
 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 the complete terms of coverage, see local150.org/moe/ or call 1-708-579-6600. 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 local150.org/moe/ or call 1-708-579-6600 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <u>deductible</u>?	<u>In-network</u> : \$0 <u>Out-of-network</u> : \$300/individual or \$700/family.	<u>In-network</u> : See the Common Medical Events chart below for your costs for services this <u>plan</u> covers. <u>Out-of-network</u> : Generally, you must pay all of the costs from <u>providers</u> up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. If you have other family members on the <u>plan</u> , each family member must meet their own individual <u>deductible</u> until the total amount of <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> .
Are there services covered before you meet your <u>deductible</u>?	<u>In-network</u> : Not applicable. <u>Out-of-network</u> : Yes. DME, <u>emergency room care</u> , <u>emergency medical transportation</u> , dental, TMJ, acupuncture, behavioral health/substance abuse, chiropractic care, and skilled nursing facilities before you meet your <u>deductible</u> .	<u>In-network</u> : This <u>plan</u> does not have a <u>deductible</u> . <u>Out-of-network</u> : This <u>plan</u> covers some items and services even if you haven't yet met the <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply.
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket limit</u> for this <u>plan</u>?	Medical <u>In-network</u> : \$2,500/individual or \$6,000/family; Medical <u>Out-of-network</u> : \$2,500/individual or \$6,000/family; <u>Prescription Drugs (in-network)</u> : \$2,000 individual or \$4,000/family; <u>Prescription Drugs (out-of-network)</u> : \$4,000/individual or \$8,000/family.	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. If you have other family members in this <u>plan</u> , they have to meet their own <u>out-of-pocket limits</u> until the overall family <u>out-of-pocket limit</u> has been met.
What is not included in the <u>out-of-pocket limit</u>?	<u>Premiums</u> , <u>balance-billing</u> charges, Family Supplemental Benefits, dental benefits separately administered through a direct contract preferred dental vendor, and health care this <u>plan</u> doesn't cover.	<u>Balance-billing</u> occurs when an <u>out-of-network provider</u> or <u>out-of-network facility</u> bills the patient for the difference between what we paid, and the total amount charged for a service. Although you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .

Will you pay less if you use a <u>network provider</u>?	Yes. Call 1-708-579-6668 for a list of medical <u>network providers</u> .	This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the <u>plan's network</u> . You will pay the most if you use an <u>out-of-network provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider's charge</u> and what your <u>plan</u> pays (<u>balance billing</u>). Be aware your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services.
Do you need a <u>referral</u> to see a <u>specialist</u>?	No.	You can see the specialist you choose without a referral.

