



## Retiree Insurance Coverage Available

### INSURANCE BENEFITS AVAILABLE TO RETIREES

Eligible participants and their eligible dependents are offered medical and life insurance through their sponsoring employer. **Retiree medical plan provisions and contribution requirements are subject to change.** To qualify for this medical and/or life insurance coverage, an individual must:

- Be at least age 55 as of the last day of work;
- Have at least 10 pension vesting years;
- Be enrolled, or eligible to enroll under a HEWT-sponsored plan;

**NOTE: Effective 1/1/2004, new hires are not eligible for Post-retirement Insurance.**

- Pay the required contributions for the elected coverage;
- Be in good standing with the sponsoring company.

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### A RETIREMENT ELIGIBLE PARTICIPANT HAS THE FOLLOWING OPTIONS IN ELECTING MEDICAL COVERAGE:

(1) **Enrollment**

-May drop in the future, with rights of one time re-enrollment.

(2) **Deferral, With Option to Enroll in Future**

- Within 31 days of a Life Event, effective the first of the following month.
- Any open enrollment, effective January 1, of the following calendar year.
- It is the participant's responsibility to contact the HEWT for re-enrollment.

**NOTE TO CURRENT RETIREES REQUESTING TO DEFER COVERAGE:** Requests will be effective the first of the month following receipt of your forms. If your forms are received after the 10<sup>th</sup> of the month, it may not be possible to stop the deduction of any applicable medical premiums from the following month's annuity payment due to the processing time needed for monthly annuity distributions. In these cases, you will be reimbursed after the fact. Please note that reimbursement is not immediate and could take up to four weeks to process. **To avoid this inconvenience, it is recommended that your request be received by the 10<sup>th</sup> of the month.**

### EXAMPLE OF DEFERRING MEDICAL COVERAGE:

John and Jane are a married couple. John is 60 yrs old, and has worked at Hanford for 35 years. John decides to "hang up the gloves" and retire. One year after retiring, John suggests to Jane that maybe she should go out and get a job so that it will be easier for him to complete his list of chores around the house. Jane decides to get a job at a local department store, where she realizes that she can enroll in benefits and can cover John too. Both John and Jane decide that since their new coverage provided by the dept store is better than their coverage through Hanford, that they would like to Defer coverage, which they do by contacting a Benefits Specialist. Five years later, Jane decides that she is going to stop working for the department store, resulting in a loss of medical insurance for both John and Jane. They decide to re-enroll in Hanford retiree medical insurance. If John and Jane drop coverage again in the future, they cannot re-enroll because they have already exhausted their **one-time option** to opt out of the plan with rights of re-enrollment.

## **MEDICAL INSURANCE CURRENTLY AVAILABLE TO ELIGIBLE PARTICIPANTS:**

- **Under Age 65 (participant, spouse, and eligible children)**
  1. PPO - Administered by UnitedHealthcare
  2. Options Point-of-Service (Residing in Group Health service area only) - A Group Health Cooperative Plan
- **Over age 65 (participant, spouse, and certified disabled children covered prior to age 65)**

Over 65 Plan - Administered by Extend Health: 1-888-864-0764

**The plan listed above requires enrollment in Medicare Part A and B**

## **PAYMENT OF ELECTED INSURANCE COVERAGES**

If you elect a *monthly annuity pension benefit*, medical and life insurance premiums will be automatically deducted from the monthly pension check.

If a *lump sum pension is elected*, you will be billed for insurance contributions. You will be notified as to the amount and address to which the insurance premiums are to be mailed.

If you elect to *defer your pension benefit*, you will be billed for insurance contributions. You will be notified as to the amount and address to which the insurance premiums are to be mailed.

Participants now have the option of selecting Automated Clearing House (ACH) when paying for insurance contributions. This option authorizes the HEWT to automatically deduct contributions from the participant's Savings or Checking account.

NOTE: If you have Group Universal Life, contact Marsh at Work Solutions directly on 1-800-642-5726. If you have Long-Term Care, contact CNA directly on 1-800-932-1132.

## **THE FOLLOWING INSURANCE COVERAGE IS NOT AVAILABLE AFTER RETIREMENT**

- Dental \*, UHC vision, AD/D Insurance, Personal Accident Insurance, Short-and Long-Term Disability, Business and Travel Accident Insurance. Dependent Life Insurance ceases after the retiree reaches age 65, and can only be elected if the participant is eligible at the time of retirement.

**\* Continuation of Dental coverage is available under the provisions of COBRA. If elected, this coverage is available for up to 18 months for the retiree and eligible dependents.**

**NOTE: The above summary is provided as a means to summarize plan provisions specifically outlined in the Retiree WRAPPER. It is not intended to replace information contained in the Retiree WRAPPER or any other Summary Plan Description. In the event there is any discrepancy between the information above and the Summary Plan Description or the Retiree WRAPPER, the latter will supersede.**