
 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, call 419-666-4450. 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/sbcglossary> or call 419-666-4450 to request a copy.

Important Questions	Answers	Why This Matters:
<b>What is the overall deductible?</b>	<b>\$0</b> – This <u>plan</u> coordinates with Medicare and pays the part A & B <u>deductibles</u> .	See the Common Medical Events chart below for services this <u>plan</u> covers.
<b>Are there services covered before you meet your deductible?</b>	There is no <u>deductible</u> .	While this <u>plan</u> has no <u>deductible</u> amount, a <u>copayment</u> or <u>coinsurance</u> may apply. For example, this <u>plan</u> covers certain <u>preventive services</u> without <u>cost-sharing</u> and before you meet your Medicare part A & B <u>deductibles</u> . See a list of covered <u>preventive services</u> at <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .
<b>Are there other deductibles for specific services?</b>	<b>Yes. \$25/individual</b> for dental	You must pay all of the costs for these services up to the specific deductible amount before this <u>plan</u> begins to pay for these services.
<b>What is the out-of-pocket limit for this plan?</b>	Annual <u>out-of-pocket limits</u> are coordinated with Medicare and limited to the Medicare-approved amount, less any payments made by Medicare or the Plan. <b>\$500</b> generic Rx drugs per Medicare enrollee or non-Medicare dependent(s).	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services.
<b>What is not included in the out-of-pocket limit?</b>	<u>Premiums</u> , <u>deductibles</u> , <u>balance-billed</u> charges, health care this <u>plan</u> doesn't cover, and failure to <u>preauthorize</u> penalties.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .
<b>Will you pay less if you use a network provider?</b>	<b>Yes.</b> See <a href="http://www.frontpath.com">www.frontpath.com</a> for a list of <u>in-network providers</u> . The <u>plan</u> also uses Express Scripts pharmacies, EyeMed vision providers, and Delta Dental providers. Contact the Fund Office at 419-666-4450 for more information.	You will pay the least if you use an <u>in-network provider</u> . You will pay more if you use an <u>out-of-network/discounted provider</u> . You will pay the most if you use an <u>out-of-network/non-discounted provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider's</u> charge and what your plan 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.
<b>Do you need a referral to see a specialist?</b>	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .

 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
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
<b>If you visit a health care provider's office or clinic</b>	Primary care visit to treat an injury or illness	Covered up to 100% of Medicare-approved amount.	Covered up to 100% of Medicare-approved amount.	If you receive non-emergency services from a <u>provider</u> that does not accept assignment of benefits from Medicare, you may be subject to a <u>balance bill</u> .  You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services needed are <u>preventive</u> . Then check what your <u>plan</u> will pay for.
	<u>Specialist</u> visit			
	<u>Preventive care/screening/Immunization</u>			
<b>If you have a test</b>	<u>Diagnostic test</u> (x-ray, blood work)	Covered up to 100% of Medicare-approved amount.	Covered up to 100% of Medicare-approved amount.	If you receive non-emergency services from a <u>provider</u> that does not accept assignment of benefits from Medicare, you may be subject to a <u>balance bill</u> .
	Imaging (CT/PET scans, MRIs)			
<b>If you need drugs to treat your illness or condition</b> More information about <u>prescription drug coverage</u> is available at <a href="http://www.electricalfunds.org">www.electricalfunds.org</a>	Generic drugs	\$10 <u>copayment</u> until maximum, then \$0	Participants may be required to pay for prescriptions at nonparticipating pharmacies and submit receipts for reimbursement, less applicable <u>copayment</u> and amounts that exceed <u>allowed limit</u> .	90-day supply available. Kroger Pharmacies will reduce all co-pays by \$1.  If a generic is available, a brand drug costs the generic co-pay plus the cost difference between the generic/brand.  Compounded drugs costing more than \$100 must be pre-authorized; all compounds require brand drug co-pay.
	Brand Drugs	\$30 <u>copayment</u> until maximum, then \$10		
	<u>Specialty drugs</u>	\$50 <u>copayment</u> until maximum, then \$25		
<b>If you have outpatient surgery</b>	Facility fee (e.g., ambulatory surgery center)	Covered up to 100% of Medicare-approved amount.		If you receive non-emergency services from a <u>provider</u> that does not accept assignment of benefits from Medicare, you may be subject to a <u>balance bill</u> .
	Physician/surgeon fees			