 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
		<u>In-Network Provider</u> (You will pay the least)	<u>Out-of-Network Provider</u> (You will pay the most)	
If you visit a health care <u>provider's office or clinic</u>	Primary care visit to treat an injury or illness	No charge	30% <u>coinsurance</u>	None
	<u>Specialist</u> visit	No charge	30% <u>coinsurance</u> except for acupuncture and chiropractic services, which are no charge.	Certain <u>Out-of-Network</u> services with limited or no <u>In-Network</u> access will be covered at 100%.
	<u>Preventive care/ screening/ Immunization</u>	ACA-mandated coverage only.	30% <u>coinsurance</u>	There is no charge for <u>preventive services</u> received at a Local 150 Health Center (Operators' Health Centers (OHC), Marathon Health Centers & Midwest Coalition of Labor Health Centers (MCL Health Centers)), through a direct contract preferred <u>urgent care</u> vendor, or a provider/facility contracted with HST Care Connect for member, spouse, or covered dependents over 24 months. You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your <u>plan</u> will pay for.
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	No charge	30% <u>coinsurance</u>	None
	Imaging (CT/PET scans, MRIs)	No charge	30% <u>coinsurance</u>	No charge and not subject to the deductible if medically necessary and received at a direct contract preferred imaging facility or a facility contracted with the HST Care Connect Network.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need drugs to treat your illness or condition. More information about prescription drug coverage is available at www.caremark.com or 1-833-252-6642.	Generic drugs (Tier 1)	\$5 <u>copay</u> /fill per 30-day supply/retail; \$15 <u>copay</u> /fill per 90-day supply.	Not covered	Maximum of up to two 30-day supplies before a member is required to obtain a 90-day supply. Member seeking third refill must transition to the preferred retail pharmacy or the Pharmacy Benefit Manager's home delivery pharmacy or the member will be required to pay 100% of the cost of the <u>prescription drug</u> .
	Preferred brand drugs (Tier 2)	\$10 <u>copay</u> /fill per 30-day supply/retail; \$30 <u>copay</u> /fill per 90-day supply.	Not covered	If you choose to take a brand name drug when there is a generic drug available, you must pay the difference between the cost of a brand and generic plus the brand name <u>copay</u> .
	Non-preferred brand drugs (Tier 3)	\$25 <u>copay</u> /fill per 30-day supply/retail; \$45 <u>copay</u> /fill per 90-day supply.	Not covered	No charge for ACA-required generic preventive drugs such as FDA-approved contraceptives (or brand name drugs if a generic is medically inappropriate). Certain specialty medications are subject to <u>preauthorization</u> requirements. Failure to obtain approval will result in the non-payment of benefits.
	<u>Specialty drugs</u> (Tier 4) ¹	\$100 <u>copay</u> /fill per 30-day supply, \$300 ² <u>copay</u> /fill per 90-day supply. <u>Deductible</u> does not apply.	Not covered	Your <u>cost sharing</u> for <u>in-network prescription drugs</u> counts toward your <u>prescription drug out-of-pocket limit</u> . ¹ The PrudentRx Solution assists members by helping them enroll in manufacturer <u>copay</u> assistance programs. Medications on the PrudentRx Program Drug List are included in the program and will be subject to a 30% <u>co-insurance</u> . However, if a member is participating in the PrudentRx Solution, which includes enrollment in an available manufacturer <u>copay</u> assistance program for their specialty medication, the member will have a \$0 out-of-pocket responsibility for their prescriptions covered under the PrudentRx Solution. ² Some <u>Specialty drugs</u> are required to be filled for more than a 30-day supply due to packaging which will result in higher copay amount based on the day supply filled.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No charge	30% <u>coinsurance</u>	Licensed facilities only. Case manager must approve. Failure to obtain approval may result in the non-payment of benefits.
	Physician/surgeon fees	No charge	30% <u>coinsurance</u>	None

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need immediate medical attention	<u>Emergency room care</u>	No charge	No charge. <u>Deductible</u> does not apply.	Professional/physician charges may be billed separately, and different <u>coinsurance</u> may apply.
	<u>Emergency medical transportation</u>	No charge	No charge. <u>Deductible</u> does not apply.	Transfer between inter-health facilities is limited to \$5,000.
	<u>Urgent care</u>	No charge	30% <u>coinsurance</u>	No charge if received at a direct contract <u>urgent care</u> vendor, a Local 150 Health Center or a provider/facility contracted with the HST Care Connect Network.
If you have a hospital stay	Facility fee (e.g., hospital room)	No charge	30% <u>coinsurance</u>	Room allowances based on semi-private room.
	Physician/surgeon fees	No charge	30% <u>coinsurance</u>	Case manager must approve. Failure to obtain approval may result in the non-payment of benefits.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	No charge	No charge	IOP and PHP require approval by the Case manager. Failure to obtain approval may result in the non- payment of benefits. No charge and not subject to the deductible if received at a Local 150 Health Center or a direct contract preferred substance abuse facility.
	Inpatient services	No charge	No charge	Case manager must approve. Failure to obtain approval may result in the non- payment of benefits. No charge and not subject to the deductible if received at a Local 150 Health Center or a direct contract preferred substance abuse facility.
If you are pregnant	Office visits	No charge	30% <u>coinsurance</u>	None
	Childbirth/delivery professional services	No charge	30% <u>coinsurance</u>	
	Childbirth/delivery facility services	No charge	30% <u>coinsurance</u>	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need help recovering or have other special health needs	<u>Home health care</u>	No charge	30% <u>coinsurance</u>	Case manager must approve. Failure to obtain approval may result in the non-payment of benefits.
	<u>Rehabilitation services</u>	No charge	30% <u>coinsurance</u>	Case manager must approve. Failure to obtain approval may result in the non-payment of benefits. Non-surgical: No authorization is needed for up to 24 visits. Post-surgical: No authorization is needed for up to 36 visits. No charge and not subject to the <u>deductible</u> if received at a Local 150 Health Center or a direct contract preferred physical therapy facility.
	<u>Habilitation services</u>	No charge	30% <u>coinsurance</u>	Case manager must approve. Failure to obtain approval may result in the non-payment of benefits.
	<u>Skilled nursing care</u>	No charge	No charge	45-day limit per confinement; Physician must recommend, and care must begin within 30 days of hospital confinement. Case manager must approve. Failure to obtain approval may result in the non-payment of benefits. Certain <u>Out-of-Network</u> services with limited or no <u>In-Network</u> access will be covered at 100%.
	<u>Durable medical equipment</u>	No charge	No charge	Case manager approval is required for amounts over \$1,500; Failure to obtain approval may result in the non-payment of services; Power wheelchair limited to \$15,000. Certain <u>Out-of-Network</u> services with limited or no <u>In-Network</u> access will be covered at 100%.
	<u>Hospice services</u>	No charge	30% <u>coinsurance</u>	None
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Eye exams and glasses are reimbursable under the Family Supplemental Benefit.
	Children's glasses	Not covered	Not covered	
	Children's dental check-up	No charge	No charge. <u>Deductible</u> does not apply.	Coverage limited to two exams per <u>Plan</u> Year. Administered separately through a direct contract preferred dental vendor.

