

**California Ironworkers Field Welfare Plan 1/1/2015 Open Enrollment Benefit Plan Comparison
Active Participants Residing in California**

Benefit Description	Fee-For-Service Contract Provider Benefits	Fee-For-Service Non-Contract Provider Benefits	Northern and Southern, CA Kaiser Permanente HMO
Contract Provider Network and Choice of Providers	<p>If you live in California, your Contract Provider Network is the Anthem Blue Cross Prudent Buyer network.</p> <p>If you or your dependents live outside of California, or if you are travelling outside California, your network of hospitals and doctors is the National BlueCard network.</p> <p>Participants who use a Contract Provider will pay less for services.</p>	<p>If you use a physician or other Provider who is not in the Contract Provider Network, you are using a Non-Contract Provider.</p> <p>Participants who use a Non-Contract Provider will pay more for services.</p>	<p>Participants must use a Kaiser provider.</p> <p>Services rendered by non-Kaiser providers are not covered, except in cases of emergency.</p> <p>Each family member may choose a different primary physician in the Kaiser network.</p>
<p>Calendar Year Deductible</p> <p>*The Fund's Calendar Year Deductible is never waived.</p> <p>However, some services are not subject to the Deductible.</p> <p>Note: the combined out-of-pocket maximums and deductible (cost sharing) comply with the cost sharing limitations of the ACA.</p>	<p align="center">Individual: \$250* Family: \$500*</p> <p>Does not apply to physician office visits, preventive care, prescription drugs, x-ray & lab (unless performed at hospital), chiropractic and acupuncture, outpatient therapy, outpatient mental health and substance abuse, emergency ground ambulance, urgent care, physician home visits, exams for podiatry, hearing exams, hearing aids, hospice care, supplemental accident, and excluded services.</p> <p>Deductible does not apply towards Annual Out-of-Pocket Limit.</p>	<p align="center">Individual: \$500* Family: \$1,500*</p> <p>Does not apply to balance billed amounts, emergency ground ambulance, hearing exams, hearing aids, hospice care, supplemental accident, and excluded services.</p>	<p align="center">Individual: \$250 Family: \$500</p> <p>Does not apply to physician office visits, preventive care, prescription drugs, x-ray & lab, chiropractic and acupuncture, outpatient therapy, outpatient mental health and substance abuse, emergency ground ambulance, urgent care, physician home visits, exams for podiatry and hearing, hospice care, supplemental accident, prescription drug, and excluded services.</p> <p>Deductible accumulates towards Annual Out-of-Pocket Limit.</p>
Calendar Year Maximum Benefit	Not Applicable		Not Applicable

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<p>Annual Out-Of-Pocket Limit for Medical</p>	<p align="center">Individual: \$2,000 Family: \$4,000</p> <p>Expenses that do not count towards the Out-of-Pocket Limit include expenses you pay for skilled nursing facility, non-covered services (i.e. excluded services), vision care, dental care, orthodontia, expenses in excess of benefit maximums, balance billed amounts, and expenses for services from Non-Contract Providers.</p> <p>The Out-of-Pocket Limit for cost sharing includes co-payments and coinsurance. The Deductible does not apply towards the Annual Out-of-Pocket Limit.</p>	<p align="center">None</p> <p>This means that your out-of-pocket expenses are not subject to any limits if you use Non-Contract Providers.</p>	<p align="center">Individual: \$2,000 Family: \$4,000</p> <p>Please refer to the Evidence of Coverage booklets provided by Kaiser.</p>
<p>Contract Rate and Allowable Charges</p>	<p>Contract Rate: The amount that the Provider has agreed by contract to accept for the services provided.</p>	<p>Allowable Charges: For Non-Contract Providers, the Allowable Charge is the lesser of the charge billed by the Provider or the maximum amount the Board of Trustees has determined is an appropriate payment for the service(s) rendered. Non-Contract Providers often bill more than the Plan's Allowable Charges.</p> <p>For Non-Contract Providers, the Plan generally pays 60% of the Allowable Charges. You pay 40% of the Allowable Charges and any billed charges over the Plan's Allowable Charge.</p>	<p>Kaiser Allowed Charges are based on fee schedules determined by Kaiser Permanente for its facilities, providers, and other medical services.</p>


