

**California Ironworkers Field Welfare Plan 1/1/2021 Open Enrollment Benefit Plan Comparison
Active Participants in HMO Plans**

MEDICAL BENEFITS			
Benefit Description	Explanations and Limitations	Kaiser Permanente Deductible HMO Actives residing in California	Health Plan of Nevada HMO Actives residing in Nevada
<p>Deductible</p> <p>The annual deductible is the amount of money you must pay each calendar year before the Plan begins to pay benefits.</p> <p>The deductible is never waived. However, some services are not subject to the Deductible.</p> <p>Note: Deductible does not accumulate to the Annual Out-of-Pocket Limit. The combined Out-of-Pocket Maximum on cost sharing (deductible and Out-of-Pocket Maximum) complies with the cost sharing limitations of the ACA.</p>	<ul style="list-style-type: none"> Participants must use either a Kaiser or Health Plan of Nevada (HPN) provider, depending on enrollment. Services covered by non-Kaiser or non-HPN providers are not covered, except in cases of emergency. Each family member may choose a different primary physician. 	<p>\$250 / Individual</p> <p>\$500 / Family</p>	<p>Not applicable</p>
<p>Out-of-Pocket Limit</p> <p>The Out-of-Pocket Limit is the most you pay during a one year period (the calendar year) before your health plan starts to pay 100% for covered health benefits received from Contract providers.</p>	<ul style="list-style-type: none"> Please refer to the Evidence of Coverage booklets for more information. 	<p>\$2,000 / Individual</p> <p>\$4,000 / Family</p>	<p>\$6,000 / Individual</p> <p>\$12,000 / Family</p>
<p>Hospital Services Inpatient</p>		<p>10% member coinsurance of Kaiser Allowed Charges after deductible</p>	<p>\$500 per admission for hospital</p> <p>\$100 per surgery for physician services</p>
<p>Physician Office Visits and Physician Home Visits</p>		<p>If you participate in the Reinforcing Smart Choices program: \$20 co-payment (deductible does not apply)</p> <p>If you do NOT participate in the Reinforcing Smart Choices program: \$50 co-payment (deductible does not apply)</p>	<p>\$20 co-payment per primary care visit</p> <p>\$40 co-payment for specialist care visit</p> <p>\$10 co-payment per visit for Physicians Assistant</p> <p>\$10 co-payment per visit for convenient care</p>
<p>Telehealth (Virtual Visits)</p>	<ul style="list-style-type: none"> cover telephonic or online services received from any licensed provider 	<p>No co-payment</p>	<p>\$0 co-payment per visit for telemedicine</p>

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Allergy Services		<p>If you participate in the Reinforcing Smart Choices program – Office visit: \$20 co-payment (deductible does not apply)</p> <p>If you do NOT participate in the Reinforcing Smart Choices program - Office Visit: \$50 co-payment (deductible does not apply)</p> <p>Allergy Injection: No charge</p>	\$20 co-payment per visit
Ambulance Services (Ground vehicle emergency transportation)		\$50 co-payment per trip (deductible does not apply)	\$200 co-payment per trip
Chemotherapy or Radiation		\$20 co-payment (deductible does not apply)	\$20 per day co-payment in addition to office visit co-payment.
Chiropractic and Acupuncture Services Combined		<p><u>Chiropractic</u></p> <p>\$15 co-payment (deductible does not apply) Maximum of 30 visits per calendar year; Services provided by American Specialty Chiropractic (800) 678-9133.</p> <p><u>Acupuncture</u></p> <p>If you participate in the Reinforcing Smart Choices program: \$20 co-payment (deductible does not apply)</p> <p>If you do NOT participate in the Reinforcing Smart Choices program - Office Visit: \$50 co-payment (deductible does not apply)</p> <p>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.</p>	<p><u>Chiropractic</u></p> <p>\$20 co-payment, maximum of 20 visits per member, per calendar year.</p> <p><u>Acupuncture</u></p> <p>Not covered</p>

