SEIU Healthcare IL Benefit Funds: Home Care

Coverage Period: 01/01/2024 – 12/31/2024 Coverage for: Individual| Plan Type: EPO

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 773-385-9300. 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 773-385-9300 to request a copy.

| Important Questions | Answers | Why This Matters: |
|--|--|---|
| What is the overall deductible? | \$100 | Generally, you must pay all of the costs from providers up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. |
| Are there services covered before you meet your deductible? | Yes. <u>Preventive care</u> and primary care services are covered before you meet your <u>deductible</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. For example, this <u>plan</u> covers certain <u>preventive services</u> without <u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of <u>covered preventive services</u> at https://www.healthcare.gov/coverage/preventive-care-benefits/ . |
| Are there other deductibles for specific services? | No | You don't have to meet <u>deductibles</u> for specific services. |
| What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ? | \$3,000 In-Network Medical Benefit \$3,600 In-Network Prescription Drug Benefit | 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> ? | Any amounts not paid by the Plan for out-of-network charges, non- covered charges, or penalties | Even though you pay these expenses, they don't count toward the out-of-pocket limit. |
| Will you pay less if you use a <u>network provider</u> ? | Yes. See www.advocatehealth.com or call 1-800-3ADVOCATE for a list of network providers. | This <u>plan</u> uses a provider <u>network</u> . You will pay less if you use a <u>provider</u> in the plan's <u>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 provider's charge 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 provider 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. |

| | | What You Will Pay | | Limitations Fragutions 9 Other | |
|--|---|--|--|--|--|
| Common Medical Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| If you visit a health care | Primary care visit to treat an injury or illness | \$10 copayment | Not Covered | | |
| provider's office or | Specialist visit | \$10 copayment | Not Covered | | |
| clinic | Preventive care/screening/ immunization | No charge | Not Covered | | |
| If you have a test | Diagnostic test (x-ray, blood work) | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | | |
| If you have a test | Imaging (CT/PET scans, MRIs) | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | | |
| If you need drugs to treat your illness or condition More information about prescription drug coverage is available at Optum 1-888-354-0090 | Generic drugs – Medication Cost at point of sale \$0-\$15 Greater than \$15 | \$1 <u>copayment</u> 40% <u>coinsurance</u> | Not Covered | You must use your Optum prescription care to receive these discounts. | |
| | Preferred brand drugs – Medication Cost at point of sale \$0 - \$30 Greater than \$30 | \$8 <u>copayment</u> 40% <u>coinsurance</u> | Not Covered | You must use your Optum prescription care to receive these discounts. | |
| | Non-preferred brand drugs – All Cost | 40% coinsurance | Not Covered | You must use your Optum prescription care to receive these discounts. | |
| | Specialty drugs | Not Covered | Not Covered | Not Covered | |
| If you have autnotions | Facility fee (e.g., ambulatory surgery center) | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . | |
| If you have outpatient surgery | Physician/surgeon fees | 10% coinsurance | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . \$100 penalty for no preauthorization . | |
| If you need immediate | Emergency room care | \$100 copayment | \$100 copayment | \$100 <u>copayment</u> is waived if admitted to the hospital. | |
| medical attention | Emergency medical transportation | 10% <u>coinsurance;</u> <u>deductible</u> applies | 10% <u>coinsurance;</u> <u>deductible</u> applies | | |

| | | What You Will Pay | | Limitations, Exceptions, & Other |
|---|---|---|-------------------------|--|
| Common Medical Event | Services You May Need | Network Provider | Out-of-Network Provider | Important Information |
| | | (You will pay the least) | (You will pay the most) | |
| | <u>Urgent care</u> | \$10 <u>copayment</u> | Not Covered | |
| If you have a hospital stay | Facility fee (e.g., hospital room) | 10% <u>coinsurance</u> ; <u>deductible</u> applies | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . \$100 penalty for no preauthorization |
| Stay | Physician/surgeon fees | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . |
| If you need mental | Outpatient services | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | |
| health, behavioral health, or substance abuse services | Inpatient services | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . \$100 penalty for no preauthorization . |
| | Office visits | \$10 copayment | Not Covered | |
| | Childbirth/delivery professional services | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | |
| If you are pregnant | Childbirth/delivery facility services | 10% <u>coinsurance</u> ; <u>deductible</u> applies | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . \$100 penalty for no preauthorization . |
| | Home health care | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . \$100 penalty for no preauthorization |
| If you need help recovering or have other special health needs | Rehabilitation services | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . \$100 penalty for no preauthorization . |
| | Habilitation services | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . \$100 penalty for no preauthorization . |

