

**Summary of Benefits and Coverage:** What this Plan Covers & What You Pay For Covered Services Cape Cod Healthcare SEIU and CCH UGSOA GEO

Coverage Period: 01/01/2025 — 12/31/2025

Coverage for: Individual + Family | Plan Type: POS



The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, www.harvardpilgrim.org/LGsampleEOC. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary or call 1-888-333-4742 to request a copy.

Important Questions	Answers	Why This Matters
What is the overall deductible?	In-Network: \$0 Out-of-Network: \$1,000 member/ \$2,500 family Benefits are administered on a calendar year basis.	Generally, you must pay all of the costs from <b>providers</b> up to the <b>deductible</b> amount before this plan begins to pay. If you have other family members on the policy, the overall family <b>deductible</b> must be met before the <b>plan</b> begins to pay.
Are there services covered before you meet your deductible?	Yes: Prescription drugs, emergency room care, emergency medical transportation, routine eye exams, In-Network preventive care, provider office visits, diagnostic tests, imaging, durable medical equipment, and Rehabilitation services and Habilitation services are covered before you meet your deductible.	This plan covers some items and services even if you haven't yet met the <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply. For example, this <u>plan</u> covers certain <u>preventive services</u> without <u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of covered preventive services at <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	In and Out-of-Network Combined: \$2,000 member/ \$3,500 family	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. If you have other family members in this <u>plan</u> , they have to meet their own <u>out-of-pocket limits</u> until the overall family <u>out-of-pocket limit</u> has been met.

Important Questions	Answers	Why This Matters
What is not included in the out-of-pocket limit?	Premiums, balance-billing charges, and health care this plan doesn't cover	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes. See https:// hphc.providerlookuponlinesearch.com/gateway?plan_ids=%5B%22A0090124%22%5D or call 1-888-333-4742 for a list of preferred providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance-billing). Be aware your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a <u>referral</u> to see a <u>specialist</u> ?	Yes.	This <u>plan</u> will pay some or all of the costs to see a <u>specialist</u> for covered services but only if you have a <u>referral</u> before you see the <u>specialist</u> .



All <u>copayment</u> and <u>coinsurance</u> costs shown in this chart are after your <u>deductible</u> has been met, if a <u>deductible</u> applies.

		What You Will Pay			
Common Services You May Need		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	\$25 <u>copay</u> / visit; <u>deductible</u> does not apply	30% coinsurance	None	
	<b>Specialist</b> visit	\$25 copay/ visit; deductible does not apply	30% <u>coinsurance</u>	None	
	Preventive care/ screening/ immunization	No charge; deductible does not apply	30% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.	

		What You Will Pay			
Common Medical Event	Services You May Need		rk Provider pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you have a test	Diagnostic test (x-ray, blood work)	,	ductible does not apply e; deductible does not	X-rays: 30% coinsurance Laboratory: 30% coinsurance	None
	Imaging (CT/PET scans, MRIs)	No charge; deductible	e does not apply	30% coinsurance	Cost sharing may vary for certain imaging services.
If you need drugs to treat your illness or condition  More information about prescription drug coverage is available at www.maxor.com[ma	Generic drugs  xorplus].	(CCHC Pharmacy) \$5 <u>copay</u> / up to 90 day supply; <u>deductible</u> does not apply	(Network Pharmacy) \$10 copay/up to 30 day supply; deductible does not apply \$20 copay/ 31-60 day supply; deductible does not apply \$30 copay/ 61- 90 day supply; deductible does not apply \$20 copay/ mail order (up to 90 day supply); deductible does not apply	\$10 copay/ up to 30 day supply; deductible does not apply Mail order - NA	Up to a 90-day supply (retail pharmacy at 1 copay per 30 day supply); 90-day supply (mail order prescription); up to 90-day supply at CCHC pharmacy.
	Preferred brand drugs	(CCHC Pharmacy) \$15 copay/ up to 30 day supply; deductible does not apply \$20 copay/ 31-90 day supply; deductible does not apply \$20 copay/ mail order (up to 90 day	(Network Pharmacy) \$25 copay/ up to 30 day supply; deductible does not apply \$50 copay/ 31-60 day supply; deductible does not apply \$75 copay/ 61- 90 day supply; deductible does not apply	\$25 copay/ up to 30 day supply; deductible does not apply Mail order - NA	