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<p>Pre-Authorization and Pre-Certification Requirements</p>	<p>Certain services and procedures require pre-authorization from Pacific Health Alliance (“PHA”) or pre-certification from Anthem. Inpatient mental health and substance abuse services require pre-authorization from MHN. If you fail to obtain pre-authorization or pre-certification when it is required, the Plan’s payment percentage will be reduced by 10%, and you will be responsible for an additional 10% coinsurance.</p> <p>→ Inpatient hospitalization (except for emergencies and childbirth) requires pre-certification by Anthem; call (800) 274-7767 prior to your hospitalization. In most cases, your physician’s office will arrange for the pre-certification of your hospital stay.</p> <p>For Inpatient mental health and substance abuse, services must be pre-authorized by MHN. For pre-authorization from MHN call: (800) 977-7962.</p>	<p>→ Outpatient surgeries and procedures, and various other services, require pre-authorization from PHA (855) 754-7271.</p>	<p>The following Services require prior authorization by the Medical Group for the Services to be covered (“prior authorization” means that the Medical Group must approve the Services in advance):</p> <ul style="list-style-type: none"> • Durable medical equipment; • Ostomy and urological supplies; • Services not available from Plan Providers; and • Transplants <p>The Cost Sharing for these referral Services is the Cost Sharing required for Services provided by a Plan Provider as described in the “Benefits and Cost Sharing” section of your Evidence of Coverage booklet provided by Kaiser.</p>
<p>Description of co-payment and Co-insurance</p>	<ul style="list-style-type: none"> • Co-payments are fixed dollar amounts (for example, \$20) that you pay for covered health care; usually at the time you receive the services. • Co-insurance is your share of the costs of a covered service, calculated as a percent of the allowed amount for the services provided. The Plan generally pays a percentage of the medical expenses and you (and not the Plan) are responsible for paying the rest. 		

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<p>Maximum Allowable Charges (MAC)</p> <p>Certain procedures have maximum limits on the amount that the Plan will use as the basis for payment for <u>facility charges</u>. Procedures with MAC limits are:</p> <p>Inpatient Hospital:</p> <ul style="list-style-type: none"> • Total Hip Replacement • Total Knee Replacement <p>Outpatient Surgical Procedures:</p> <ul style="list-style-type: none"> • Arthroscopy • Cataract Surgery • Colonoscopy 	<p>For procedures with a MAC Limit, the Plan will apply benefits to the lesser of the MAC or the Contract Rate. If you use a value based provider, you are responsible for payment of your coinsurance applied to the lesser of the MAC or the Contract Rate. If you use a Contract Provider that is not a value based provider, you will also be responsible for charges above the MAC.</p> <p>You can call PHA for help finding a value based provider: (855) 754-7271.</p>	<p>For inpatient MAC procedures, you are responsible for payment of your coinsurance applied to the Allowable Charges, plus 100% of any amounts above the Allowable Charges. Allowable Charges will not be more than the MAC.</p> <p>For outpatient MAC procedures, the Plan will pay a maximum of \$350 per day. This means that the Plan will never pay more than \$350 for any outpatient procedure. You are responsible for all charges above the \$350 per day maximum.</p>	<p align="center">Not Applicable</p>
<p>Value Based Sites</p>	<p>Value based sites are Anthem Contract Providers that have agreed to charge no more than the MAC limit for MAC procedures. Using a value based site will provide you with greater savings.</p>	<p>There are no value based sites with Non-Contract Providers</p>	<p align="center">Not Applicable</p>

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 <p>PLEASE NOTE: If you are not participating in the <i>Reinforcing Smart Choices Program</i> (i.e. you and your covered spouse (or domestic partner) have not obtained a biometric screening or have not submitted your Participant Promise), then you will be in the BASIC PLAN and will be subject to the increased co-payments for certain services. (Effective January 1, 2015, Kaiser enrollees not already in the Premier Plan will not be required to obtain a biometric screening to participate in Reinforcing Smart Choices, and will, instead, have a different requirement to complete. Please contact the Fund Office for more information).</p> <p>BASIC PLAN participants are <u>required to pay a \$50 co-payment per visit for services listed below if they are obtained from a Contract Provider.</u> Basic Plan participants will also have higher prescription drug co-payments. Please refer to the prescription drug benefit section for a list of co-payments applicable to prescription drugs.</p> <p>Please review the benefit carefully before utilizing services. Call the Trust Fund Office at 1 (800) 527-4613 and speak to a Benefits Information Center Specialist if you have any questions.</p>			
<p><i>Services requiring \$50 co-payment for Participants in the <u>Fee-For-Service Basic Plan</u>:</i></p> <ul style="list-style-type: none"> • Primary Care Physician Visits • Specialists Visits • Physician Home Visits • Outpatient Mental Health • Outpatient Substance Abuse • Home Health Care 	<ul style="list-style-type: none"> • X-Ray and Lab Services (non-Complex) – from facility other than hospital • Podiatry Exam • Chiropractic and Acupuncture • Urgent Care 	<ul style="list-style-type: none"> • Physical Therapy • Respiratory Therapy • Speech Therapy • Occupational Therapy • Office Visit for Allergy Care 	<p><i>Services requiring \$50 co-payment for Participants in <u>Kaiser Basic Plan</u>:</i></p> <ul style="list-style-type: none"> • Physician Office Visits • Specialist Visits • Outpatient Mental Health • Outpatient Chemical Dependency • Urgent Care • Outpatient Physical Therapy • Outpatient Respiratory Therapy • Speech Therapy • Occupational Therapy
Preventive Care, Well Baby and Routine Female Care	100% of Contract Rate No Deductible or co-payment	60% of Allowable Charges Deductible applies	No Deductible or co-payment