| | | What You Will Pay | | What You Will Pay | Limitations Eventions 9 Other |
|--|----------------------------|--|---|---|-------------------------------|
| Common Medical Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| | Skilled nursing care | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | Subject to 90-day calendar year maximum. Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . \$100 penalty for no preauthorization . | |
| | Durable medical equipment | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . | |
| | Hospice services | 10% <u>coinsurance;</u> <u>deductible</u> applies | Not Covered | Contact Hines & Associates, Inc. at 888-827-7926 or www.precertcare.com for preauthorization . \$100 penalty for no preauthorization . | |
| If your child needs dental or eye care | Children's eye exam | Not Covered | Not Covered | | |
| | Children's glasses | Not Covered | Not Covered | | |
| | Children's dental check-up | Not Covered | Not Covered | | |

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.)

- Acupuncture
- Cosmetic Surgery
- Dental care (Adult)
- Hearing aids

- Infertility treatment
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing
- Routine eye care (Adult)
- Routine foot care
 - Weight loss programs

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

- Bariatric surgery (must meet all criteria: your Primary Care Physician has recommended the treatment, your Primary Care Physician states you are at least
 100 pounds over your medically desirable weight, you have a body mass index of 45 or more, the obesity is a threat to your life due to life threatening comorbidities, such as diabetes, heart disease, hypertension, etc., you have a documented history of unsuccessful attempts to reduce weight by more
 conservative measures, you have successfully completed a psychiatric evaluation and have no psychiatric conditions which may reduce the chances the
 surgery will have long-term success, you actively participate in a Disease Management program with Hines & Associates for six months prior to surgery
 which includes nutritional counseling and a weight reduction program, and you have not had any form of bariatric surgery in the past. Revision bariatric
 surgeries are not covered under the Plan.
- Chiropractic care (Chiropractic Care is covered at 50% with a calendar maximum of 20 visits).

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: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (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 <u>plan</u> for a denial of a <u>claim</u>. This complaint is called a <u>grievance</u> or <u>appeal</u>. For more information about your rights, look at the explanation of benefits you will receive for that medical <u>claim</u>. Your <u>plan</u> documents also provide complete information to submit a <u>claim</u>, <u>appeal</u>, or a <u>grievance</u> for any reason to your <u>plan</u>. For more information about your rights, this notice, or assistance, contact: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u>.

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 773-385-9300.]

[Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 773-385-9300.]

[Chinese (中文): 如果需要中文的帮助,请拨打这个号码 773-385-9300.]

[Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 773-385-9300.]

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

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About these Coverage Examples:



This is not a cost estimator. Treatments shown are just examples of how this <u>plan</u> might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your <u>providers</u> charge, and many other factors. Focus on the <u>cost-sharing</u> amounts (<u>deductibles</u>, <u>copayments</u> and <u>coinsurance</u>) and <u>excluded services</u> under the <u>plan</u>. Use this information to compare the portion of costs you might pay under different health <u>plans</u>. 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> | \$100 |
|---|-------|
| ■ Specialist [cost sharing] | \$10 |
| ■ Hospital (facility) [cost sharing] | 10% |
| ■ Other [cost sharing] | 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> | \$100 | |
| Copayments | \$0 | |
| Coinsurance | \$1260 | |
| What isn't covered | | |
| Limits or exclusions | \$0 | |
| The total Peg would pay is | \$1360 | |

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> | \$100 |
|---|-------|
| ■ Specialist [cost sharing] | \$10 |
| ■ Hospital (facility) [cost sharing] | 10% |
| ■ Other [cost sharing] | 10% |

This EXAMPLE event includes services like:

<u>Primary care physician</u> 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> | \$100 | |
| Copayments | \$10 | |
| Coinsurance | \$1510 | |
| What isn't covered | | |
| Limits or exclusions | \$20 | |
| The total Joe would pay is | \$1640 | |

Mia's Simple Fracture

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

| ■ The <u>plan's</u> overall <u>deductible</u> | \$100 |
|---|-------|
| ■ Specialist [cost sharing] | \$10 |
| ■ Hospital (facility) [cost sharing] | 10% |
| ■ Other [cost sharing] | 10% |

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

<u>Durable medical equipment</u> (crutches)

Rehabilitation services (physical therapy)

| Total Example Cost | \$2,800 | |
|---------------------------------|---------|--|
| In this example, Mia would pay: | | |
| Cost Sharing | | |
| <u>Deductibles</u> | \$100 | |
| Copayments | \$100 | |
| Coinsurance | \$80 | |
| What isn't covered | | |
| Limits or exclusions | \$0 | |
| The total Mia would pay is | \$280 | |