		What You Will Pay			
Common Medical Event	Services You May Need		rk Provider pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
		supply); <u>deductible</u> does not apply	\$35 <u>copay</u> / mail order (up to 90 day supply); <u>deductible</u> does not apply		
	Non-preferred brand drugs	(CCHC Pharmacy) \$25 copay/ up to 30 day supply; deductible does not apply \$35 copay/ 31-90 day supply; deductible does not apply \$35 copay/ mail order (up to 90 day supply); deductible does not apply	(Network Pharmacy) \$45  copay/ up to 30 day supply; deductible does not apply \$90 copay/ 31-60 day supply; deductible does not apply \$135 copay/ 61- 90 day supply; deductible does not apply \$55 copay/ mail order (up to 90 day supply); deductible does not apply	\$45 <u>copay</u> / up to 30 day supply; <u>deductible</u> does not apply Mail order - NA	IMPORTANT: GLP-1 weight-loss drugs are covered up to a 30-day supply at CCHC pharmacy or through a participating pharmacy if not available.
	Specialty drugs	Copays stated above l	based on drug type	Not covered	Up to 30-day supply at CCHC or Maxor Specialty Pharmacy if not available at CCHC pharmacy. List of specialty medications at www.maxor.com[maxorplus]
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No charge; deductibl	e does not apply	30% coinsurance	None
	Physician/surgeon fees	No charge; deductibl	e does not apply	30% <u>coinsurance</u>	

		What You Will Pay	Limitations	
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need immediate medical	Emergency room care	\$125 <u>copay</u> / visit; <u>deductible</u> does not apply		None
attention	Emergency Medical Transportation	No charge; <u>deductible</u> does not apply		None
	Urgent Care	Urgent care center: \$25 copay/ visit; deductible does not apply	Urgent care center: 30% coinsurance	Cost sharing may vary based on Urgent Care location.
If you have a hospital stay	Facility fee (e.g., hospital room)	No charge; <u>deductible</u> does not apply	30% coinsurance	None
	Physician/surgeon fee	No charge; <u>deductible</u> does not apply	30% coinsurance	
If you need mental health, behavioral	Outpatient services	\$10 copay/ visit; deductible does not apply	30% coinsurance	None
health, or substance abuse services	Inpatient services	No charge; <u>deductible</u> does not apply	30% coinsurance	
If you are pregnant	Office visits	\$25 <u>copay</u> / visit; <u>deductible</u> does not apply	30% coinsurance	Cost sharing does not apply for preventive services (such as routine prenatal visits).
	Childbirth/delivery professional services	No charge; <u>deductible</u> does not apply	30% coinsurance	
	Childbirth/delivery facility services	No charge; <u>deductible</u> does not apply	30% coinsurance	

		What You Will Pay	Limitatiana	
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need help recovering or have	Home health care	No charge; <u>deductible</u> does not apply	30% coinsurance	None
other special health needs	Rehabilitation services	Physical Therapy: No charge; <u>deductible</u> does not apply	Physical Therapy: 30% coinsurance	Occupational Therapy - 60 visits/ calendar year
	Habilitation services	Occupational Therapy: No charge; <u>deductible</u> does not apply Speech Therapy: No charge; <u>deductible</u> does not apply	Occupational Therapy: 30% coinsurance Speech Therapy: 30% coinsurance	Physical Therapy - 60 visits/ calendar year
Skilled nursing care		No charge; deductible does not apply	30% coinsurance	- 100 days/ calendar year combined with Inpatient Rehabilitation services
	Durable medical equipment	30% coinsurance; deductible does not apply	30% coinsurance	None
	Hospice services	No charge; <u>deductible</u> does not apply	30% coinsurance	For inpatient see "If you have a hospital stay"
If your child needs dental or eye care	Children's eye exam	\$25 <u>copay</u> / visit; <u>deductible</u> does not apply		- 1 exam/ calendar year
	Children's glasses	Not covered		None
	Children's dental check-up	Not covered		None

# **Excluded Services & Other Covered Services:**

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)				
Acupuncture	• Long-Term Care	<ul> <li>Routine foot care (except for diabetes or</li> </ul>		
Children's glasses	<ul> <li>Private-duty nursing</li> </ul>	systemic circulatory diseases)		
Cosmetic Surgery		<ul> <li>Services that are not Medically Necessary</li> </ul>		
• Dental Care (Adult)		<ul> <li>Weight Loss Programs</li> </ul>		

Other Covered Services (This isn't a complete list. Check your policy or <u>plan</u> document for other covered services and your costs for these services.)				
Bariatric surgery	• Hearing Aids - \$2,000/aid every 36 months, for	Non-emergency care when traveling outside		
• Chiropractic Care - 20 visits/calendar year	each impaired ear up to age 22	the U.S.		
	Infertility Treatment	• Routine eye care (Adult) – 1 exam/calendar year		

