

AT&T Bargaining Unit Members:

On 9/16/09 Vicki Sanders and I attended the Benefit Training in Hoffman Estates with Staff Rep Kristie Darling. The information we want to share with you now hopefully will have some answers for you. We don't have answers to every question but encourage you to fax or e mail any questions you may have to the union office, so we have the opportunity to get the answers you need.

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- **Blue Cross/Blue Shield, Healthcare Network (UHC)** will be the vendors, also **Valu Options** will still be the Mental Health/Substance Abuse provider. Prescriptions thru **Caremark/CVS** pharmacy.
- Employees may choose **HMO**, but **WILL NOT** be reimbursed thru company funded HRA.... Premiums may go up, if no premium now may have one in 2010, We strongly recommend calling the HMOs for any changes that may occur.....
- At this time we really don't have an open enrollment date due to the Co. They are behind and still bargaining going on-----But we encourage everyone to **enroll due to the changes and the new HRA accounts.**
- It's going to be every employee's responsibility to make sure the providers you use are in network. Ex: blood work, x rays, anesthesiologist, etc or you will be billed out of network deductible and out of network charges
- If your visits can be coded as **PREVENTIVE ---NO CO PAY, NO DEDUCTIBLE**
- Mental Health/Substance Abuse no longer separate from Medical/Surgical plan. There are no co pays and no more separate OOP MAX. Medical deductible does apply.
- WORKING SPOUSE IS DELETED IN 2010
- **HRA – in order to be reimbursed by HRA, for premiums you must designate POST TAX..... This option should be included in the Open Enrollment packet.....**

- We recommend everyone re-enrolling due to the new HRA and other **changes in our benefits.**
- If not used HRA \$ will roll over and gain interest year to year
- Payable January 1st each year based on status single or family
- **HRA \$** can be for other items..... See I.R.S. publication 502 for details on what is covered
- **PRESCRIPTION DRUG PLAN**A big change to the prescription drug plan is being able to use CVS Pharmacy to fill more than twice a year on retail fills No other pharmacies can be used..... This is a trial and may be changed..... Some over the counter drugs may be reimbursed thru the HRA
- **FLEXIBLE SPENDING ACCTS**
 - 2010** Increased medical care account to \$10,000.
 - Can't use pre tax FSA for premiums or payments and also gain reimbursement from HRA acct.

Month Premiums & HRA's & FSA's

1. **Premiums** for actives are deducted from paychecks **pre-taxed.**
2. **Premiums** have to be deducted **post-tax** to be **HRA reimbursable.**
3. EEs can **elect post-tax during Open enrollment** each year.
4. An HRA is a company funded (pre-tax) account, & rolls over year to year.
5. An FSA is an EE funded (pre-tax) account that does not roll over. Unused Dollars are forfeited.
6. An FSA is drawn down first before monies are reimbursed from the HRA.
7. An HRA is a tax advantage plan so benefits are not generally subject to taxation.
8. HRA amounts are determined by the EE's enrollment status (Single or Family) as of the first of the year. If an EE is considered active Jan 2010; they receive the active HRA amount. If the same EE retires later that same year; on Jan 2011 they are considered a retiree and are eligible for the retiree HRA deposited amount. Remember: in order to receive a "company deposited" HRA amount; the EE or Retiree must have chosen the CHCP as their medical plan and if retired must be pre-Medicare and retired on or after 1/1/93.
9. Eligible bills for HRA reimbursement can be sent individually or sent all at once.
10. Generally 90 calendar days are given at year-end for bills incurred during the benefit year.
11. Many over the counter drugs like allergy meds are HRA reimbursable.
12. Vitamins are not generally reimbursable through an HRA.
13. HRA's are guided by IRS publication 502 & 969. Tax laws could change.
14. SHSP is the FSA and HRA vendor. (Retiree's are not eligible for FSA's)

15. EE's will receive a welcome letter and guidance on how to use HRA's.
16. The first stock year for the Success Sharing Plan starts Oct.1 2009-Sept.30 2010 and if payable would be deposited into an HRA for every EE; regardless of which medical plan is chosen.
17. Retiree eligibility for an HRA is dependent on a non-Medicare retiree's enrollment. For a split family where the dependent is allowed to make a separate medical election; both the non-Medicare retiree and their dependent MUST choose a Co offered traditional medical plan in order for the HRA to be paid.

Also, keep in mind-we are now enrolling at the same time retirees are due to the pushed out enrollment date. We have Thanksgiving in that time frame as well. Most of the retirees will probably be enrolling over the phone, which would cause delays and long hold times.

This is what we know so far. Please fax or e-mail any questions.

Thank You,

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