

**EMPLOYEES SECURITY FUND
OF THE ELECTRICAL PRODUCTS INDUSTRIES**

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365
TEL: (718) 591-1100 • FAX: (718) 591-2189 • www.jibei.org

November 2023

**IMPORTANT NOTICE:
TO ALL ACTIVE ESF PLAN 'C' ELIGIBLE PARTICIPANTS**

Dear Participant:

Enclosed please find the following:

- **Summary of Benefits and Coverage for the ESF:** The Patient Protection and Affordable Care Act ("PPACA") requires group health plans, such as the Employees Security Fund of the Electrical Products Industries Health and Welfare Plan ("ESF"), to furnish participants with a Summary of Benefits and Coverage or "SBC." The SBC is a summary of material provisions of a health plan in a uniform format.

This document summarizes the key features of the Plan, such as covered benefits, cost-sharing provisions and coverage limitations, coverage examples and exceptions and must conform to the PPACA's required language for the coverage period beginning on January 1, 2024. We recommend you retain a copy of the SBC with your other ESF records.

Please note that while such terms as "premiums," "co-insurance" and "deductibles" are required by federal regulations to appear in the SBC, they do not apply to your plan.

- **Employees Security Fund Health and Welfare Plan Summary Material Modification ("SMM") Notice** advising participants that the Trustees amended the Plan to continue to allow coverage of certain durable medical equipment to treat diabetes permanently.

For a more complete explanation of your Plan's rules, covered benefits, cost-sharing provisions and exclusions, please refer to your Summary Plan Description ("SPD") and SMMs, all of which can be found at www.jibei.org.

You or your health care provider may call the MagnaCare ESF dedicated line at 1-800-352-6465 with any questions or concerns.

Sincerely,

Trustees of the Employees Security
Fund of the Electrical Products
Industries Health and Welfare Plan

Established 1944
HARRY VAN ARSDALE JR.
Founder

OFFICERS

JONATHAN LIFTON
Chairman
MICHAEL BELLOVIN
Vice Chairman
THOMAS CLEARY
Secretary
CHRISTOPHER ERIKSON
Treasurer
CHRISTINA A. SESSA
Counsel

Employer Trustees

MICHAEL BELLOVIN
MITCHELL BLOOMBERG
DOMINICK CUTRONE
JONATHAN LIFTON
JERRY SCHIFF
BARRY SEITLES


Employee Trustees

THOMAS CLEARY
RICHARD DUVA JR.
ANTHONY ESPONDA
CHRISTOPHER ERIKSON
CHRISTOPHER ERIKSON JR.
ROBERT OLENICK
ANETTE DIAZ RIVERA
LANCE VAN ARSDALE



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, go to <https://www.jibe.org/> or call 1-718-591-2000. 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 www.dol.gov/ebsa/healthreform and www.cciio.cms.gov or call 1-718-591-2000 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <u>deductible</u> ?	\$0	See the Common Medical Events chart below for your costs for services this <u>plan</u> covers.
Are there services covered before you meet your <u>deductible</u> ?	Not Applicable	This <u>plan</u> does not have a <u>deductible</u> .
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> ?	Not Applicable	This <u>plan</u> does not have an <u>out-of-pocket limit</u> on your expenses.
What is not included in the <u>out-of-pocket limit</u> ?	Not Applicable	This <u>plan</u> does not have an <u>out-of-pocket limit</u> on your expenses.
Will you pay less if you use a <u>network provider</u> ?	Yes. See www.empireblue.com or call 844-243-5566 for a list of in- <u>network</u> hospitals effective 1/1/17. See www.magnacare.com or call 1-800-352-6465 for a list of in- <u>network</u> doctors and other <u>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>). If you use an in- <u>network</u> doctor or other health care <u>provider</u> , this <u>plan</u> will pay some or all of the costs of covered services. Be aware, your <u>network provider</u> might use an <u>out-of-network provider</u> for some services. 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 <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)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	\$50 copayment /visit	\$50 copayment /visit	None
	Specialist visit	\$75 copayment /visit	\$75 copayment /visit	None
	Preventive care/screening/immunization	\$50 copayment /visit; no copayment for visits to JIB Medical, PC., Morristown Hospital or PEMG	\$50 copayment /visit	Plan pays for one annual diagnostic visit; injection treatment for allergies is not covered. You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	\$45 copayment /lab or pathology tests; \$75 copayment /radiology, x-ray or ultrasound; \$115 copayment /EKG, EEG, EMG	Not Covered	Allergy testing is not covered. When required by law, out-of-network diagnostic tests will be treated as in-network.
	Imaging (CT/PET scans, MRIs)	\$155 copayment /test	Not Covered	When required by law, out-of-network imaging will be treated as in-network.
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.express-scripts.com	Generic drugs (including Specialty drugs)	\$20 retail (up to 34-day supply) or \$70 mail order (90-day supply)/prescription	\$20 retail (up to 34-day supply) or \$70 mail order (90-day supply)/prescription	You pay the difference between the cost of the non-generic and the generic equivalent, if available. Maintenance medication must be filled via Mail Order after one original fill and one refill at a local pharmacy. Pre-approval is required for some drugs or coverage could be lost.
	Preferred brand drugs (including Specialty drugs)	\$35 retail (up to 34-day supply) or \$115 mail order (90-day supply)/prescription	\$35 retail (up to 34-day supply) or \$115 mail order (90-day supply)/prescription	
	Non-preferred brand drugs (including Specialty drugs)	\$60 retail (up to 34-day supply) or \$185 mail order (90-day supply)/prescription	\$60 retail (up to 34-day supply) or \$185 mail order (90-day supply)/prescription	You will pay the same mail order co-payment regardless of whether the quantity is 90 days or a lesser amount.

