

**IMPORTANT NOTICE – CHANGES TO YOUR HEALTH PLAN BENEFITS  
EFFECTIVE JANUARY 1, 2015**

Dear Member and Family:

The Trustees of the Teamsters Local 251 Health Services and Insurance Plan (the “Plan”) remain committed to keeping you informed of all changes to your health plan benefits under the Plan. We are pleased to announce the benefit improvement listed below. This change applies to all health plan options offered under the Plan and is **retroactive to January 1, 2015**:

**Out-of-Pocket Maximum Limits Improved**

*Current Coverage:* The Plan currently has the following out-of-pocket dollar limits that apply to medical coverage (only):

- All Plan Options (i.e., Level 1, Level 1 EBL, Level 2, Level 2 EBL, Retiree Level 1, Retiree Level 1 EBL, RIH Level 1 and RIH Level 1 EBL):

Out-of-Pocket Dollar Limits on Medical Expenses:

- Network: \$2,000/Individual; \$4,000/Family
- Non-Network: \$4,000/Individual; \$8,000/Family

*Note:* These out-of-pocket limits on medical coverage will remain in place (unchanged in the current plan year).

*Improved Coverage:* To further protect Plan members and their dependents from financial loss due to illness or injury, effective January 1, 2015, the Plan added new out-of-pocket dollar limits that apply *only to prescription drug coverage*:

- All Plan Options (see above for list):

Out-of-Pocket Dollar Limits on Prescription Drug Expenses:

- Network and/or Non-Network: \$4,350/Individual; \$8,700/Family

Please be advised that prescription drug claims will be reprocessed retroactive to January 1, 2015, and reimbursement checks issued, as necessary, to reflect this benefit improvement. In addition, revised Explanations of Benefits will be generated and distributed to you if the reprocessing of affected claims so require.

## **This Plan Is “Grandfathered” under the Affordable Care Act**

The Trustees of the Teamsters Local 251 Health Services and Insurance Plan (the “Plan”) believe this Plan is a "grandfathered health plan" under the Affordable Care Act (“ACA”). As permitted by the Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. As a grandfathered health plan, your Plan may not include certain consumer protections prescribed under the ACA that apply to other plans. However, grandfathered health plans must comply with certain other consumer protections in the ACA, such as the elimination of lifetime limits on benefits.

Questions regarding which consumer protections apply and which do not apply to a grandfathered health plan, and what might cause a plan to change from grandfathered health plan status to non-grandfathered status can be directed to the Fund Office at (401) 467-3323. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or at their website, [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform). This website has a table summarizing which protections do, and those that do not, apply to grandfathered health plans

## **Summary of Material Modifications – Teamsters Local 251 Health Services and Insurance Plan**

This notice is intended to serve as a Summary of Material Modifications (SMM) for the Teamsters Local 251 Health Services and Insurance Plan, as required by the Employee Retirement Income Security Act of 1974 (ERISA). It describes changes to the information presented in your Summary Plan Description (SPD) booklet, prior Plan communications, and any previous SMMs. Please keep it with your SPD and other benefits materials for future reference.

## **Notice of Material Modification – Summaries of Benefits and Coverage - RIH Level 1 and RIH Level 1 EBL Plan Options**

This notice is also intended to serve as a Notice of Material Modification of the information presented in the Plan’s Summaries of Benefits and Coverage (SBC) effective January 1, 2015 for the RIH Level 1 and RIH Level 1 EBL plan options.

If you have any questions regarding this benefit improvement or any other information in this notice, please contact the Fund Office at (401) 467-3323.

Sincerely,

The Board of Trustees