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Emergency Room and ER Physician Charges <i>For participants with an Emergency Medical Condition ONLY.</i>	90% of Contract Rate Deductible applies	90% of Allowable Charges Deductible applies Participant coinsurance is limited to a maximum of \$6,000 per person per occurrence. You are responsible for all charges above the Allowable Charges. <i>If it is determined that the patient does not have an Emergency Medical Condition, payment will be reduced to 60% of the Allowable Charges, and the \$6,000 coinsurance limit will not apply.</i>	90% of Kaiser Allowed Charges Deductible applies
Emergency Ground Ambulance	100% after a \$50 co-payment per trip Deductible does not apply	100% after a \$50 co-payment per trip Deductible does not apply	100% after a \$50 co-payment per trip Deductible does not apply
Urgent Care	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply	60% of Allowable Charges Deductible applies	Premier: 100% after a \$20 co-payment Basic: 100% after a \$50 co-payment Deductible does not apply
Skilled Nursing Facility (SNF) <i>Participant payments for SNF do not accumulate to the out-of-pocket limit.</i>	45% of Contract Rate up to 55 days per disability and admission must occur after a 5-day or more inpatient hospital stay; patient must be admitted to the SNF within 7-days of the hospital discharge Deductible applies	35% of Allowable Charges up to 55 days per disability and admission must occur after a 5-day or more inpatient hospital stay; patient must be admitted to the SNF within 7-days of the hospital discharge Deductible applies	100% of Kaiser Allowed Charges up to a maximum benefit of 100 days per benefit period Deductible does not apply
Home Health Care	90% of Contract Rate after a \$20 co-payment Deductible applies	60% of Allowable Charges Deductible applies	100% of Kaiser Allowed Charges up to a maximum benefit of 100 visits per calendar year Deductible does not apply

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Inpatient Hospital (All services performed during inpatient stay)	90% of Contract Rate Deductible applies <div data-bbox="590 427 1451 570" style="border: 1px solid black; padding: 5px;"> <p>Does not apply to inpatient MAC procedures. See MAC procedures listed directly below. Pre-certification by Anthem Blue Cross is required for all inpatient procedures under the Fee-for-Service Plan. To pre-certify your hospital stay, your physician's office should call Anthem Blue Cross at (800) 274-7767.</p> </div>	60% of Allowable Charges Deductible applies	90% of Kaiser Allowed Charges Deductible applies
Inpatient Hospital MAC Procedures For these procedures only: <ul style="list-style-type: none"> • Total hip replacement • Total knee replacement 	90% of the lesser of \$30,000 (MAC limit) or the Contract Rate Deductible applies Remember, if you use a Value-Based Site , the Hospital will hold its charges under \$30,000. If you do not use a Value-Based Site , you will be responsible for payment of charges above the MAC. <div data-bbox="611 927 1409 1076" style="border: 1px solid black; padding: 5px;"> <p>Pre-certification by Anthem Blue Cross is required for all inpatient procedures under the Fee-for-Service Plan. To pre-certify your hospital stay, your physician's office should call Anthem Blue Cross at (800) 274-7767. Anthem can also provide a list of providers who are Value Based Sites.</p> </div>	60% of the Allowable Charges. Allowable Charges will not be more than the MAC limit. Deductible applies After Deductible , you are responsible for your 40% Coinsurance and for all charges above Allowable Charges.	Not Applicable
Physician Office Visits	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply	60% of Allowable Charges Deductible applies	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply
Physician Home Visits	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply	60% of Allowable Charges Deductible applies	100% of Kaiser Allowed Charges Deductible does not apply

