



This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at www.ghc.org or by calling 1-888-901-4636.

Important Questions	Answers	Why this Matters:
<p>What is the overall <u>deductible</u>?</p>	<p>\$250 individual / \$750 family. Goes to \$150 individual / \$450 family if you complete the Health assessment, \$350 individual / \$1,050 family if you don't. Shared in and out-of-network. Does not apply to in-network preventive care, outpatient services (except diagnostic test, imaging and outpatient surgery), prescription drugs, ambulance, in-network durable medical equipment.</p>	<p>You must pay all the costs up to the <u>deductible</u> amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the <u>deductible</u> starts over (usually, but not always, January 1st). See the chart starting on page 2 for how much you pay for covered services after you meet the <u>deductible</u>.</p>
<p>Are there other <u>deductibles</u> for specific services?</p>	<p>No.</p>	<p>You don't have to meet <u>deductibles</u> for specific services, but see the chart starting on page 2 for other costs for services this plan covers.</p>
<p>Is there an <u>out-of-pocket limit</u> on my expenses?</p>	<p>Yes, there's a shared in / out-of-network \$3,000 individual / \$9,000 family. There is also an ACA in-network limit of \$6,850 individual / \$13,700 family.</p>	<p>The <u>out-of-pocket limit</u> is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.</p>
<p>What is not included in the <u>out-of-pocket limit</u>?</p>	<p>Not included in the \$3,000 individual / \$9,000 family limits are premiums, balance-billed charges, office / hospital co-pays, benefit-specific coinsurances except ambulance, out-of-network preventive care coinsurance, prescription drug co-pays, deductible, and health care this plan doesn't cover. Not included in the \$6,850 / \$13,700 are premiums, out-of-network charges, health care this plan doesn't cover, obesity treatment, and pediatric vision care.</p>	<p>Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u>.</p>
<p>Does this plan use a <u>network of providers</u>?</p>	<p>Yes. See www.ghc.org or call 1-888-901-4636 for a list of in-network providers.</p>	<p>If you use an in-network doctor or other health care <u>provider</u>, this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network <u>provider</u> for some services. Plans use the term in-network, <u>preferred</u>, or participating for <u>providers</u> in their <u>network</u>. See the chart starting on page 2 for how this plan pays different kinds of <u>providers</u>.</p>

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Group Health Options, Inc.: Wa Teamsters Welfare Trust Coverage Period: 01/01/2016 – 12/31/2016

Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage for: Group | Plan Type: POS

Do I need a referral to see a <u>specialist</u>?	Yes. See www.ghc.org or call 1-888-901-4636 for a list of specialist providers.	This plan will pay some or all of the costs to see a specialist for covered services but only if you have the plan's permission before you see the specialist .
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 6. See your policy or plan document for additional information about excluded services .

-  **Co-payments** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- Co-insurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan's **allowed amount** for an overnight hospital stay is \$1,000, your **co-insurance** payment of 20% would be \$200. This may change if you haven't met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the **allowed amount** is \$1,000, you may have to pay the \$500 difference. (This is called **balance billing**.)
- This plan may encourage you to use participating **providers** by charging you lower **deductibles**, **co-payments** and **co-insurance** amounts.

Common Medical Event	Services You May Need	Your Cost if You Use an In-network Provider	Your Cost if You Use an Out-of-network Provider	Limitations & Exceptions
If you visit a <u>health care provider's office</u> or clinic	Primary care visit to treat an injury or illness	\$25 co-pay	\$25 co-pay	Deductible does not apply
	Specialist visit	\$25 co-pay	\$25 co-pay	Deductible does not apply
	Other practitioner office visit	\$25 co-pay for manipulative therapy, acupuncture and naturopathy	\$25 co-pay for manipulative therapy, acupuncture and naturopathy	Deductible does not apply. Manipulative therapy limited up to 20 visits per calendar year combined in and out-of-network, acupuncture limited to 8 visits per medical diagnosis per calendar year in-network, additional visits are covered with Preauthorization (no limit out-of-network), and naturopathy limited to 3 visits per medical diagnosis per calendar year in-network, additional visits are covered with Preauthorization or will not be covered (no limit out-of-network).
	Preventive care/screening/immunization	No charge	\$25 co-pay + 40% co-insurance	Deductible does not apply in-network Services must be in accordance with the Group Health well-care schedule.

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If you have a test	Diagnostic test (x-ray, blood work)	20% co-insurance	40% co-insurance	None
	Imaging (CT/PET scans, MRIs)	20% co-insurance	40% co-insurance	High end radiology imaging services such as CT, MRI and PET require preauthorization or will not be covered.
If you need drugs to treat your illness or condition More information about <u>prescription drug coverage</u> is available at www.ghc.org	Value based drugs	\$4 co-pay	\$13 co-pay	Deductible does not apply Covers up to a 30-day supply
	Preferred generic drugs	\$8 co-pay		
	Preferred brand drugs	\$25 co-pay	\$30 co-pay	Deductible does not apply Covers up to a 30-day supply
	Non-preferred generic/ brand drugs	\$50 co-pay	\$55 co-pay	Deductible does not apply Covers up to a 30-day supply
	Mail-order drugs	\$5 discount from prescription drug cost share	Not covered	Deductible does not apply Covers up to a 30-day supply
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% co-insurance	40% co-insurance	None
	Physician/surgeon fees	\$25 co-pay + 20% co-insurance	\$25 co-pay + 40% co-insurance	None
If you need immediate medical attention	Emergency room services	\$75 co-pay + 20% co-insurance	\$75 co-pay + 20% co-insurance	Notify Group Health within 24 hours of admission, or as soon thereafter as medically possible. Co-pay is waived if admitted.
	Emergency medical transportation	20% benefit specific co-insurance	20% benefit specific co-insurance	Deductible does not apply
	Urgent care	\$25 co-pay	\$25 co-pay	Deductible does not apply
If you have a hospital stay	Facility fee (e.g., hospital room)	20% co-insurance	40% co-insurance	Non-emergency inpatient services require preauthorization or will not be covered.

