



PENSION HOSPITALIZATION AND BENEFIT PLAN JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365
TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibei.org

April 2024

HARRY VAN ARSDALE JR.
Founder

HUMBERTO J. RESTREPO
Chairman, Joint Industry Board
of the Electrical Industry

Officers

STEVEN LAZZARO
Chairman
CHRISTOPHER ERIKSON
Vice-Chairman
SANDRA MILAD-GIBSON
Treasurer
THOMAS CLEARY
Secretary
CHRISTINA A. SESSA
Counsel

Employer Trustees

ANDREW DRAZIC
STEPHEN GIANOTTI
CRAIG GILSTON
WALTER GREENWOOD
KORY KLEINBERG
STEVEN LAZZARO
SANDRA MILAD-GIBSON
JERRY SCHAUDER
RON SCIMONE

Employee Trustees

THOMAS CAPURSO
THOMAS CLEARY
RICHARD DUVA JR.
CHRISTOPHER ERIKSON
CHRISTOPHER ERIKSON JR.
WILLIAM HOFVING
JOSEPH PROSCIA
JOSEPH SANTIGATE
LANCE VAN ARSDALE

New Deductible for Active and Non-Medicare-Eligible Retired Participants and Their Eligible Dependents

Dear Participant:

We are writing to notify you of an important plan design change to the Pension, Hospitalization and Benefit Plan of the Electrical Industry (the "Plan").

For a number of reasons, including the extra-sharp rise in healthcare costs and its impact on the Plan reserves over the past several years, the Trustees have had to make difficult decisions in order to maintain medical coverage.

The Trustees have decided to take action with the introduction of an annual deductible for active and non-Medicare-eligible retired Participants and their eligible dependents. The annual deductible will apply to both Network and Non-Network services covered by the Plan. **The Plan's new annual deductible will apply beginning with services you receive from your health care provider on or after July 1, 2024.** A deductible is the amount you pay during a coverage period for covered health care services before the Plan begins to pay. As described below, for some services, you will not have to meet the deductible before the Plan begins to pay. All other Plan rules found in the Summary Plan Description concerning the payment of medical claims still apply.

Highlights regarding this Plan design change include:

- There will be a deductible of \$500 single/\$1,000 family effective July 1, 2024-December 31, 2024.*
- There will be an annual deductible of \$1,000 single/\$2,000 family effective January 1, 2025.*
- The deductible **will not** apply to the following services:
 - Preventive services;
 - Prescription drugs (current copayments apply);
 - Services rendered at JIB Medical (current copayments apply);
 - Primary Care Physician ("PCP") Services which include the following:
 - Internal medicine, obstetrics/gynecology and pediatricians (current copayments apply);
 - Behavioral Health (current copayments apply);
 - Physical Therapy (current copayments apply);
 - Telehealth visits (current copayments apply);
 - MDLive urgent care visits (current copayments apply).

The Trustees take pride in extending the best healthcare benefits and will continue seeking ways to enhance the benefits provided to you.

For those whose family composition includes both Medicare-eligible retiree coverage and active coverage under the Plan, or for those that become Medicare-eligible retirees during the Plan Year, MagnaCare will be sending additional information outlining the manner in which the annual deductible will be applied.

Additionally, a new MagnaCare benefit card reflecting this plan design change will be sent to you in advance of July 1, 2024. You may contact MagnaCare at 877-624-6210 with any questions regarding these changes.

Sincerely,
Trustees of the Pension, Hospitalization and
Benefit Plan of the Electrical Industry

***As a reminder, for those that have Health Reimbursement Account ("HRA") and/or Additional Security Benefits Plan ("ASBP") accounts, you may use them to help offset the cost of the deductible. You can call the Annuity Department at the Joint Industry Board should you have questions about the HRA or ASBP Plans at 718-969-4040.**

.....

Summary of Material Modifications

This notice is considered a Summary of Material Modifications under the Employee Retirement Income Security Act of 1974 (ERISA). You should keep this with your Summary Plan Description for the Pension, Hospitalization and Benefit Plan of the Electrical Industry. Please take the time to read this notice carefully and share it with your covered family members. This announcement contains only highlights of certain features of the Plan effective on or after July 1, 2024.

This communication also serves as notice of material modifications to the Plan that impact the Summary of Benefits and Coverage that you previously received.