

SEAFARERS HEALTH AND BENEFITS PLAN

5201 Capital Gateway Dr.
Camp Springs, Maryland 20746-4275
(301) 899-0675

Margaret R. Bowen
Administrator

November 27, 2020

Dear Plan Participant:

The Seafarers Health and Benefits Plan (Plan) is sending you this letter and enclosed documents because according to the Plan's records, it appears that you may be eligible for health benefits from the Plan in January 2021. The following documents are enclosed:

- **Summary of Benefits and Coverage (SBC)** – briefly describes the benefits that will be available from the Plan at the **Apprentice level** during 2021. If you believe that you will be eligible to receive a different level of benefits, please contact the Plan to request a different booklet; or you may view the SBCs for all Plan levels online at www.seafarers.org. The SBC is **not** a guarantee of benefits. The Plan's Rules and Regulations determine whether you are eligible for benefits.
- **Women's Health and Cancer Rights Act Notice** – describes benefits available from the Plan related to treatment of breast cancer.
- **Notice of Premium Assistance under Medicaid and the Children's Health Insurance Program** – describes financial assistance that is available in certain states to pay health plan premiums. The Plan does not have a premium, but we are required to send this notice to you.

Reminder about the Plan's Grandfathered Status

The Plan would also like to remind you that the Seafarers Health and Benefits Plan is a "grandfathered health plan" under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that this Plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the Plan Administrator at 5201 Capital Gateway Drive, Camp Springs, MD 20746.

You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

Questions

If you have any questions about these benefits, or about the coverage that you receive from the Plan, you may contact the Plan at 1-800-252-4674. You may also view additional information about your health coverage at www.seafarers.org, by clicking on “About” and then clicking on “Health and Benefits Plan” under the “Benefit Plans” heading.

Sincerely,

Margaret R. Bowen
Administrator


Enclosures



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, call 1-800-314-3121 (Humana), or 1-800-252-4674 (Seafarers). 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.seafarers.org or call 1-800-252-4674 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible ?	\$0	See the Common Medical Events chart below for your costs for services this plan covers.
Are there services covered before you meet your deductible ?	Yes.	There is no deductible .
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan ?	Not applicable	This plan does not have an out-of-pocket limit on your expenses.
What is not included in the out-of-pocket limit ?	Not applicable	This plan does not have an out-of-pocket limit on your expenses.
Will you pay less if you use a network provider ?	Yes. See www.humana.com for a link to Humana's network 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 referral to see a specialist ?	No.	You can see the specialist you choose without a referral .

 All [copayment](#) and [coinsurance](#) costs shown in this chart are after your [deductible](#) has been met, if a [deductible](#) applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	30% coinsurance	35% coinsurance	None
	Specialist visit	30% coinsurance	35% coinsurance	Chemotherapy/radiation not covered.
	Preventive care/screening/immunization	30% coinsurance	35% coinsurance	No immunization coverage.
If you have a test	Diagnostic test (x-ray, blood work)	30% coinsurance	35% coinsurance	None
	Imaging (CT/PET scans, MRIs)	30% coinsurance	35% coinsurance	No payment if not pre-authorized .
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.optumrx.com (or call 1-800-788-4863) or www.seafarers.org Maintenance drugs cost more at retail.	Generic drugs 30 day retail; 90 day mail order	30% coinsurance retail per prescription 25% coinsurance mail per prescription	Not applicable	Prior authorization required for certain drugs.
	Preferred brand drugs	Not covered	Not applicable	Preferred brand drugs excluded.
	Non-preferred brand drugs	Not covered	Not applicable	Non-preferred brand drugs excluded.
	Specialty drugs 30 day supply limit for most; 90 day supply available for oral HIV drugs only	30% coinsurance retail per prescription 25% coinsurance mail per prescription	Not covered (Specialty) Not applicable (Retail)	Prior authorization required for certain drugs. All Specialty drugs must be filled through Optum Specialty Pharmacy. Contact OptumRx at 1-800-788-4863. Generic only.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	30% coinsurance	35% coinsurance	No payment if not pre-authorized .
	Physician/surgeon fees	30% coinsurance	35% coinsurance	No payment if not pre-authorized .
If you need immediate medical attention	Emergency room care professional services	30% coinsurance	35% coinsurance	\$300 copayment if non-injury related or not admitted. \$5,000 maximum per emergency room visit.
	Emergency room care facility services	No charge	30% coinsurance	
	Emergency medical transportation	Not covered	Not covered	Not covered.
	Urgent care	30% coinsurance	35% coinsurance	None