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<p>Prescription Drugs (Deductible does not apply)</p>		<p><u>Retail 30-day Supply</u> Generic Formulary \$15 co-payment Formulary Brand Name If you participate in the Reinforcing Smart Choices program: \$30 co-payment If you do NOT participate in the Reinforcing Smart Choices program: \$35 co-payment Non-Formulary Brand Name or Generic Not covered unless deemed medically necessary</p> <p><u>Mail Order 31-day to 100-day Supply</u> Generic Formulary \$30 co-payment Formulary Brand Name If you participate in the Reinforcing Smart Choices program: \$60 co-payment If you do NOT participate in the Reinforcing Smart Choices program: \$70 co-payment Non-Formulary Brand Name or Generic Not covered unless deemed medically necessary</p>	<p><u>Retail: 30-day Supply</u> Tier I \$7 co-payment (Lowest Cost Option) Tier II \$30 co-payment (Midrange Cost Option) Tier III \$50 co-payment (High Cost Option)</p> <p><u>Mail Order: 90-day Supply</u> Tier I \$17.50 co-payment Tier II \$75 co-payment Tier III \$125 co-payment Coverage is restricted to HPN Formulary Drug. Mandatory Generic benefit provision. The member will pay the Covered Co-payment plus the difference between the EME of the Generic Covered drug and the EME of the brand name.</p>
<p>Emergency Room and Physician Charges</p>		<p>10% member coinsurance of Kaiser Allowed Charges after deductible</p>	<p>\$200 co-payment per visit (waived if admitted through a Hospital ER Facility)</p>

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Family Planning	<ul style="list-style-type: none"> Reversal of a tubal ligation or vasectomy is not covered. 	<p><u>Infertility</u> 50% member coinsurance for diagnosis and treatment (Member costs for Infertility treatment do not accumulate toward out-of-pocket limit)</p> <p><u>Contraceptive Devices</u> No charge (deductible does not apply)</p> <p><u>Vasectomy</u> No charge after deductible</p> <p><u>Tubal Ligation</u> No charges (deductible does not apply)</p> <p><u>Elective Abortions</u> 10% member coinsurance of Kaiser Allowed Charges after deductible</p>	<p><u>Infertility</u> \$40 co-payment per visit / consultation only</p> <p><u>Contraceptive Devices</u> No charge (covered under preventive services)</p> <p><u>Vasectomy</u> \$100 co-payment for inpatient facility (Physician Surgical Services) \$50 co-payment for outpatient facility (Physician Surgical Services)</p> <p><u>Tubal Ligation</u> No charge (covered under preventive services)</p> <p><u>Elective Abortions</u> Not Covered</p>
Hearing Care	<p><u>Fee-for-Service Hearing Aids</u></p> <ul style="list-style-type: none"> Coverage is limited to one device per ear, not more often than once every three years from the date of the last purchase. You are responsible for any charges above \$2,000 per device. Charges applied to the maximum Allowed Amount of \$2,000 per hearing aid are the total of all Contract and non-Contract charges. 	<p><u>Kaiser</u> No charges for exam (deductible does not apply) Benefit limited to one exam per calendar year.</p> <p><u>Fee-for-Service Hearing Aids</u> 10% member coinsurance of the lesser of \$2,000 per device or the Contract Rate (deductible does not apply)</p>	<p><u>Health Plan of Nevada</u> \$20 co-payment for exam</p> <p>No charge for hearing aids; Limited to a single purchase of a type of hearing aid, including repairs & replacement once every three years</p> <p><u>Fee-for-Service Hearing Aids</u> 10% member coinsurance of the lesser of \$2,000 per device or the Contract Rate (deductible does not apply)</p>
Home Health Care		No charge (deductible does not apply). Maximum of 100 visits per calendar year.	\$35 co-payment per visit for Physician/Nurse (requires pre-authorization)