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: Maine Bureau of Insurance, Department of Professional and Financial Regulation, 34 State House Station, Augusta, ME 04333-0334, (800) 300-5000, or contact Harvard Pilgrim at the number on the back of your ID card. Other coverage options may be available to you too, including buying individual insurance coverage through the CoverME.gov. For more information, about the CoverME.gov, visit www.CoverME.gov or call 1-866-636-0355.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your <u>plan</u> for a denial of a <u>claim</u>. This complaint is called a <u>grievance</u> or <u>appeal</u>. For more information about your rights, look at the explanation of benefits you will receive for that medical <u>claim</u>. Your <u>plan</u> documents also provide complete information on how to submit a <u>claim</u>, <u>appeal</u>, or a <u>grievance</u> for any reason to your <u>plan</u>. For more information about your rights, this notice, or assistance, contact:

HPHC Member Appeals-Member Services Department Harvard Pilgrim Health Care, Inc. 1 Wellness Way

Canton, MA 02021-1166 **Telephone: 1-888-333-4742** 

Fax: 1-617-509-3085

Department of Labor's Employee Benefits Security Administration

1-866-444-3272

www.dol.gov/ebsa/healthreform

Health Care for All

30 Winter Street, Suite 1004 Boston, MA 02108

1-800-272-4232

http://www.hcfama.org/helpline

# Does this plan provide Minimum Essential Coverage? Yes

<u>Minimum Essential Coverage</u> generally includes <u>plans</u>, <u>health insurance</u> available through the <u>Marketplace</u> or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of <u>Minimum Essential Coverage</u>, you may not be eligible for the <u>premium tax credit</u>.

## Does this plan meet the Minimum Value Standard? Not Applicable

If your <u>plan</u> doesn't meet the <u>Minimum Value Standards</u>, you may be eligible for a <u>premium tax credit</u> to help you pay for a <u>plan</u> through the <u>Marketplace</u>.

## Language Access Services:

Para obtener asistencia en Español, llame al 1-888-333-4742.

如果需要中文的帮助,请拨打这个号码 1-888-333-4742.

De assistência em Português, por favor ligue 1-888-333-4742.

To see examples of how this plan might cover costs for a sample medical situation, see the next section.

## About these Coverage Examples:



This is not a cost estimator. Treatments shown are just examples of how this <u>plan</u> might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your <u>providers</u> charge, and many other factors. Focus on the <u>cost-sharing</u> amounts (<u>deductibles</u>, <u>copayments</u> and <u>coinsurance</u>) and <u>excluded services</u> under the <u>plan</u>. Use this information to compare the portion of costs you might pay under different health <u>plans</u>. Please note these coverage examples are based on self-only coverage.

Peg is Having a Bab (9 months of in-network pre-r and a hospital deliver	natal care	Managing Joe's Type 2 Diak (a year of routine in-network c well-controlled condition	are of a	Mia's Simple Fracture (in-network emergency room v follow up care)	
■ The <u>plan's</u> overall deductible	\$0	■ The <u>plan's</u> overall deductible	\$0	■ The <u>plan's</u> overall deductible	\$0
■ Specialist copayment	\$25	■ Specialist copayment	\$25	■ Specialist copayment	\$25
<ul><li>Hospital (facility)</li><li>coinsurance</li></ul>	0%	<ul><li>Hospital (facility)</li><li>coinsurance</li></ul>	0%	<ul><li>Hospital (facility)</li><li>coinsurance</li></ul>	0%
■ Other coinsurance	0%	■ Other <u>coinsurance</u>	0%	Other coinsurance	0%
This EXAMPLE event includ like:	es services	This EXAMPLE event include like:	s services	This EXAMPLE event include like:	es services
Specialist office visits (prenatal car	,	Primary care physician office visi	ts (including	Emergency room care (including m	edical supplies)
Childbirth/Delivery Professional S		disease education)		Diagnostic test (x-ray)	
Childbirth/Delivery Facility Service		Diagnostic tests (blood work)		Durable medical equipment (crui	
Diagnostic tests (ultrasounds and b	rlood work)	Prescription drugs		Rehabilitation services (physical th	perapy)
Specialist visit (anesthesia)		Durable medical equipment (gluce	ose meter)		
Total Example Cost	\$12,700	Total Example Cost	\$5,600	Total Example Cost	\$2,800
In this example, Peg would	рау:	In this example, Joe would pa	ay:	In this example, Mia would p	ay:
Cost Sharing		Cost Sharing		Cost Sharing	
Deductibles	\$0	Deductibles	\$0	Deductibles	\$0
Copayments	\$0	Copayments	\$300	Copayments	\$200
Coinsurance	\$0	Coinsurance	\$0	Coinsurance	\$70
What isn't covered		What isn't covered		What isn't covered	
Limits or exclusions	\$0	Limits or exclusions	\$0	Limits or exclusions	\$0
The total Peg would pay is	\$0	The total Joe would pay is	\$300	The total Mia would pay is	\$270

The <u>plan</u> would be responsible for the other costs of these EXAMPLE covered services.

