

APEA-AFT Health and Welfare Trust

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Administered by

Welfare & Pension Administration Service, Inc.

October 6, 2020

**To: All Eligible Participants and Beneficiaries
APEA-AFT Health and Welfare Trust**

RE: Important Benefit Changes – Effective January 1, 2021

This is a Summary of Material Modification describing changes to your health plan adopted by the Board of Trustees. Please be sure that you and your family read this notice carefully and keep it with your benefit booklet for future reference.

BridgeHealth Benefit Changes

Effective with new procedures or reviews starting on or after January 1, 2021, if savings are not expected for a BridgeHealth surgery, BridgeHealth will offer the participant the option to proceed with the surgery using coach class travel. This provision will not apply if it is medically necessary to fly first class based on the type of surgery or the patient's medical condition, and in that case, first class travel will be approved.

Prescription Benefit Changes

Effective January 1, 2021, the Trust will eliminate the \$500 deductible for prescription drug coverage.

Grandfathered Status

This Plan is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted.

Being a grandfathered health plan means that this Plan does not include certain consumer protections of the Affordable Care Act that may apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, this Plan must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits. Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a Plan to change from grandfathered health plan status can be directed to the Administration Office at 206-441-7574, option 0 or toll free at 800-331-6158, option 0. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

If you have any questions regarding the information outlined in this notice, please contact the Administration Office at (206) 441-7574 or (800) 331-6158, option 0.

Board of Trustees

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