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X-ray and Lab Services (non-Complex Imaging) in office or facilities other than hospitals	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply	60% of Allowable Charges Deductible applies	100% of Kaiser Allowed Charges Deductible does not apply
X-rays performed outside of your physician's office require pre-authorization by calling Pacific Health Alliance (PHA) Care Counseling service at (855) 754-7271.			
Podiatry Exam Orthotic Appliances	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply 80% of Contract Rate up to a maximum benefit of \$200 per calendar year; Deductible applies	60% of Allowable Charges Deductible applies Not covered	100% after a \$20 co-payment Deductible does not apply No co-payment Deductible does not apply
Chiropractic and Acupuncture Services, Combined	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Limited to 24 visits per calendar year Deductible does not apply	60% of Allowable Charges Limited to 24 visits per calendar year Deductible applies	Chiropractic: 100% after a \$15 co-payment up to a maximum benefit of 30 visits per calendar year; Services provided by American Specialty Chiropractic (800) 678-9133. Acupuncture: 100% after a \$20 co-payment; covered as an alternative to standard treatment only when prescribed by a Plan physician. It is primarily used as a component of a multidisciplinary pain management program for the treatment of chronic pain. Deductible does not apply
The 24 visits per calendar year maximum is a combined annual visit limit for all Contract Provider and Non-Contract Provider chiropractor and acupuncture services.			

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<p>Outpatient Surgery Facility Fee For Procedures Not Subject to MAC</p> <p>(Outpatient procedures subject to MAC are: Arthroscopies, Cataract Surgeries, and Colonoscopies – See Below ▼).</p>	<p>90% of Contract Rate Deductible applies</p>	<p>Maximum benefit of \$350 per day Deductible applies</p> <p>You are responsible for any charges in excess of the Plan’s maximum payment of \$350 per day.</p>	<p>90% of Kaiser Allowed Charges Deductible applies</p>
<p>Pre-authorization is required by calling Pacific Health Alliance (PHA) Care Counseling service at (855) 754-7271.</p>			
<p>Outpatient Surgery – MAC Procedures (Facility Fee)</p> <p>MAC applies to the following three procedures:</p> <ul style="list-style-type: none"> • Arthroscopy • Cataract • Colonoscopy 	<p>90% of the lesser of the MAC limit or the Contract Rate; Deductible applies</p> <p>MAC Limits are:</p> <p>For Arthroscopy: \$6,000 per procedure</p> <p>For Cataract Surgery: \$2,000 per procedure</p> <p>For Colonoscopy: \$1,500 per procedure</p> <p>Remember, if you use a Value-Based Site, the facility will hold its charges under the MAC limit. You are responsible for payment of any charges in excess of the MAC.</p>	<p>Maximum benefit of \$350 per day for all Non-Contract outpatient surgical procedures; Deductible applies</p> <p>You are responsible for payment of any charges in excess of the Plan’s maximum payment of \$350 per day.</p>	<p>90% of Kaiser Allowed Charges Deductible applies</p>
<p>Pre-authorization is required by calling Pacific Health Alliance (PHA) Care Counseling service at (855) 754-7271. PHA can also direct you to a value based site.</p>			
<p>Physician/Surgeon Fee for Outpatient Surgery</p>	<p>90% of Contract Rate Deductible applies</p>	<p>60% of Allowable Charges Deductible applies</p>	<p>90% of Kaiser Allowed Charges Deductible applies</p>
<p>Pre-authorization is required by calling Pacific Health Alliance (PHA) Care Counseling service at (855) 754-7271.</p>			

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Complex Services (not limited to MRI, PET & CT scans)	<p align="center">90% of Contract Rate Deductible applies</p> <p align="center">Pre-authorization is required by calling Pacific Health Alliance (PHA) Care Counseling service at (855) 754-7271.</p>	<p align="center">60% of Allowable Charges Deductible applies</p>	<p align="center">100% of Kaiser Allowed Charges Deductible does not apply</p>
Physical Therapy & Respiratory Therapy, Combined	<p>Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment</p> <p>Maximum benefit of 20 visits per calendar year (combined with Non-Contract Provider Benefits) Deductible does not apply</p> <p align="center">The 20 visits per calendar year maximum is a combined annual limit for all Contract Provider and Non-Contract Provider services.</p> <p align="center">Pre-authorization is required by calling Pacific Health Alliance (PHA) Care Counseling service at (855) 754-7271.</p>	<p align="center">60% of Allowable Charges</p> <p>Maximum benefit of 20 visits per calendar year (combined with Contract Provider Benefits) Deductible applies</p>	<p>Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply</p>

