

The Fund Office Report

Important News About Your Employee Benefit Programs in the Metal Trades Branch of Steamfitters' Local 638

The Steamfitters' Industry Fund Office, 27-08 40th Avenue, 2nd Floor, Long Island City, NY 11101-3725

Telephone: (212) 465-8888 E-mail: FundOffice@steamny.com Website: www.steamfitters.com

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2020 Tax Forms

The 1099-R's will be mailed by January 31, 2021 as required by law. If you have any questions, please feel free to contact the Fund Office at (212) 465-8888, extension 234.

2021 Out-of-Pocket Maximums

The Patient Protection and Affordable Care Act requires that health plans must accumulate member and dependent out-of-pocket (OOP) expenses each year. If your OOP expenses exceed the individual or family limit listed below, your future co-payments for the benefit type you exceed will be waived for the balance of that calendar year. Please note that only co-payments for our hospital, medical and prescription drug coverage are considered OOP expenses for the purpose of our OOP maximums.

- Empire BlueCross (hospital and medical) Individual: \$4,900 Family: \$9,900
- Express Scripts (prescription drugs) Individual: \$3,650 Family: \$7,200

2021 National Formulary Update

The Express Scripts National Formulary has a number of additions to its list of excluded drugs or supplies effective January 1, 2021. The very few number of participants or dependents that were effected were notified in November and a choice of replacement products were provided to them and their physicians.

For the 2021 National Preferred Formulary Exclusions please go to <https://www.express-scripts.com/2021drugs>.



TeleHealth

Telehealth, otherwise known as telemedicine, allows you to see your doctor from the comfort of your own home with the help of a webcam or your mobile phone. Telehealth doctors treat common health issues like a cold, the flu, a fever, rashes, allergies, and more, and are a great choice when your regular doctor isn't available. This remote option allows you to follow social distancing and quarantine guidelines, hence its recent spike in popularity during the pandemic. Not to mention, it is convenient and time-saving, avoiding long waits at an urgent care or emergency room. Other advantages include: access, affordability and quality. Keep in mind that the Empire EPO LiveHealth Online, a 24/7 program, is available through an easy downloadable app, and allows you to access any doctor you choose on-line via video or telephone. For more information, contact the Welfare Fund at (212) 465-8888, Option 4.

Express Scripts—SaveonSP Copay Assistance Program Commenced



Beginning July 1, 2020, the Welfare Fund has been collaborating with SaveonSP to help our participants and family members save money on certain specialty pharmacy medications.

SaveonSP works in conjunction with our current pharmacy program through Express Scripts. Participants in the SaveonSP program will continue to receive their specialty pharmacy medications through Accredo, Express Scripts' specialty home delivery provider. They will receive these pharmacy medications free of charge (\$0) with no copay. SaveonSP will coordinate manufacturer's copay assistance program to provide savings both to the participant or family member and to the Welfare Fund. Participants and family members who do not elect to participate in the voluntary SaveonSP program will be responsible for a much higher copay on specialty pharmacy medications. Therefore, it is extremely important for participants and family members that have been contacted by SaveonSP to enroll in the program.

The list of specialty pharmacy medications included in the program and the copay the participants and family members will be responsible to pay if they do not enroll in the program can be provided by the Welfare Fund. If you have any questions about this program, please contact the Welfare Fund at (212) 465-8888, option 4.

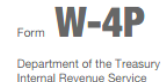


Vision Care Benefits

Vision Care Benefits are available to you and your qualifying dependents. This benefit will reimburse you for the cost of eye exams, frames, and /or lenses, including contact lenses.

Vision Care Benefits are available in the maximum amount of \$300 per person each calendar year. Please note that the Welfare Fund will no longer be accepting handwritten itemized bills for reimbursement unless accompanied with proof of payment documentation (cancelled check, credit card statement, etc.). Should you have any questions regarding your Vision Care Benefits, please contact the Disbursements Department at (212) 465-8888, menu option 8.

Pension Tax Withholding



Upon retirement, you were given the option to have federal income tax withheld from your benefit payments. Withholding is one way for you to pay a portion of your income tax. Whether you are required to pay federal income tax on your benefit payments depends on your personal situation. Please be aware, as a consequence of not having enough tax or no tax withheld from your benefits, you may be required to pay estimated taxes during the year or a tax penalty at the end of the year. Your decision on withholding is an important one and you may wish to discuss it with a qualified tax advisor.

You may change your tax election at any time. The change to your tax elections would be placed into effect on the first of the month following receipt of your completed W-4P form.

***Important - New York State income tax can now be withheld from your monthly pension benefit.**

The IRS has created a page on IRS.gov with information regarding Form W-4P and its instructions, at www.irs.gov/w4-p.

For New York State Income Tax Withholding, you may download the form and its instructions, at https://www.tax.ny.gov/pdf/current_forms/it/it2104p_fill_in.pdf.

You may also contact the Fund Office to obtain these forms, at (212) 465-8888, choose menu option 3 for the Pension Department.

Disability Status Program

The Disability Status Program (DSP) allows you, as a participant, to maintain eligibility if you are unable to work due to a medical condition or injury. To apply for the DSP, you must be covered under the Welfare Fund at the time of your injury or illness. You must also have a minimum of 10 Years of Credited Service in the Pension Fund at the time of injury or illness, and be covered under the Welfare Fund for no less than 48 of the 60 months prior to the date of injury or illness.

Please note that as a rule of the Welfare Fund, you must report any injury on or off the job which will effect your ability to work to the Fund Office as soon as possible. Your completed DSP application **must be received within 30 days of the injury or illness** and must be accompanied by a letter from the attending physician detailing the injury or illness. Proof of your disability may include copies of Disability or Workers' Compensation payments and/or an Independent Medical Examination (IME) conducted by the Professional Evaluation Group (PEG).

Participation in the DSP cannot exceed 12 months and includes coverage for all dependents. Upon returning to work (or being deemed physically able to return to work), you would remain covered for two months under the DSP (when regular eligibility rules would normally reestablish welfare coverage). If you have any questions about the DSP please call the Welfare Department at (212) 465-8888, menu option 4.

Steamfitting Industry Assistance Program (SIAP)

We're Here To Help!



We help members and their families dealing with alcoholism, drug abuse, misuse of prescription drugs and emotional problems. Contact our Director of SIAP, Roger Ross, at (212) 563-0342. Please be assured all calls are kept **STRICTLY CONFIDENTIAL**.