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you have a hospital stay	Facility fee (e.g., hospital room)	No charge	30% <u>coinsurance</u>	\$50,000 maximum or 31 days at semi-private room rate per hospital stay. No payment if not <u>pre-authorized</u> .
	Physician/surgeon fees	30% <u>coinsurance</u>	35% <u>coinsurance</u>	None
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Not covered	Not covered	Not covered.
	Inpatient services	Mental/behavioral health not covered. No charge for substance use disorder	Mental/behavioral health not covered. 30% <u>coinsurance</u> substance use disorder	Mental/behavioral health inpatient services - not covered. Substance use disorder for inpatient detox services for Seafarer only. No payment if not pre-authorized.
If you are pregnant	Office visits	30% <u>coinsurance</u>	35% <u>coinsurance</u>	For medical conditions resulting from pregnancy; otherwise office visits are included in global fee. Maternity care may include tests and services described elsewhere in this SBC (i.e., ultrasound).
	Childbirth/delivery professional services	30% <u>coinsurance</u>	35% <u>coinsurance</u>	None
	Childbirth/delivery facility services	No charge	30% <u>coinsurance</u>	\$50,000 max or 31 days at semi-private room rate per hospital stay.
If you need help recovering or have other special health needs	Home health care	Not covered	Not covered	Not covered.
	Rehabilitation services	Not covered	Not covered	Not covered.
	Habilitation services	Not covered	Not covered	Not covered.
	Skilled nursing care	Not covered	Not covered	Not covered.
	Durable medical equipment	Not covered	Not covered	Not covered.
	Hospice services	Not covered	Not covered	Not covered.
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Not covered.
	Children's glasses	Not covered	Not covered	Not covered.
	Children's dental check-up	Not covered	Not covered	Not covered.

Excluded Services & Other Covered Services:

Services Your [Plan](#) Generally Does NOT Cover (Check your policy or [plan](#) document for more information and a list of any other [excluded services](#).)

- | | | |
|---|---|--|
| <ul style="list-style-type: none">• Acupuncture• Bariatric surgery• Chiropractic care• Cosmetic surgery• Dental care• Durable medical equipment• Habilitation services• Hearing aids• Home health and skilled nursing | <ul style="list-style-type: none">• Hospice• Immunizations• Infertility treatment• Inpatient substance use disorder, except for employee detox• Long term care• Mental health services• Outpatient substance use disorder | <ul style="list-style-type: none">• Private duty nursing• Rehabilitation services• Routine eye care• Routine foot care• Services outside the U.S. and its territories• Treatment not medically necessary• Weight loss programs |
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Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your [plan](#) document.)

- None

Participants in this [Plan](#) do not pay a [premium](#) for coverage.