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Hospice		No charge (deductible does not apply)	<u>Inpatient</u> \$500 co-payment per admission <u>Inpatient Respite Services</u> \$500 co-payment per admission <u>Outpatient Respite Services</u> \$40 co-payment per visit, subject to maximum benefit Benefits are limited to a combined maximum benefit of five inpatient days or five outpatient visits per member per 90 days of Home Hospice Care.
Laboratory Services (in office or facility other than a Hospital)		No charge (deductible does not apply)	\$10 co-payment for lab \$25 co-payment for x-ray
Medical Supplies, Orthopedic Braces, Prosthetic Appliances		<u>Durable Medical Equipment</u> 10% member coinsurance of Kaiser Allowed charges (deductible does not apply and does not accumulate towards out-of-pocket limit) <u>Orthopedic & Prosthetics</u> No charge	<u>Durable Medical Equipment (DME)</u> No charge. Purchases are limited to a single purchase of a type of DME, including repairs and replacement for every three years. <u>Prosthetics Devices</u> \$750 co-payment per device. Purchases are limited to a single purchase of a type of prosthetic device, including repairs & replacement once every three years. <u>Medical Supplies</u> No charge

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Mental Health Treatment		<p><u>Inpatient</u> 10% member coinsurance of Kaiser Allowed Charges after deductible.</p> <p><u>Outpatient</u> If you participate in the Reinforcing Smart Choices program: \$20 co-payment (deductible does not apply) If you do NOT participate in the Reinforcing Smart Choices program: \$50 co-payment (deductible does not apply)</p>	<p><u>Inpatient</u> \$500 co-payment per admission</p> <p><u>Outpatient</u> \$20 co-payment per visit</p>
Substance Abuse Treatment	<ul style="list-style-type: none"> Additional coverage through MHN (800) 977-7962 	<p><u>Inpatient</u> Kaiser: 10% member coinsurance of Allowed Charges after deductible. MHN: 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><u>Outpatient</u> Kaiser: If you participate in the Reinforcing Smart Choices program: \$20 co-payment (deductible does not apply) Kaiser: If you do NOT participate in the Reinforcing Smart Choices program: \$50 co-payment (deductible does not apply) MHN: No charge</p>	<p><u>Inpatient</u> HPN: \$500 co-payment per admission MHN: 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><u>Outpatient</u> HPN: \$20 co-payment per visit MHN: No charge</p>

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Benefit Description	Explanations and Limitations	Kaiser Permanente Deductible HMO Actives residing in California	Health Plan of Nevada HMO Actives residing in Nevada
<p>Employee Assistance Program (EAP) through MHN</p> <p>The EAP can also provide telephonic counseling for such work-life issues as child and elder care, financial counseling, brief legal counseling and identity theft. Online assessments and referrals are also available for such issues as smoking cessation, weight loss and health risk assessments.</p> <p>MHN Customer Service: (800) 977-7962</p>	<ul style="list-style-type: none"> • This plan offers up to three free EAP visits per calendar year for professional confidential counseling. • After an initial assessment, employees who require additional services will be referred to either a contracted substance abuse treatment program or mental health provider or to community resources. <p>Please note, you are not required to use your EAP visits prior to receiving additional services.</p>	<p><u>MHN</u></p> <p>No charge for contract provider</p> <p>Not covered for non-contract provider</p>	<p><u>MHN</u></p> <p>No charge for contract provider</p> <p>Not covered for non-contract provider</p>
Outpatient Surgery - Facility		10% member coinsurance of Kaiser Allowed Charges after deductible	<p>\$250 co-payment per surgery at a hospital facility</p> <p>\$100 co-payment per surgery at an ambulatory surgical facility</p> <p>\$150 co-payment per surgery for anesthesia</p>
Outpatient Surgery -Physician and/or Surgeon fee		10% member coinsurance of Kaiser Allowed Charges after deductible	<p>\$100 per surgery for outpatient hospital facility</p> <p>\$50 per surgery at ambulatory surgical facility</p>
Physical Therapy and Respiratory Therapy, Combined		<p>If you participate in the Reinforcing Smart Choices program: \$20 co-payment (deductible does not apply)</p> <p>If you do NOT participate in the Reinforcing Smart Choices program: \$50 co-payment (deductible does not apply)</p>	<p><u>Inpatient</u></p> <p>\$300 per admission*</p> <p><u>Outpatient</u></p> <p>\$20 co-payment per visit*</p> <p>* All rehab services are subject to a combined max benefit of 60 days/visits per member per calendar year</p>

