

KNOW Your Benefits

KEEP THIS NOTICE

Fall 2011

Official Publication of the UFCW and Employers Arizona Health and Welfare Fund



More options for retired workers

Employees who have lost coverage under the plan due to retirement and are otherwise eligible for the Retirees medical plan now have a new option for coverage.

Retired employees can now COBRA-pay their coverage under the Active Plan for up to six (6) months before entering the Retiree Plan. The Trustees made this new option available to provide more coverage availability for retiring employees with dependent children and to bridge their active plan coverage to the Retiree Medical Plan. Please remember that Retiree coverage is available only until Medicare eligibility.

Orthodontic surgery added to reconstructive surgery benefits

The Trustees have recently included medically necessary orthodontic surgery, such as surgery for a cleft palate, to your reconstructive surgery benefits.

Reconstructive surgery is covered under your benefits. It includes medically necessary mastectomies and surgeries that are needed because of an accidental injury. It also includes corrective surgery for newborns with congenital defects/birth abnormalities and corrective surgery for conditions resulting from developmental abnormalities.

Return Service Requested

Southwest Service Administrators, Inc.
2400 W. Dunlap Ave. #250
Phoenix, AZ 85021

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**See MORE benefit news
and notes on page 4!**

Important notice about prescripti

Medicare Part D plans are available to every person who is eligible for Medicare. All such plans will provide at least a standard level of coverage set by Medicare and some plans may offer more coverage for a higher monthly premium.

Note that the Medicare Part D prescription drug program is not a benefit provided through the UFCW and Employers Arizona Health and Welfare Trust. It is provided through Medicare and is marketed by various Medicare-approved "Prescription Drug Providers" (PDPs).

If you are eligible for Medicare, you will have a chance to enroll in a Medicare-approved Part D plan from Oct. 15 through Dec. 7 of each year.

This notice is to inform you that your current prescription drug benefit program through the UFCW and Employers Arizona Health and Welfare Trust provides "creditable coverage," as defined below. It also includes answers to questions you may have regarding your current prescription drug program and how it relates to Medicare Part D coverage.

2012 Certificate of Creditable Prescription Drug Coverage

The UFCW and Employers Arizona Health and Welfare Trust hereby certifies that the prescription drug coverage it provides to Medicare-eligibles is expected to pay out, on average for all such participants, at least as much as the standard Part D coverage would pay in calendar year 2012. It is therefore designated as providing 2012 "creditable coverage," meaning that any participant who later enrolls in a Part D plan will not be charged a late enrollment penalty for 2012.

This is your notice of creditable coverage. Be sure to read it carefully and keep it in a safe place where you can find it. If you lose this notice and need another copy, please call the UFCW and Employers Arizona Health and Welfare Trust's Administrator at (602) 249-3582, or request a copy in



writing from Southwest Service Administrators, Inc., 2400 W. Dunlap Ave., Suite 250, Phoenix, AZ 85021.

Updated versions of this notice will be sent annually and you will be informed if the UFCW and Employers Arizona Health and Welfare Trust ever loses its creditable coverage status.

Frequently Asked Questions

Do I need to do anything now?

No, you can keep using the UFCW and Employers Arizona Health and Welfare Trust's prescription drug program the same as

Questions?

Call Southwest Service Administrators at
(800) 474-3485 or visit us online at
www.southwestservicetpa.com.

Know Your Benefits is the quarterly publication of the United Food and Commercial Workers & Employers Arizona Health & Welfare Fund. Each issue informs Fund participants about new developments and help them make the best use of their medical benefits.

on drug coverage and Medicare



you always have. Your co-payments will not change, nor will any pharmacy network.

When you first become eligible for Medicare*, you will have the option to independently enroll in a Medicare Part D prescription drug plan. As mentioned above, the standard Part D benefit is not as good as the UFCW and Employers Arizona Health and Welfare Trust's own prescription drug program (as described in your UFCW and Employers Arizona Health and Welfare Trust plan booklet).

You should compare your current prescription drug program, including which drugs are covered, with the benefits and costs of the Medicare Part D plans available in your area. To view the official summary of approved Medicare Part D plans in any U.S. state, visit:

www.medicare.gov/medicarereform/map.asp.

Note that a Part D plan might not include your regular prescription drugs on its formulary.

