

# OPERATING ENGINEERS LOCAL #965 HEALTH BENEFIT PLAN

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## Announcing Plan Changes

To All Plan Participants:

April 2012

Board of Trustees has taken action to amend the Plan effective May 2012. Some of the changes under the prescription drug program will not be fully in place until October. This is to provide time for you to consult with your doctor regarding alternative drugs.

### Medical Plan Changes are as follows:

- The annual deductible will increase from \$115 to \$250.
- Your out of pocket maximum will increase from \$850 to \$1200.
- The prescription drug out of pocket will increase from \$410 to \$450.

Any amounts satisfied toward the plan limits will be counted this year. If you have satisfied the maximum out of pocket amount in 2012, bills paid for services after May 1<sup>st</sup> will be assessed the additional amount only.

### Prescription Drug Benefits under CVS Caremark:

Starting in October 2012 and carrying forward the Plan will require you to try the generic medication before obtaining certain brand-name drugs. A step therapy program will be used to support the most cost effective drug therapy for you in consultation with your doctor.

#### Why choose a generic drug?

- 2 out of 3 prescriptions filled today are for generic drugs, and that percentage is growing.
- The U.S. Food and Drug Administration (FDA) has found generics to be safe and effective.
- There are generic drugs available to treat most conditions, and your doctor can help you choose the right one for you.

The plan has lagged behind other health funds in moving to generic drugs. This has raised the overall cost of the program without providing any real benefit. If you continue to purchase the brand-name drug under the step therapy program you will have to pay a larger share of the cost.

### Begin savings on your next refill. Here's what to do:

Talk with your doctor before October to see if one of the generics would work for you.

Fill your prescription through a pharmacy in the CVS Caremark network (find one at [www.caremark.com](http://www.caremark.com)). Under the program you may also qualify to get a 90 day supply at a CVS Caremark network store with a reduced copayment.

If your doctor doesn't think a generic option is right for you, please have your doctor contact CVS Caremark toll-free at 1-877-203-0003 directly.

### Death Benefit

Finally, the trustees have decided to remove from the health and welfare plan the death benefit for all those covered under the plan. These are very difficult times and the actions taken by the board are arrived at after careful consideration. More changes are being considered to make certain the Plan can provide benefits that meet your needs in a cost effective way.

Thank you for your continued support and cooperation. The fund can only succeed if reasonable measures are adopted to ensure the benefits can be afforded long-term. If you have any questions contact the Fund Office.

Sincerely,  
Board of Trustees

Summary of Material Modifications  
EIN: 36-6121856 PN: 501  
April 2012