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Speech Therapy & Occupational Therapy, Combined	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Maximum benefit of 20 visits per calendar year (combined with Non-Contract Provider Benefits) Deductible does not apply	60% of Allowable Charges Maximum benefit of 20 visits per calendar year (combined with Contract Provider Benefits) Deductible applies	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply
The 20 visits per calendar year maximum is a combined annual limit for all Contract Provider and Non-Contract Provider services.			
Pre-authorization is required by calling Pacific Health Alliance (PHA) Care Counseling service at (855) 754-7271.			
Medical Supplies, Orthopedic Braces, Prosthetic Appliances	80% of Contract Rate Deductible applies	60% of Allowable Charges Deductible applies	Durable Medical Equipment: 90% of Kaiser Allowed Charges; Deductible does not apply (does not accumulate toward out-of-pocket limit) Orthopedic & Prosthetics: 100% of Kaiser Allowed Charges
Pre-authorization is required by calling Pacific Health Alliance (PHA) Care Counseling service for equipment/supplies costing over \$500. Call PHA at (855) 754-7271.			
Chemotherapy/Radiation	90% of Contract Rate Deductible applies	60% of Allowable Charges Deductible applies	100% after a \$20 co-payment Deductible does not apply
Pre-authorization is required by calling Pacific Health Alliance (PHA) Care Counseling service at (855) 754-7271.			
Immunizations	Generally covered under Preventive Physical Care, Well Baby or Routine Female Care.	Generally covered under Preventive Physical Care, Well Baby or Routine Female Care	100% of Kaiser Allowed Charges

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Care for Allergies Office Visit	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply	60% of Allowable Charges Deductible applies	Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply
Testing	80% of Contract Rate Deductible applies	60% of Allowable Charges Deductible applies	Included in office visit co-payment.
Treatment and Serum	80% of Contract Rate Deductible applies	60% of Allowable Charges Deductible applies	Included in office visit co-payment.
Hospice	100% of Contract Rate Limitations apply, refer to Plan SPD Deductible does not apply	100% of Allowable Charges Limitations apply, refer to Plan SPD Deductible does not apply	100% of Kaiser Allowed Charges Deductible does not apply
Family Planning Infertility	Not Covered	Not Covered	50% of charges for diagnosis & treatment Member costs for Infertility treatment do not accumulate toward out-of-pocket limit
Contraceptive Devices	100% of Contract Rate Deductible does not apply	60% of Allowable Charges Deductible applies	100% of Kaiser Allowed Charges Deductible does not apply
Vasectomy (reversal is not covered)	80% of Contract Rate Deductible applies	60% of Allowable Charges; Deductible applies	90% of Kaiser Allowed Charges Deductible applies
Tubal Ligation (reversal is not covered)	100% of Contract Rate Deductible does not apply	60% of Allowable Charges Deductible applies	100% of Kaiser Allowed Charges Deductible does not apply
Elective Abortions	80% of Contract Rate Deductible applies	60% of Allowable Charges Deductible applies	90% of Kaiser Allowed Charges Deductible applies

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<p>Hearing Care Exams</p> <p>Hearing Aids</p>	<p>100% of Contract Rate Benefit limited to one exam per calendar year; Deductible does not apply</p> <p>90% of the lesser of: \$2,000 per device or the Contract Rate; Deductible does not apply</p> <p>Coverage is limited to one device per ear, not more often than once every three years from the date of the last purchase.</p> <p>You are responsible for any charges above \$2,000 per device.</p>	<p>100% of Allowable Charges Benefit limited to one exam per calendar year; Deductible does not apply</p> <p>90% of the lesser of \$2,000 per device or Allowable Charges; Deductible does not apply</p> <p>Coverage is limited to one device per ear, not more often than once every three years from the date of the last purchase.</p> <p>You are responsible for any charges above the Allowed Amount (the lesser of \$2,000 per device or the Allowable Charges)</p>	<p>100% of Kaiser Allowed Charges for routine exam; Deductible does not apply</p> <p>See Fee-For-Service Benefit</p>
<p align="center">Charges applied to the maximum Allowed Amount of \$2,000 per hearing aid are the total of all Contract and Non-Contract charges.</p>		<p>100% of Allowable Charges</p> <p>Must be incurred within 90-days of accident up to a maximum payment of \$300 for medical and \$100 for x-ray and lab services per accident</p> <p>Deductible does not apply</p> <p>Charges remaining after the supplemental accident benefit has been paid will be subject to normal Plan provisions for Non-PPO claims – including coinsurance, calendar year deductible, and other applicable Plan provisions.</p>	<p>Not Applicable</p>
<p>Supplemental Accident Coverage</p>	<p>Not Applicable</p>	<p>100% of Allowable Charges</p> <p>Must be incurred within 90-days of accident up to a maximum payment of \$300 for medical and \$100 for x-ray and lab services per accident</p> <p>Deductible does not apply</p> <p>Charges remaining after the supplemental accident benefit has been paid will be subject to normal Plan provisions for Non-PPO claims – including coinsurance, calendar year deductible, and other applicable Plan provisions.</p>	<p>Not Applicable</p>