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Benefit Description	Explanations and Limitations	Kaiser Permanente Deductible HMO Actives residing in California	Health Plan of Nevada HMO Actives residing in Nevada
Podiatry Exam	<ul style="list-style-type: none"> Orthotic appliances are covered for the <u>Employee only</u> 	<p><u>Office Visits</u></p> <p>If you participate in the Reinforcing Smart Choices program: \$20 co-payment (deductible does not apply)</p> <p>If you do NOT participate in the Reinforcing Smart Choices program: \$50 co-payment (deductible does not apply)</p> <p><u>Orthotic Appliances for Employee only</u></p> <p>No co-payment. Deductible does not apply.</p>	<p><u>Office Visits</u></p> <p>\$40 co-payment (Referral required)</p> <p><u>Orthotic Appliances for Employee only</u></p> <p>\$50 co-payment per device. Subject to a maximum benefit. Limited to a single purchase of a type of orthotic device, including repair & replacement once every three years.</p>
Radiology, X-ray (Complex Services) including but not limited to MRI, PET and CAT scans		No charges (deductible does not apply)	\$100 co-payment per test
Radiology, X-ray (Non-Complex Services) in office or facilities other than Hospital		No charges (deductible does not apply)	\$10 co-payment for lab \$25 co-payment for x-ray
Radiology, X-ray (Non-Complex Services) at a Hospital		10% member coinsurance of Kaiser Allowed Charges after deductible.	Included in co-payment for admission
Skilled Nursing Facility (SNF)		No charges up to a maximum benefit of 100 days per benefit period (deductible does not apply and does not accumulate to out-of-pocket maximum)	\$300 co-payment per admission; waived if admitted from an acute care facility. Limited to 100 days per calendar year (per member)

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Speech Therapy and Occupational Therapy combined		<p>If you participate in the Reinforcing Smart Choices program: \$20 co-payment (deductible does not apply)</p> <p>If you do NOT participate in the Reinforcing Smart Choices program: \$50 co-payment (deductible does not apply)</p>	<p><u>Inpatient</u> \$300 per admission*</p> <p><u>Outpatient</u> \$20 co-payment per visit*</p> <p>* All rehab services are subject to a combined max benefit of 60 days/visits per member per calendar year</p>
Urgent Care		<p>If you participate in the Reinforcing Smart Choices program: \$20 co-payment (deductible does not apply)</p> <p>If you do NOT participate in the Reinforcing Smart Choices program: \$50 co-payment (deductible does not apply)</p>	\$25 co-payment per visit

