-pays if not performed at certain hospitals. For more information, see your Summary Plan Description or call Member Services at 1-800-551-3225.

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Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information*
		5 Star Center (You will pay the least)	In-network Provider (You will pay more, but not the most)	Out-of-network Provider (You will pay the most)	
<b>If you need mental health, behavioral health, or substance abuse services</b>	Outpatient services	No charge	\$20 <a href="#">copay</a> /visit	50% <a href="#">coinsurance</a> **	<p>Inpatient services require pre-certification. Failure to pre-certify results in a \$250 penalty.</p> <p>Outpatient services provided in a hospital based facility require pre-certification and there is a \$75 facility <a href="#">copay</a>/episode of treatment.</p> <p>**Non-participating NY inpatient and outpatient substance abuse providers that are not certified and/or licensed by the Office of Alcoholism and Substance Abuse Services and non-participating providers in all other states that are not certified by a similar state agency and which are not accredited by The Joint Commission are not covered.</p>
	Inpatient services	Not applicable	\$100 <a href="#">copay</a> /visit	50% <a href="#">coinsurance</a> **	
<b>If you are pregnant</b>	Office visits	No charge	\$40 <a href="#">copay</a> /1 <sup>st</sup> visit only	50% <a href="#">coinsurance</a>	Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.)
	Childbirth/delivery professional services	Not applicable	No charge	50% <a href="#">coinsurance</a>	None.
	Childbirth/delivery facility services	Not applicable	\$100 <a href="#">copay</a> /admission	50% <a href="#">coinsurance</a>	Pre-certification required; failure to pre-certify out-of-

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Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information*
		5 Star Center (You will pay the least)	In-network Provider (You will pay more, but not the most)	Out-of-network Provider (You will pay the most)	
					network services results in a \$250 penalty.
<b>If you need help recovering or have other special health needs</b>	<a href="#">Home health care</a>	Not applicable	No charge	Not covered	Coverage is limited to 200 visits/year.
	<a href="#">Rehabilitation services</a>	Not applicable	No charge	Not covered	Precertification required.
	<a href="#">Habilitation services</a>	Not covered	Not covered	Not covered	<a href="#">Excluded services</a> .
	<a href="#">Skilled nursing care</a>	Not applicable	No charge	Not covered	Coverage is limited to 60 days/year. Pre-certification required.
	<a href="#">Durable medical equipment</a>	Not applicable	No charge	Not covered	Precertification required.
	<a href="#">Hospice services</a>	Not applicable	No charge	Not covered	
<b>If your child needs dental or eye care</b>	Children's eye exam	Not applicable	No charge	Not covered under 19	Coverage limited to 1 exam/12 months through Davis Vision.
	Children's glasses	Not applicable	No charge	Not covered under 19	Coverage is limited to 1 pair/24 months through Davis Vision.
	Children's dental check-up	Not applicable	No charge	50% of <a href="#">allowed amount</a> plus the amount in excess of the <a href="#">allowed amount</a>	Coverage is limited to 2 visits in a calendar year through Delta Dental.

\* For more information about limitations and exceptions, see the plan or policy document at [www.32bjfunds.org](http://www.32bjfunds.org).

## Excluded Services & Other Covered Services:

### Services Your [Plan](#) Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other [excluded services](#).)

- Cosmetic Surgery
- Habilitation Services
- Infertility Treatment
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Non-preferred brand and specialty drugs
- Private-duty nursing

### Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your [plan](#) document.)

- Acupuncture up to 20 visits per year
- Bariatric surgery only at Blue Distinction hospitals
- Chiropractic care up to 10 visits per year
- Dental care (Adult) through Delta Dental
- Hearing aids ([in-network](#) only/2 per lifetime)
- Routine eye care (Adult) through Davis Vision
- Routine foot care
- Weight loss programs (excluding commercial programs, e.g., Weight Watchers, Jenny Craig)

**Your Rights to Continue Coverage:** For more information on your rights to continue your coverage, contact the [plan](#) at 1-800-551-3225. There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform). Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance [Marketplace](#). For more information about the [Marketplace](#), visit [www.HealthCare.gov](http://www.HealthCare.gov) or call 1-800-318-2596.

**Your Grievance and Appeals Rights:** There are agencies that can help if you have a complaint against your [plan](#) for a denial of a [claim](#). This complaint is called a [grievance](#) or [appeal](#). For more information about your rights, look at the explanation of benefits you will receive for that medical [claim](#). Your [plan](#) documents also provide complete information to submit a [claim](#), [appeal](#), or a [grievance](#) for any reason to your [plan](#). For more information about your rights, this notice, or assistance, contact: Member Services at 1-800-551-3225 or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform).