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<p>Mental Health & Substance Abuse Services</p> <p>Mental Health – Inpatient (including Alternate Levels of Care)</p> <p>Outpatient</p> <p>Substance Abuse - Inpatient (including Alternate Levels of Care)</p> <p>Outpatient</p>	<p align="center">90% of Contract Rate Deductible applies</p> <p>Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply</p> <p align="center">90% of Contract Rate Deductible applies</p> <p>Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Deductible does not apply</p> <div data-bbox="548 998 1472 1193" style="border: 1px solid black; padding: 5px; margin-top: 20px;"> <p>Coverage for mental health services is available to the employee and eligible dependents. Substance Abuse benefits are only available to employees (no dependent coverage). All inpatient services (including Alternate Levels of Care) under the Fee-For-Service Plan, except emergency hospitalization, must be pre- authorized by MHN or you will pay an additional 10% co-insurance. The MHN telephone number is: (800) 977-7962.</p> </div>	<p align="center">60% of Allowable Charges Deductible applies</p> <p align="center">60% of Allowable Charges Deductible applies</p> <p align="center">60% of Allowable Charges Deductible applies</p> <p align="center">60% of Allowable Charges Deductible applies</p>	<p align="center">90% of Kaiser Allowed Charges Deductible applies</p> <p>Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Group rates are lower Deductible does not apply</p> <p align="center">90% of Kaiser Allowed Charges Deductible applies</p> <p>Premier Plan: 100% after a \$20 co-payment Basic Plan: 100% after a \$50 co-payment Group rates are lower Deductible does not apply</p> <p>For substance abuse benefits, coverage is also available through MHN provider for employees only (no dependent coverage). Outpatient: No charge Inpatient: 30-day limit per calendar year (combined with Alternate Levels of Care), with 2 episodes per lifetime. Detox limited to 4 episodes per lifetime.</p> <p>The MHN telephone number is: (800) 977-7962.</p>

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Benefit Description	Fee-For-Service Contract Provider Benefits	Fee-For-Service Non-Contract Provider Benefits	Northern and Southern, CA Kaiser Permanente HMO
<p>VISION CARE Vision Service Plan (VSP)</p> <p>Frequency</p> <p>Exam</p> <p>Glasses/Contact Lenses</p> <p>Spectera/UnitedHealthcare Vision</p> <p>Frequency</p> <p>Exam</p> <p>Glasses/Contact Lenses</p>	<p>VSP Customer Service: (800) 877-7195</p> <p>Exam and glasses (or contact lenses) are available every 12 months (2nd pair of glasses available to Employee only with additional \$25 materials co-payment, not dependents).</p> <p>\$25 co-payment</p> <p>\$150 allowance</p> <p>Spectera Customer Service (800) 638-3120</p> <p>Exam and lenses are available every 12 months, frame is available every 24 months.</p> <p>\$10 co-payment each for exam and materials</p> <p>\$130 allowance (\$105 for contacts)</p>	<p>VSP and Spectera provide limited reimbursement, according to a schedule of allowances for exams and materials. Please contact the Fund Office for more information.</p>	<p>Exam: No Charge</p> <p>Glasses/Contact Lenses: Covered under VSP or Spectera See Fee-For-Service Benefits</p> <p>VSP Customer Service (800) 877-7195</p> <p>Spectera Customer Service (800) 839-3242</p>
<p>Vision benefits are available automatically at the same time you are enrolled in the Plan's Fee-for-Service medical benefits or in the Kaiser HMO plan. Effective January 1, 2015, you will be able to "opt out" of the self-funded vision benefits (choose not to have vision coverage). Please note that if you do nothing, you (and any eligible dependents) will automatically be enrolled in vision coverage. Please contact the Trust Fund Office if you would like to drop (opt out of) vision coverage for yourself and any eligible dependents.</p>			


**California Ironworkers Field Welfare Plan 1/1/2015 Open Enrollment Benefit Plan Comparison
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Benefit Description	Fee-For-Service Contract Provider Benefits	Fee-For-Service Non-Contract Provider Benefits	Northern and Southern, CA Kaiser Permanente HMO
Arbitration of Disputes	Not Applicable	Not Applicable	Except for Small Claims Court cases, claims subject to a Medicare appeals procedure, and certain benefit-related disputes, any dispute between you and your heirs, relatives, or other associated parties on the one hand and Kaiser, its health care providers, or other associated parties, for alleged violation of any duty arising out of or related to membership in Kaiser, including any claim for medical or hospital malpractice, for premises liability, or relating to the coverage for, or delivery of, services or items, irrespective of legal theory, must be decided by binding arbitration under California law and not by lawsuit or resort to court process, except as applicable law provides for judicial review of arbitration proceedings.