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

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
<b>If you need immediate medical attention</b>	<u>Emergency room care</u>	Covered up to 100% of Medicare-approved amount.	Covered up to 100% of Medicare-approved amount.	
	<u>Emergency medical transportation</u>			
	<u>Urgent care</u>			
<b>If you have a hospital stay</b>	Facility fee (e.g., hospital room)	Covered up to 100% of Medicare-approved amount.	Covered up to 100% of Medicare-approved amount.	If you receive non-emergency services from a <u>provider</u> that does not accept assignment of benefits from Medicare, you may be subject to a <u>balance bill</u> .
	Physician/surgeon fees			
<b>If you need mental health, behavioral health, or substance abuse services</b>	Outpatient services	Covered up to 100% of Medicare-approved amount.	Covered up to 100% of Medicare-approved amount.	If you receive non-emergency services from a <u>provider</u> that does not accept assignment of benefits from Medicare, you may be subject to a <u>balance bill</u> .
	Inpatient services			
<b>If you are pregnant</b>	Office visits	Covered up to 100% of Medicare-approved amount.	Covered up to 100% of Medicare-approved amount.	If you receive non-emergency services from a <u>provider</u> that does not accept assignment of benefits from Medicare, you may be subject to a <u>balance bill</u> .
	Childbirth/delivery professional services			
	Childbirth/delivery facility services			

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

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		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>	Covered up to 100% of Medicare-approved amount.	Covered up to 100% of Medicare-approved amount.	If you receive non-emergency services from a <u>provider</u> that does not accept assignment of benefits from Medicare, you may be subject to a <u>balance bill</u> .
	<u>Rehabilitation services</u>			
	<u>Habilitation services</u>			
	<u>Skilled nursing care</u>			
	<u>Durable medical equipment</u>			
	<u>Hospice services</u>			
If your child needs dental or eye care	Children's eye exam (EyeMed)	\$10 <u>copayment</u>	\$35 allowance	Non- EyeMed lens coverage is: \$25 allowance – single, \$40 allowance – bifocal, \$55 allowance – trifocal, \$80 allowance – lenticular  <u>Medically necessary</u> contacts covered at 100% <u>in-network</u> /\$210 allowance <u>out-of-network</u>
	Children's glasses	\$25 co-pay for any type lenses; \$170 allowance for frames and up to \$120 allowance for elective contacts.	Tiered allowance for lenses. \$45 allowance for frames; up to \$105 allowance for elective contacts.	
	Children's dental check-up	No charge of fee schedule	100% of fee schedule amount for two cleanings/exams per year	

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

- Bariatric Surgery
- Cosmetic Surgery
- Long-term Care
- Non-emergency care when travelling outside the U.S unless service is normally covered
- Routine Foot Care (Other Than Surgery)
- Weight Loss Programs

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

- Acupuncture
- Chiropractic Care
- Dental Care (Adult)
- Hearing Aids
- Infertility Treatment (Limited Services Available)
- Private-duty Nursing
- Routine Eye Care (adult)

**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 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: the Plan at 419-666-4450 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**

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.

————— *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
- Specialist copayment \$0
- Hospital (facility) coinsurance 0%
- Other coinsurance 0%

**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>\$12,700</b>
---------------------------	-----------------

**In this example, Peg would pay:**

<i>Cost Sharing</i>	
Deductibles	\$0
Copayments	\$0
Coinsurance	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$0
<b>The total Peg would pay is</b>	<b>\$0</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
- Specialist copayment \$0
- Hospital (facility) coinsurance 0%
- Other coinsurance 0%

**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>\$5,600</b>
---------------------------	----------------

**In this example, Joe would pay:**

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

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

- The plan's overall deductible \$0
- Specialist copayment \$0
- Hospital (facility) coinsurance 0%
- Other coinsurance 0%

**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>\$2,800</b>
---------------------------	----------------

**In this example, Mia would pay:**

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