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 have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	\$395 <u>copayment</u> /procedure if performed at outpatient hospital; \$155 <u>copayment</u> /procedure if performed at ambulatory surgery center	Not covered	<u>Copayment</u> varies by place of service. Must be pre-approved by <u>plan</u> or coverage could be lost.
	Physician/surgeon fees	No charge <u>copayment</u> /procedure	No charge (but subject to <u>balance billing</u> if permitted under law, as with all non- <u>network providers</u>)	Must be pre-approved by <u>plan</u> or coverage could be lost. When required by law, <u>out-of-network</u> physician/surgeon fees will be treated as in- <u>network</u> . \$155 <u>copayment</u> applies to surgeon fee if services were performed in office setting.
If you need immediate medical attention	Emergency room care	\$155 <u>copayment</u> /visit	\$155 <u>copayment</u> /visit	\$155 <u>copayment</u> waived if admitted.
	Emergency medical transportation	\$155 <u>copayment</u> /trip	\$155 <u>copayment</u> /trip	None
	Urgent care	\$75 <u>copayment</u> /visit	\$75 <u>copayment</u> /visit	None
If you have a hospital stay	Facility fee (e.g., hospital room)	\$790 <u>copayment</u>	Not covered	Service must be pre-approved by <u>plan</u> or coverage could be lost.
	Physician/surgeon fees	No charge <u>copayment</u> /procedure	Not covered	Service must be pre-approved by <u>plan</u> or coverage could be lost. When required by law, <u>out-of-network</u> physician/surgeon fees will be treated as in- <u>network</u> .
If you need mental health, behavioral health, or substance abuse services	Outpatient services	\$75 <u>copayment</u> /visit	\$75 <u>copayment</u> /visit	None
	Inpatient services	\$790 <u>copayment</u> ; no <u>copayment</u> for inpatient substance abuse rehabilitation	Not covered	Must be pre-approved by the <u>plan</u> or coverage could be lost.

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 are pregnant	Office visits	\$50 <u>copayment</u> /visit	Not covered	Covers Participant or Participant's spouse only, not dependent children. Depending on the type of services, a <u>copayment</u> may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound.) Facility services must be pre-approved by the <u>plan</u> or coverage could be lost.
	Childbirth/delivery professional services	\$50 <u>copayment</u> for first office visit; no charge thereafter	Not covered	
	Childbirth/delivery facility services	\$790 <u>copayment</u> /delivery	Not covered	
If you need help recovering or have other special health needs	Home health care	No charge	No charge	Covered only if immediately following a hospital admission and only if pre-approved by <u>plan</u> for diagnosis of cancer, otherwise coverage could be lost.
	Rehabilitation services	No charge	Not covered	Inpatient coverage only, and only if immediately following a hospital admission; limited to 15 days per incident, 45 days per year; must be pre-approved by <u>plan</u> or coverage could be lost.
	Habilitation services	Not covered	Not covered	Excluded service
	Skilled nursing care	Not covered	Not covered	Excluded service
	Durable medical equipment	No charge	Not covered	Limited to oxygen for cancer diagnosis and diabetic supplies, require pre-approval.
	Hospice services	Not covered outpatient; \$790 <u>copayment</u> for inpatient	Not covered	Inpatient facility must be pre-approved by <u>plan</u> or coverage could be lost.
If your child needs dental or eye care	Children's eye exam	No charge	No charge	Limit one exam every 12 months.
	Children's glasses	No charge	No charge	Limit one exam every 12 months.
	Children's dental check-up	No charge	No charge	None

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
- Allergy testing and injection treatment
- Bariatric surgery unless it is deemed to be [medically necessary](#) by [plan](#)
- Chiropractic care
- Cosmetic surgery except treatment of accidental injuries sustained by a covered individual if the surgery begins within 90 days of accident or [reconstructive surgery](#) necessitated by major surgery
- [Durable medical equipment](#)
- [Habilitation services](#)
- Hearing aids
- Infertility treatment
- Gene therapy treatment
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Routine foot care
- [Skilled nursing care](#)
- Weight loss programs

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

- Dental care (Adult)
- Emergency care when traveling outside the U.S.
- Private duty nursing, but only if immediately following a hospital admission and only if pre-approved by [plan](#) for diagnosis of cancer
- 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. 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 Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or 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](#).

Language Access Services: Spanish (Español): Para obtener asistencia en Español, llame al 718-591-2000.

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
■ Primary care copayment	\$50
■ Hospital (facility) copayment	\$790
■ Other copayment	\$1,720

This EXAMPLE event includes services like:

[Primary care physician](#) 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:

<i>Cost Sharing</i>	
Deductibles	\$0
Copayments	\$2,560
Coinsurance	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Peg would pay is	\$2,560

Managing Joe's Type 2 Diabetes

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

■ The plan's overall deductible	\$0
■ Primary care copayments	\$200
■ Prescription drugs copayment	\$560
■ Other copayment	\$180

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:

<i>Cost Sharing</i>	
Deductibles	\$0
Copayments	\$940
Coinsurance	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$140
The total Joe would pay is	\$1,080

Mia's Simple Fracture

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

■ The plan's overall deductible	\$0
■ Specialist copayment	\$75
■ Emergency care copayment	\$155
■ Other copayment	\$75

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:

<i>Cost Sharing</i>	
Deductibles	\$0
Copayments	\$305
Coinsurance	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$630
The total Mia would pay is	\$935

The [plan](#) would be responsible for the other costs of these EXAMPLE covered services.