

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

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 providers up to the deductible amount before this plan begins to pay. If you have other family members on the policy, they have to meet their own individual deductible until the overall family deductible amount has been met.
Are there services covered before you meet your <u>deductible</u> ?	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 <u>Rehabilitation services</u> and <u>Habilitation services</u> are covered before you meet your <u>deductible</u> .	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible . See a list of covered preventive services at https://www.healthcare.gov/ coverage/preventive-care-benefits/ .
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 .
	Yes. See https:// hphc.providerlookuponlinesearch.com/gateway?plan_ ids=%5B%22A0020124%22%5D or call 1-888-333-4742 for a list of preferred providers.	This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the plan's <u>network</u> . You will pay the most if you use an <u>out-of-network provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider's</u> charge and what your <u>plan</u> pays (<u>balance-billing</u>). Be aware your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services.
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the specialist you choose without permission from this plan .



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 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 visit a health care <u>provider</u> '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% <u>coinsurance</u>	None
	Specialist visit	\$25 <u>copay</u> / visit; <u>deductible</u> does not apply	30% coinsurance	None
	Preventive care/ screening/ immunization	No charge; <u>deductible</u> does not apply	30% <u>coinsurance</u>	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	Network Provider (You will 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)	X-rays: No charge; <u>deductible</u> does not apply Laboratory: No charge; <u>deductible</u> does not apply	X-rays: 30% <u>coinsurance</u> Laboratory: 30% <u>coinsurance</u>	None
	Imaging (CT/PET scans, MRIs)	No charge; <u>deductible</u> does not apply	30% <u>coinsurance</u>	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].	<pre>\$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</pre>	\$10 <u>copay</u> / up to 30 day supply; <u>deductible</u> does not apply Mail order - NA	Up to a 90-day supply (retail pharmacy at 1 <u>copay</u> per 30 day supply); 90-day supply (mail order prescription).
	Preferred brand drugs	<pre>\$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 \$35 copay/ mail order (up to 90 day supply); deductible does not apply</pre>	\$25 <u>copay</u> / up to 30 day supply; <u>deductible</u> does not apply Mail order - NA	
	Non-preferred brand drugs	<pre>\$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</pre>	\$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 a participating pharmacy.

	Services You May Need	What You Will Pay		
Common Medical Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Specialty drugs	Copays stated above based on drug type	Not covered	Up to 30-day supply at Maxor Specialty Pharmacy. List of specialty medications at www.maxor.com[maxorplus
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No charge; <u>deductible</u> does not apply	30% coinsurance	None
	Physician/surgeon fees	No charge; <u>deductible</u> does not apply	30% <u>coinsurance</u>	
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 <u>copay</u> / visit; <u>deductible</u> does not apply	Urgent care center: 30% <u>coinsurance</u>	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% <u>coinsurance</u>	
If you need mental health, behavioral	Outpatient services	\$10 <u>copay</u> / visit; <u>deductible</u> does not apply	30% coinsurance	None
health, or substance abuse services	Inpatient services	No charge; <u>deductible</u> does not apply	30% coinsurance	

	Services You May Need	What You Will Pay		
Common Medical Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you are pregnant	Office visits	\$25 <u>copay</u> / visit; <u>deductible</u> does not apply	30% <u>coinsurance</u>	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% <u>coinsurance</u>	
	Childbirth/delivery facility services	No charge; <u>deductible</u> does not apply	30% <u>coinsurance</u>	
If you need help recovering or have other special health needs	Home health care	No charge; <u>deductible</u> does not apply	30% <u>coinsurance</u>	None
	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% <u>coinsurance</u> Speech Therapy: 30% <u>coinsurance</u>	Physical Therapy - 60 visits/ calendar year
	Skilled nursing care	No charge; <u>deductible</u> does not apply	30% <u>coinsurance</u>	- 100 days/ calendar year combined with Inpatient Rehabilitation services
	Durable medical equipment	30% <u>coinsurance</u> ; <u>deductible</u> does not apply	30% <u>coinsurance</u>	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 	• Routine foot care (except for diabetes or		
Children's glasses	 Private-duty nursing 	systemic circulatory diseases)		
Cosmetic Surgery		 Services that are not Medically Necessary 		
• Dental Care (Adult)		• Weight Loss Programs		

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	Department of Labor's Employee Benefits Security Administration	Health Care for All 30 Winter Street, Suite 1004
Harvard Pilgrim Health Care, Inc.	1-866-444-3272	Boston, MA 02108
1 Wellness Way	www.dol.gov/ebsa/healthreform	1-800-272-4232
Canton, MA 02021-1166	C	http://www.hcfama.org/helpline
Telephone: 1-888-333-4742		
Fax: 1-617-509-3085		

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.



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 Baby (9 months of in-network pre-natal care and a hospital delivery)		Managing Joe's Type 2 Diabetes (a year of routine in-network care of a well-controlled condition)		Mia's Simple Fracture (in-network emergency room visit and follow up care)	
The <u>plan's</u> overall <u>deductible</u>	\$ 0	The <u>plan's</u> overall <u>deductible</u>	\$ 0	The <u>plan's</u> overall <u>deductible</u>	\$ 0
Specialist copayment	\$25	Specialist copayment	\$25	Specialist copayment	\$25
Hospital (facility) coinsurance	0%	Hospital (facility) <u>coinsurance</u>	0%	Hospital (facility) <u>coinsurance</u>	0%
Other <u>coinsurance</u>	0%	Other coinsurance	0%	Other coinsurance	0%
This EXAMPLE event includes a like:	services	This EXAMPLE event includes like:	s services	This EXAMPLE event includes like:	s services
Specialist office visits (prenatal care)		Primary care physician office visits (including		Emergency room care (including medical supplies)	
Childbirth/Delivery Professional Serv	ices	disease education) Diagnostic test (x-ray)			. .
Childbirth/Delivery Facility Services		Diagnostic tests (blood work) Durable medical equipment (crutches)		,	
Diagnostic tests (ultrasounds and blood Specialist visit (anesthesia)	work)	Prescription drugs Durable medical equipment (gluco.	se meter)	<u>Rehabilitation services</u> (physical the	rapy)
Total Example Cost	\$12,700	Total Example Cost	\$5,600	Total Example Cost	\$2,800
In this example, Peg would pay		In this example, Joe would pa	y:	In this example, Mia would pa	ıy:
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 **plan** 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

إنتباد: إذا أنت تتكلم اللغة العربية ، خَدَمات المُساعَدة اللغوية مُتَوفرة لك مَجانا. " إتصل على 4742-388 1 888

(TTY: 711)

ខ្មែរ (Cambodian) ្រសុំដូនដំណីង៖ បើអ្នកនិយាយភាសាខ្មែរ, យើងមានសេវាកម្មបកប្រែ ដូនលោកអ្នកដោយឥតគិតថ្លៃ។។ ជូរ 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).



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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 मुफ्त में उपलब्ध है. जानकारी के लिये फोन करे. 1-888-333-4742 (TTY: 711)

ગુજરાતી (Gujarati) ધ્યાન આપો : જો તમે ગુજરાતી બોલતા હ્યે તો આપને માટે ભાષાકીય સહ્યય 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).



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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 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.

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