**California Ironworkers Field Welfare Plan 1/1/2015 Open Enrollment Benefit Plan Comparison
Active Participants Residing in California**

Benefit Description	Fee-For-Service Contract Provider Benefits	Fee-For-Service Non-Contract Provider Benefits	Northern and Southern, CA Kaiser Permanente HMO
<p>Medical Plan Exclusions <i>This is only a partial list of the services, treatments and supplies that are not Covered by the Plan. Please refer to your Summary Plan Descriptions, plus all Summaries of Material Modifications, for more information about items that are excluded from coverage under the Plan.</i></p>	<p>The following services and supplies are not covered by the Plan:</p> <ul style="list-style-type: none"> • Any services or supplies that are not Medically Necessary, except as specifically covered; • Dental services and supplies, except as specifically covered; • Treatment for mental health disorders, except as specifically covered; • Accidental bodily injury or sickness arising out of, or in the course of, employment, including self-employment; • Cosmetic treatment or surgery and complications resulting from any such procedure, except for repair of damage caused by accidental bodily injury (restorative surgery performed during or following mutilative surgery which was required as a result of illness or injury is not considered cosmetic); • Charges in excess of the Plan's Allowable Charges (refer to the SPD) or Maximum Allowable Charge (MAC); • Experimental or Investigative procedures; except as required by health care reform laws; • Orthopedic shoes or other wearing apparel, except as specifically covered; • Vitamins, health foods, dietary supplements, consultations regarding food or nutrition, diabetic training and education, except as specifically covered; • Exercise equipment, whirlpools, Jacuzzis, saunas, pillows, non-prescription items, any over-the-counter, none-custom braces or supports; • Custodial care; • Reversal of sterilization; • All services related to infertility treatment; • All services related to any surrogate parenting arrangement; • Charges related to the treatment of obesity, other than surgical intervention for morbid obesity; and • Charges for services provided outside the United States except for Emergency care. 		<p>Please refer to the Evidence of Coverage booklets provided by Kaiser.</p>
<p>Right of Reimbursement: Third Party Claims</p>	<p>If you or your Dependent receives benefits from the Plan for bodily injuries or illnesses sustained from the acts or omissions of any third party, the Plan will have the right to be reimbursed in the event you and/or your Dependent recovers all of any portion of the benefits paid by the Plan by legal action, settlement or otherwise, regardless of whether such benefits were paid by the Plan prior to or after the date of any such recovery. Please see your Summary Plan Description for more information.</p>		<p>Please refer to the Evidence of Coverage booklets provided by Kaiser.</p>

**California Ironworkers Field Welfare Plan 1/1/2015 Open Enrollment Benefit Plan Comparison
Active Participants Residing in California**

Benefit Description	Fee-For-Service Contract Provider Benefits	Fee-For-Service Non-Contract Provider Benefits	Northern and Southern, CA Kaiser Permanente HMO
 <p>PLEASE NOTE: If you are not participating in the <i>Reinforcing Smart Choices Program</i> (i.e. you and your covered spouse (or domestic partner) have not obtained a biometric screening or have not submitted your Participant Promise), then you will be in the BASIC PLAN and will be subject to the increased prescription drug co-payments. (Effective January 1, 2015, Kaiser enrollees not already in the Premier Plan will not be required to obtain a biometric screening to participate in Reinforcing Smart Choices, and will, instead, have a different requirement to complete. Please contact the Fund Office for more information.)</p>			
Annual Out-Of-Pocket Limit for Prescription Drug	Individual: \$2,000 Family: \$4,000	None	Prescription drug co-payments accrue toward the medical out-of-pocket.
<p>Retail 30-day Supply Generic Formulary</p> <p>Formulary Brand Name</p> <p>Non-Formulary Brand Name or Generic</p> <p>Mail Order 90-day Supply Generic Formulary</p> <p>Formulary Brand Name</p> <p>Non-Formulary Brand Name or Generic</p>	<p>Premier Plan: \$10 co-payment Basic Plan: \$15 co-payment</p> <p>Premier Plan: \$20 co-payment Basic Plan: \$35 co-payment</p> <p>Not covered unless Pre-authorization is obtained. If preauthorized, paid as a formulary drug.</p> <p>Premier Plan: \$20 co-payment Basic Plan: \$30 co-payment</p> <p>Premier Plan: \$40 co-payment Basic Plan: \$70 co-payment</p> <p>Not covered unless Pre-authorization is obtained. If preauthorized, paid as a formulary drug.</p>	<p>Not Covered; limited exceptions for emergency prescriptions</p> <p>Not Covered; limited exceptions for emergency prescriptions</p> <p>Not Covered; limited exceptions for emergency prescriptions</p> <p>Not Covered; limited exceptions for emergency prescriptions</p> <p>Not Covered; limited exceptions for emergency prescriptions</p> <p>Not Covered</p>	<p>\$15 per 30 days supply*</p> <p>Premier Plan: \$30 per 30 days supply* Basic Plan: \$35 per 30 days supply*</p> <p>Not covered unless deemed medically necessary</p> <p>\$30 per 31-100 days supply*</p> <p>Premier Plan: \$60 for 31-100 days supply* Basic Plan: \$70 for 31-100 days supply*</p> <p>Not Covered unless deemed medically necessary</p> <p>*Deductible does not apply; member costs for prescription drugs accumulate toward out-of-pocket maximum.</p>