The UFCW and Employers Arizona Health and Welfare Trust cannot provide you with a complete comparison of available Part D plans, but we urge you to carefully review any descriptions you may obtain.

So why do I need to keep my notice of creditable coverage?

In case you ever drop or lose your UFCW and Employers Arizona Health and Welfare Trust coverage, or in the unlikely event that UFCW and Employers Arizona Health and Welfare Trust coverage becomes non-creditable, having this notice will allow you to immediately enroll in a Part D plan without having to pay a late-enrollment penalty.

Specifically, if you try to enroll after your initial eligibility period, you will be charged a permanent Part D premium surcharge of one percent for every month since your initial Medicare eligibility for which you cannot show that you had creditable coverage (if such non-creditable period exceeds 62 days).

Also note that you may have to wait for the next regular annual Part D enrollment period, which will be Oct. 15 through Dec. 7 for coverage in the following calendar year.

How can I get more information on Medicare Part D?

More detail is in the handbook "Medicare & You" that was mailed to you by Medicare in October. You may also be contacted directly by Medicare-approved Part D providers. At any time you can visit www.medicare.gov/ or call (800) MEDICAR, (800) 633-4227. TTY users should call (877) 486-2048.

Every state has a Health Insurance Assistance Program to help Medicare beneficiaries and their families with their health insurance choices and with problems that might arise.

In Arizona it is called the State Health

'Having this notice will allow you to immediately enroll in a Part D plan without having to pay a late-enrollment penalty.'

Insurance Assistance Program (SHIP) and can be reached at (800) 432-4040. Contact information for similar programs in other states will be listed in your "Medicare & You" handbook.

For people with limited income and resources, extra help paying for a Medicare prescription drug plan is available. For more information about this extra help, visit the Social Security Administration website at:

www.socialsecurity.gov/ or call (800) 772-1213. TTY users should call (800) 325-0778.

*Your Medicare Initial Enrollment Period will be the month in which you become age 65, plus the preceding three months and the succeeding three months.

Be sure to keep this notice. If you enroll in one of the plans approved by Medicare that offer prescription drug coverage, you may need to give a copy of this notice when you join to show that you are not required to pay a higher premium.

Benefit news & notes



Dental choices for 2012

Each year the Plan offers you an opportunity to select CIGNA as your sole dental carrier. If you are interested in CIGNA's Dental

HMO Plan for calendar year 2012, please call our office at (602) 249-3582 or (800) 474-3485. Open Enrollment will end on Nov. 30, 2011.

Reminder for retirees

As a result of collective bargaining, the Trustees have changed the eligibility rules of the Retiree Medical Plan to require 15 years of pension vesting service credit to participate in the Retiree Medical Plan.

For eligible participants who retire on or after Jan. 1, 2011, 15 years of vesting service will be required to be eligible for the Retiree Medical Plan, in addition to the other eligibility requirements as outlined in the Summary Plan

Description (SPD) booklet for Plan R - Retiree Medical Plan.

In order to be eligible for the Retiree Medical Plan, you must satisfy **all** of the eligibility requirements of Section 1A.01 of the Retiree Plan SPD. The SPD (and other information) can be found at www.southwestservicetpa.com. Click on UFCW & Employers Health Fund.

Please call the Trust Fund Office if you have any questions about your eligibility for the Retiree Plan.

Morbid obesity benefits

The plan's morbid obesity benefits have been changed to a "once per lifetime" use of those benefits.

Previously, the plan offered a

\$25,000 lifetime maximum for morbid obesity benefits. That language was removed from the plan, effective Jan. 1, 2011, as a result of health care reform regulations.

Plan B1 Participants hired on or after 12/10/09



Open enrollment reminder 2012

Open enrollment this year runs from Sept. 1 to Oct. 15. Any changes you make to your personal information will be effective for the entire calendar year of 2012.

You should have received an enrollment form in the mail. Complete and return it if you want to enroll in health insurance coverage for 2012 or if you want to make changes to your existing coverage level.

This enrollment period is the only time you will be able to make changes to your existing coverage or enroll in the Health Plan if you have not already done so. Action is only required on your part if you are making changes to your current status.

Contact the Trust Fund Office at (602) 249-3582 (Phoenix) or (800) 474-3485 (toll free), 8:30 a.m. to 5 p.m., Monday through Friday if you have any questions. Spanish-speaking representatives are available.