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	Physician/surgeon fee	20% co-insurance	40% co-insurance	Non-emergency inpatient services require preauthorization or will not be covered.
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	\$25 co-pay	\$25 co-pay	Deductible does not apply
	Mental/Behavioral health inpatient services	20% co-insurance	40% co-insurance	Non-emergency inpatient services require preauthorization or will not be covered.
	Substance use disorder outpatient services	\$25 co-pay	\$25 co-pay	Deductible does not apply
	Substance use disorder inpatient services	20% co-insurance	40% co-insurance	Non-emergency inpatient services require preauthorization or will not be covered.
If you are pregnant	Prenatal and postnatal care	\$25 co-pay	\$25 co-pay	Deductible does not apply Preventive services related to prenatal and preconception care are covered as preventive care. Routine prenatal and postnatal care is not subject to the co-pay.
	Delivery and all inpatient services	20% co-insurance	40% co-insurance	Notify Group Health within 24 hours of admission, or as soon thereafter as medically possible. Newborn services cost shares are separate from that of the mother.

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If you need help recovering or have other special health needs	Home health care	No charge	40% co-insurance	Deductible does not apply in-network. Requires preauthorization or will not be covered. Limited to 130 visits per calendar year.
	Rehabilitation services	\$25 co-pay/ outpatient	\$25 co-pay/ outpatient	Deductible does not apply/ outpatient. Limited to 60 visits per calendar year/ outpatient. Limited to 60 days per calendar year/ inpatient. (combined limit with Habilitation services) Limits combined in and out-of-network. Requires preauthorization or will not be covered.
		20% co-insurance/ inpatient	40% co-insurance/ Inpatient	
	Habilitation services	\$25 co-pay/ outpatient	\$25 co-pay/ outpatient	Deductible does not apply/ outpatient. Limited to 60 visits per calendar year/ outpatient. Limited to 60 days per calendar year/ inpatient. (combined limit with Rehabilitation services) Limits combined in and out-of-network. Requires preauthorization or will not be covered.
		20% co-insurance/ inpatient	40% co-insurance/ inpatient	
	Skilled nursing care	20% co-insurance	40% co-insurance	Limited to 180 days per calendar year combined in and out-of-network. Requires preauthorization or will not be covered.
Durable medical equipment	20% benefit specific co-insurance	20% benefit specific co-insurance	Deductible does not apply in-network. Requires reauthorization or will not be covered.	
Hospice service	No charge	40% co-insurance	Deductible does not apply in-network. Requires preauthorization or will not be covered.	
If your child needs dental or eye care	Eye exam	\$25 co-pay	Not covered	Deductible does not apply in-network. Limited to one exam every 12 months.
	Glasses	Not covered	Not covered	None
	Dental check-up	Not covered	Not covered	None

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Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)

- Cosmetic surgery
- Dental care (Adult)
- Glasses
- Infertility treatment
- Long-term care
- Most coverage provided outside the United States. See www.ghc.org
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing
- Routine foot care
- Weight loss programs

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Acupuncture
- Bariatric surgery
- Chiropractic care (if prescribed for rehabilitation purposes)
- Hearing Aids
- Routine eye care (Adult)

Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a premium, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply. For more information on your rights to continue coverage, contact the plan at 1-888-901-4636. You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov."

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to appeal or file a grievance. For questions about your rights, this notice, or assistance, you can contact The Washington Office of Insurance Commissioner at <http://www.insurance.wa.gov/your-insurance/health-insurance/appeal/>. The Insurance Consumer Hotline at 1-800-562-6900 or access to a page to email the same office: <http://www.insurance.wa.gov/your-insurance/email-us/>. Or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform

Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as "minimum essential coverage." **This plan or policy does provide minimum essential coverage.**

Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage does meet the minimum value standard for the benefits it provides.**

Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al 1-888-901-4636.

—————*To see examples of how this plan might cover costs for a sample medical situation, see the next page.*—————

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About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Having a baby (normal delivery)

- Amount owed to providers: \$7,540
- Plan pays \$5,430
- Patient pays \$2,110

Sample care costs:

Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
Total	\$7,540

Patient pays:

Deductibles	\$500
Co-pays	\$10
Co-insurance	\$1,400
Limits or exclusions	\$200
Total	\$2,110

Managing type 2 diabetes (routine maintenance of a well-controlled condition)

- Amount owed to providers: \$5,400
- Plan pays \$4,220
- Patient pays \$1,180

Sample care costs:

Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
Total	\$5,400

Patient pays:

Deductibles	\$300
Co-pays	\$600
Co-insurance	\$200
Limits or exclusions	\$80
Total	\$1,130

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Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premiums**.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-network **providers**. If the patient had received care from out-of-network **providers**, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **co-payments**, and **co-insurance** can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

- ✗ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

- ✗ **No.** Coverage Examples are **not** cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your **providers** charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

- ✓ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

- ✓ **Yes.** An important cost is the **premium** you pay. Generally, the lower your **premium**, the more you'll pay in out-of-pocket costs, such as **co-payments**, **deductibles**, and **co-insurance**. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

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