**California Ironworkers Field Welfare Plan 1/1/2015 Open Enrollment Benefit Plan Comparison
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DENTAL BENEFITS				
Benefit Description	Fee-For-Service Dental Plan Contract Provider Benefits	DeltaCare USA HMO Dental Plan	Health Net HMO Dental Plan	United Concordia HMO Dental Plan
Choice of Providers	<p>Participants can visit any licensed dentist, however costs are lowest when visiting a Delta Dental PPO Dentist.</p> <p>If participants do not use a Delta Dental PPO Dentist, they still have access to a Delta Dental Premier Dentist. You may pay more when seeing a Premier dentist than a PPO dentist, but you still have cost protections that are not available when visiting a non-Delta Dental dentist.</p> <p>Delta Dental Customer Service (800) 765-6003</p>	<p>Participants must use an authorized DeltaCare USA HMO Dental Provider</p> <p>DeltaCare USA Customer Service (800) 422-4234</p> <p><i>Note: DeltaCare USA HMO Dental Plan dentists are not the same as Delta Dental PPO Dentist or a Delta Premier PPO Dentist.</i></p>	<p>Participants must use an authorized Health Net HMO Dental Provider.</p> <p>Health Net Dental Customer Service (800) 880-8113</p>	<p>Participants must use an authorized United Concordia HMO Dental Provider.</p> <p>UCCI HMO Customer Service: (866) 357-3304</p>
Calendar Year Deductible	\$50 per person \$150 per family	Not Applicable	Not Applicable	Not Applicable
Maximum Calendar Year Benefit	<p>PPO network: \$3,000 per person Premier network: \$2,000 per person Out-of-network: \$1,500 per person</p> <p>Limits do not apply to pediatric dental services to age 19 when obtained at a PPO or Premier provider.</p>	No Maximum	No Maximum	No Maximum

**California Ironworkers Field Welfare Plan 1/1/2015 Open Enrollment Benefit Plan Comparison
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DENTAL BENEFITS				
Benefit Description	Fee-For-Service Dental Plan Contract Provider Benefits	DeltaCare USA HMO Dental Plan	Health Net HMO Dental Plan	United Concordia HMO Dental Plan
Orthodontia	Plan pays 50% of Delta Dental PPO contracted fees up to a lifetime maximum of \$1,000 for dependent children only.	Ortho Extractions: No co-payment Enrollee Cost (Comprehensive Adult or Child Treatment): \$1,000 co-payment Orthodontic Takeover - is covered	\$1,450 co-payment for participants, plus \$250 co-payment for retention phase	\$1,500 co-payment for children, \$2,000 co-payment for adults; plus an additional \$240 co-payment for retention phase and a \$265 co-payment for records fee
Diagnostic, Preventative, Basic and Major Covered Services	<p>PPO Network: 100% for Diagnostic & Preventative, Basic and Major services based on Delta Dental PPO contracted fees.</p> <p>Premier Network: 100% for Diagnostic & Preventative; 80% for Basic and Major services based on Delta Dental Premier contracted fees.</p> <p>Out-of-Network: 80% of Allowed Amount for Diagnostic & Preventative; 50% of Allowed Amount for Basic and Major services; Allowed Amount based on Delta standard reimbursement rates for non-Delta Dental dentists.</p>	All services must be pre-authorized and referrals are necessary for specialized treatments. Please refer to the enrollment packet for specific co-payment information.	All services must be pre-authorized and referrals are necessary for specialized treatments. Please refer to the enrollment packet for specific co-payment information.	All services must be pre-authorized and referrals are necessary for specialized treatments. Please refer to the enrollment packet for specific co-payment information.
<p align="center">Dental benefits are available automatically at the same time you are enrolled in the Plan's Fee-for-Service medical benefits or in the Kaiser HMO plan. Effective January 1, 2015, you will be able to "opt out" of the Fee-for-Service dental benefits (choose not to have dental coverage). Please note that if you do nothing, you (and any eligible dependents) will automatically be enrolled in dental coverage. Please contact the Trust Fund Office if you would like to drop (opt out of) dental coverage for yourself and any eligible dependents.</p>				