### Language Assistance Services

Español (Spanish) ATENCIÓN: Si usted habla español, servicios de asistencia lingüística, de forma gratuita, están a su disposición. Llame al 1-888-333-4742 (TTY: 711).

Português (Portuguese) ATENÇÃO: Se você fala português, encontram-se disponíveis serviços linguísticos gratuitos. Ligue para 1-888-333-4742 (TTY: 711).

Kreyòl Ayisyen (French Creole) ATANSYON: Si nou palé Kreyòl Ayisyen, gen asistans pou sèvis ki disponib nan lang nou pou gratis. Rele 1-888-333-4742 (TTY: 711).

**繁體中文 (Traditional Chinese)** 注意:如果您使用繁體中文,您可以免費獲得語言援助服務。請致電 1-888-333-4742 (TTY: 711)。

Tiếng Việt (Vietnamese) CHÚ Ý: Nếu quí vị nói Tiếng Việt, dịch vụ thông dịch của chúng tôi sẵn sàng phục vụ quí vị miễn phí. Gọi số 1-888-333-4742 (TTY: 711).

**Русский (Russian)** ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-888-333-4742 (телетайп: 711).

(Arabic) العربية

إِنْتِهَاه: إِذَا أَنْتَ تَتَكُلُمُ اللُّغَةِ العربية ، خَدَمات المُساعَدة اللُّغُوية مُتَّوفرة لك مَجانًا. " إتصل على 4742-333 1 المُساعَدة اللُّغُوية مُتَّوفرة لك مَجانًا. " إتصل على 4742-333.

(TTY: 711)

**ខ្មែរ (Cambodian)** ្រសុំជូនដំណីង៖ បើអ្នកនិយាយភាសាខ្មែរ, យើងមានសេវាកម្មបកប្រែ ជូនលោកអ្នកដោយឥតគិតថ្លៃ។។ ចូរ ទូរស័ព្ទ 1-888-333-4742 (TTY: 711)។

Français (French) ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-888-333-4742 (ATS: 711).

Italiano (Italian) ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-888-333-4742 (TTY: 711).



Harvard Pilgrim Health Care includes Harvard Pilgrim Health Care, Harvard Pilgrim Health Care of New England and HPHC Insurance Company.

(Continued)

**한국어 (Korean)** '알림': 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-888-333-4742 (TTY: 711) 번으로 전화해 주십시오.

**Ελληνικά (Greek)** ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, υπάρχουν στη διάθεσή σας δωρεάν υπηρεσίες γλωσσικής υποστήριξης. Καλέστε 1-888-333-4742 (TTY: 711).

Polski (Polish) UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-888-333-4742 (TTY: 711).

हिंदी (Hindi) ध्यान दीजिए: अगर आप हिंदी बोलते हैं तो आपके लिये भाषाकी सहायता मुफ्तमें उपलब्ध है. जानकारी के लिये फोन करे. 1-888-333-4742 (TTY: 711)

ગુજરાતી (Gujarati) ધ્યાન આપો : જો તમે ગુજરાતી બોલતા હો તો આપને માટે ભાષાકીય સહ્ય તદ્દન મફત ઉપલબ્ધ છે. વિશેષ માહિતી માટે ફોન કરો. 1-888-333-4742 (TTY: 711)

**ພາສາລາວ (Lao)** ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັງຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທຣ 1-888-333-4742 (TTY: 711).

ATTENTION: If you speak a language other than English, language assistance services, free of charge, are available to you. Call 1-888-333-4742 (TTY: 711).



Harvard Pilgrim Health Care includes Harvard Pilgrim Health Care, Harvard Pilgrim Health Care of New England and HPHC Insurance Company.

(Continued)

#### General Notice About Nondiscrimination and Accessibility Requirements

Harvard Pilgrim Health Care and its affiliates as noted below ("HPHC") comply with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity). HPHC does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity).

HPHC:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written information in other formats (large print, audio, other formats)
- Provides free language services to people whose primary language is not English, such as qualified interpreters.

If you need these services, contact our Civil Rights Compliance Officer.

If you believe that HPHC has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity), you can file a grievance with: Civil Rights Compliance Officer, 1 Wellness Way, Canton, MA 02021-1166, (866) 750-2074, TTY service: 711, Fax: (617) 509-3085, Email: civil\_rights@point32health.org. You can file a grievance in person or by mail, fax or email. If you need help filing a grievance, the Civil Rights Compliance Officer is available to help you. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf, or by mail or phone at:

U.S. Department of Health and Human Services 200 Independence Avenue, SW Room 509F, HHH Building Washington, D.C. 20201 (800) 368-1019, (800) 537-7697 (TTY)

Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.



Harvard Pilgrim Health Care includes Harvard Pilgrim Health Care, Harvard Pilgrim Health Care of New England and HPHC Insurance Company.

cc6589\_memb\_serv (08\_23)