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 (Except for mastectomy, injuries, and to remove scar tissue)
- Hearing aids (Except for cochlear implants)
- Infertility treatment
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Routine foot care*
- Commercial weight loss programs (e.g., Jenny Craig, Weight Watchers)

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

- Acupuncture* (\$125 per visit, 12 per plan year)
- Bariatric surgery (2 per lifetime maximum; prior authorization required)
- Chiropractic* care (Limited to \$60/visit and 24 visits/plan year)
- Dental care (Adult-\$2,000 annual limit; Child-No maximum; administered separately through a direct contract preferred dental vendor)
- Non-routine treatment for flat feet will be covered if approved by the Case Manager and services are medically necessary
- Private-duty nursing (for transplant patients and certain NICU Cases)
- Routine eye care* (Eligible for reimbursement from Family Supplemental Benefit)

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or 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 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 on how 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 the Administrative Manager, Midwest Operating Engineers Fringe Benefit Funds, 6150 Joliet Road, Countryside, IL 60525-3994, 1-708-482-7300. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <https://www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-ebsa>.

Additionally, a consumer assistance program can help you file your appeal. Contact the Illinois Consumer Services at the information provided at <https://www.cms.gov/CCIIO/Resources/Consumer-Assistance-Grants/IL>.

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

Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

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:

Spanish (Español): Para obtener asistencia en Español, llame al 1-708-482-7300.

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

*No charge if medically necessary and services received at a Local 150 Health Center

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 <u>plan's</u> overall <u>deductible</u>	\$0
■ <u>Specialist</u> <u>coinsurance</u>	None
■ Hospital (facility) <u>coinsurance</u>	None
■ Other <u>coinsurance</u>	\$10

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*)

Total Example Cost \$12,700

In this example, Peg would pay:

Cost Sharing	
<u>Deductibles</u>	\$0
<u>Copayments</u>	\$10
<u>Coinsurance</u>	\$60
What isn't covered	
Limits or exclusions	\$60
The total Peg would pay is	\$70

Managing Joe's type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

■ The <u>plan's</u> overall <u>deductible</u>	\$0
■ <u>Specialist</u> <u>coinsurance</u>	None
■ Hospital (facility) <u>coinsurance</u>	None
■ Other <u>coinsurance</u>	\$10

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*)

Total Example Cost \$5,600

In this example, Joe would pay:

Cost Sharing	
<u>Deductibles</u>	\$0
<u>Copayments</u>	\$350
<u>Coinsurance</u>	\$0
What isn't covered	
Limits or exclusions	\$180
The total Joe would pay is	\$530

Mia's Simple Fracture

(in-network emergency room visit and follow up care)

■ The <u>plan's</u> overall <u>deductible</u>	\$0
■ <u>Specialist</u> <u>coinsurance</u>	None
■ Hospital (facility) <u>coinsurance</u>	None
■ Other <u>coinsurance</u>	\$10

This EXAMPLE event includes services like:

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

Total Example Cost \$2,800

In this example, Mia would pay:

Cost Sharing	
<u>Deductibles</u>	\$0
<u>Copayments</u>	\$10
<u>Coinsurance</u>	\$0
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$10

The plan would be responsible for the other costs of these EXAMPLE covered services.