### Does this plan provide Minimum Essential Coverage? **Yes.**

If you don't have [Minimum Essential Coverage](#) for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

### Does this plan meet the Minimum Value Standards? **Yes.**

If your [plan](#) doesn't meet the [Minimum Value Standards](#), you may be eligible for a [premium tax credit](#) to help you pay for a [plan](#) through the [Marketplace](#).

## Language Access Services:

Para obtener asistencia en Español, llame al 1-800-551-3225

Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-551-3225

如果需要中文的帮助, 请拨打这个号码 1-800-551-3225

Dinek'ehgo shika at'ohwol ninisingo, kwijijigo holne' 1-800-551-3225

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

**About these Coverage Examples:**



**This is not a cost estimator.** Treatments shown are just examples of how this [plan](#) might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your [providers](#) charge, and many other factors. Focus on the [cost sharing](#) amounts ([deductibles](#), [copayments](#) and [coinsurance](#)) and [excluded services](#) under the [plan](#). Use this information to compare the portion of costs you might pay under different health [plans](#). Please note these coverage examples are based on self-only coverage.

**Peg is Having a Baby**  
(9 months of in-network pre-natal care and a hospital delivery)

- The [plan's](#) overall [deductible](#) \$0.00
- [Specialist copay](#) \$40.00
- [Hospital \(facility\) copay](#) \$100.00
- [Other Rx copay](#) \$10.00

**This EXAMPLE event includes services like:**

Specialist office visits (*prenatal care*)  
 Childbirth/Delivery Professional Services  
 Childbirth/Delivery Facility Services  
 Diagnostic tests (*ultrasounds and blood work*)  
 Specialist visit (*anesthesia*)

<b>Total Example Cost</b>	<b>\$12,371</b>
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**In this example, Peg would pay:**

<i>Cost Sharing</i>	
Deductibles	\$0.00
Copayments	\$200.00
Coinsurance	\$0.00
<i>What isn't covered</i>	
Limits or exclusions	\$40.00
<b>The total Peg would pay is</b>	<b>\$240.00</b>

**Managing Joe's type 2 Diabetes**  
(a year of routine in-network care of a well-controlled condition)

- The [plan's](#) overall [deductible](#) \$0.00
- [Specialist copay](#) \$40.00
- [Hospital \(facility\) copay](#) \$100.00
- [Other Rx copay](#) \$30.00

**This EXAMPLE event includes services like:**

Primary care physician office visits (*including disease education*)  
 Diagnostic tests (*blood work*)  
 Prescription drugs  
 Durable medical equipment (*glucose meter*)

<b>Total Example Cost</b>	<b>\$7,389</b>
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**In this example, Joe would pay:**

<i>Cost Sharing</i>	
Deductibles	\$0.00
Copayments	\$1,200.00
Coinsurance	\$0.00
<i>What isn't covered</i>	
Limits or exclusions	\$60.00
<b>The total Joe would pay is</b>	<b>\$1,260.00</b>

**Mia's Simple Fracture**  
(in-network emergency room visit and follow up care)

- The [plan's](#) overall [deductible](#) \$0.00
- [Specialist copay](#) \$40.00
- [Hospital \(facility\) copay](#) \$100.00
- [Other Rx copay](#) \$10.00

**This EXAMPLE event includes services like:**

Emergency room care (*including medical supplies*)  
 Diagnostic test (*x-ray*)  
 Durable medical equipment (*crutches*)  
 Rehabilitation services (*physical therapy*)

<b>Total Example Cost</b>	<b>\$1,925</b>
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**In this example, Mia would pay:**

<i>Cost Sharing</i>	
Deductibles	\$0.00
Copayments	\$400.00
Coinsurance	\$0.00
<i>What isn't covered</i>	
Limits or exclusions	\$0.00
<b>The total Mia would pay is</b>	<b>\$400.00</b>

These numbers assume the patient does not use a 5 Star Center Provider or participate in the [plan's](#) 5 Star Wellness Program. If you use a 5 Star Center Provider and participate in the [plan's](#) 5 Star Wellness Program, you may be able to reduce your costs. For more information about 5 Star Center Providers and the 5 Star Wellness Program, please call Member Services at 1-800-551-3225.