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Benefit Description	Explanations and Limitations	Kaiser Permanente Deductible HMO Actives residing in California	Health Plan of Nevada HMO Actives residing in Nevada
Vision	<ul style="list-style-type: none"> Kaiser and Health Plan of Nevada cover exam only <p>Self-Funded Vision through VSP</p> <ul style="list-style-type: none"> Exams, lenses and frames (or contact lenses) are available every 12 months (2nd pair of glasses available to Employee only with additional \$25 materials co-payments). VSP Customer Service (800) 877-7195 <p>Self-Funded Vision through Spectera/UnitedHealthcare</p> <ul style="list-style-type: none"> Exams and lenses are available every 12 months; frames are available every 24 months. 2nd pair glasses or contacts is available. Spectera Customer Service (800) 638-3120 	<p><u>Kaiser</u> No charge for exam</p> <p><u>Vision Service Plan</u> \$25 co-payment for exams \$150 allowance for lenses and frames / contact lenses</p> <p><u>Spertera/UnitedHealthcare</u> \$10 co-payment each for exams and materials \$130 allowance for lenses and frames or \$105 allowance for contact lenses</p>	<p><u>Health Plan of Nevada</u> \$10 co-payment for exam</p> <p><u>Vision Service Plan</u> \$25 co-payment for exams \$150 allowance for lenses and frames / contact lenses</p> <p><u>Spertera/UnitedHealthcare</u> \$10 co-payment each for exams and materials \$130 allowance for lenses and frames or \$105 allowance for contact lenses</p>

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DENTAL BENEFITS FOR PARTICIPANTS RESIDING IN CALIFORNIA				
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 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>
Deductible The annual deductible is the amount of money you must pay each calendar year before the Plan begins to pay benefits	<p>\$50 per person \$150 per family</p>	Not Applicable	Not Applicable	Not Applicable
Maximum Calendar Year Benefit The Maximum Calendar Year Benefit is the most the Plan will pay during a calendar year for your covered dental benefits.	<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.</p>	No Maximum	No Maximum	No Maximum

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DENTAL BENEFITS FOR PARTICIPANTS RESIDING IN CALIFORNIA				
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
Diagnostic, Preventative, Basic, and Majored Covered Services	<p>PPO Network: No charge for Diagnostic & Preventative, Basic and Major services based on Delta Dental PPO contracted fees.</p> <p>Premier Network: No charge for Diagnostic & Preventative; 20% member coinsurance for Basic and Major services based on Delta Dental Premier contracted fees.</p> <p>Out-of-Network: 20% member coinsurance of Allowed Amount for Diagnostic & Preventative; 50% member coinsurance 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.	Pre-authorization is not required and referrals are necessary for specialized treatments. Please refer to the enrollment packet for specific co-payment information.
Orthodontia	Plan pays 50% of Delta Dental PPO contracted fees up to a lifetime maximum of \$1,000 for dependent children only.	<p>Ortho Extractions: No co-payment</p> <p>Enrollee Cost (Comprehensive Adult or Child Treatment): \$1,000 co-payment Orthodontic Takeover - is covered</p>	\$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. Other copays may apply.

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DENTAL BENEFITS FOR PARTICIPANTS RESIDING IN NEVADA		
Benefit Description	Fee-For-Service Dental Plan Contract Provider Benefits	DeltaCare USA 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 Dentist.</i></p>
Deductible	<p>\$50 per person</p> <p>\$150 per family</p>	Not Applicable
Maximum Calendar Year Benefit	<p>PPO network: \$3,000 per person</p> <p>Premier network: \$2,000 per person</p> <p>Out-of-network: \$1,500 per person</p> <p>Limits do not apply to pediatric dental services to age 19.</p>	No Maximum
Diagnostic, Preventative, Basic, and Majored Covered Services	<p>PPO Network: No charge for Diagnostic & Preventative, Basic and Major services based on Delta Dental PPO contracted fees.</p> <p>Premier Network: No charge for Diagnostic & Preventative; 20% member coinsurance for Basic and Major services based on Delta Dental Premier contracted fees.</p> <p>Out-of-Network: 20% member coinsurance of Allowed Amount for Diagnostic & Preventative; 50% member coinsurance of Allowed Amount for Basic and Major services; Allowed Amount based on Delta standard reimbursement rates for non-Delta 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.

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Benefit Description	Fee-For-Service Dental Plan Contract Provider Benefits	DeltaCare USA 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: \$0-\$90 co-payment Enrollee co-payment: <ul style="list-style-type: none"> • Comprehensive Adult Treatment: \$1,900 • Comprehensive Child Treatment: \$1,700 Orthodontic Takeover: Covered