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: U.S. Department of Labor, Employee Benefits Security Administration, at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform, or contact the Plan at 1-800-252-4674 for continuing the Plan's coverage through COBRA. Other coverage options may be available to you too, including buying individual insurance coverage through the [Health Insurance Marketplace](#). For more information about the [Marketplace](#), visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your [plan](#) for a denial of a [claim](#). This complaint is called a [grievance](#) or [appeal](#). For more information about your rights, look at the explanation of benefits you will receive for that medical [claim](#). Your [plan](#) documents also provide complete information to submit a [claim](#), [appeal](#), or a [grievance](#) for any reason to your [plan](#). For more information about your rights, this notice, or assistance, contact Humana at 1-800-314-3121 or the Plan at 1-800-252-4674. Your [appeal](#) must be in writing and sent within 180 days of the date your [claim](#) was denied. You should include any supporting documentation you have when making your request. Your written [appeal](#) should be sent to: Humana, P.O. Box 191920, San Juan, PR 00919-1920, or via fax to 1-888-595-0462, or via email to G&APuertoRicoTeam@humana.com. If you are not satisfied with the appeal decision, please contact: Board of Trustees, Seafarers Health and Benefits Plan, Claims Department, 45353 St. George's Avenue, Piney Point, Maryland 20674. You may also contact the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444- EBSA (3272) or www.dol.gov/ebsa/healthreform.

Does this plan provide Minimum Essential Coverage? Yes

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

Does this plan meet the Minimum Value Standards? Yes

If your [plan](#) doesn't meet the [Minimum Value Standards](#), you may be eligible for a [premium tax credit](#) to help you pay for a [plan](#) through the [Marketplace](#).

Language Access Services:

ATTENTION: if you need language assistance, free translation services are available. Call 1-800-252-4674

Spanish: ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-252-4674

Arabic: ملحوظة: إذا كنت تتحدث العربية، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-800-252-4674

Tagalog: PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-800-252-4674

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

About these Coverage Examples for Seafarers Health & Benefits Plan – Apprentice (Puerto Rico):



This is not a cost estimator. Treatments shown are just examples of how this [plan](#) might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your [providers](#) charge, and many other factors. Focus on the [cost sharing](#) amounts ([deductibles](#), [copayments](#) and [coinsurance](#)) and [excluded services](#) under the [plan](#). Use this information to compare the portion of costs you might pay under different health [plans](#). 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)

- The [plan's](#) overall [deductible](#) \$0
- [Specialist](#) [[cost sharing](#)] \$0
- Hospital (facility) [[copayment](#)] \$0
- Other [[cost sharing](#)] [[coinsurance](#)] 30%
- Other [[cost sharing](#)] [[copayment](#)] \$5
- Other [[cost sharing](#)] [[excluded services](#)] \$60

This EXAMPLE event includes services like:

Specialist office visits (*prenatal care*)
 Childbirth/Delivery Professional Services
 Childbirth/Delivery Facility Services
 Diagnostic tests (*ultrasounds and blood work*)
 Specialist visit (*anesthesia*)

Total Example Cost	\$12,700
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In this example, Peg would pay:

<i>Cost Sharing</i>	
Deductibles	\$0
Copayments	\$5
Coinsurance	\$1,670
<i>What isn't covered</i>	
Limits or exclusions	\$60
The total Peg would pay is	\$1,735

Managing Joe's type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

- The [plan's](#) overall [deductible](#) \$0
- [Specialist](#) [[cost sharing](#)] \$90
- Hospital (facility) [[copayment](#)] \$0
- Other [[cost sharing](#)] [[coinsurance](#)] 30%
- Other [[cost sharing](#)] [[copayment](#)] \$1,050
- Other [[cost sharing](#)] [[excluded services](#)] \$810

This EXAMPLE event includes services like:

Primary care physician office visits (*including disease education*)
 Diagnostic tests (*blood work*)
 Prescription drugs (*brand name*)
 Durable medical equipment (*glucose meter*)

Total Example Cost	\$5,600
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In this example, Joe would pay:

<i>Cost Sharing</i>	
Deductibles	\$0
Copayments	\$1,050
Coinsurance	\$390
<i>What isn't covered</i>	
Limits or exclusions	\$810
The total Joe would pay is	\$2,250

Mia's Simple Fracture

(in-network emergency room visit and follow up care)

- The [plan's](#) overall [deductible](#) \$0
- [Specialist](#) [[cost sharing](#)] \$100
- Hospital (facility) [[cost sharing](#)] 30%
- Other [[cost sharing](#)] [[coinsurance](#)] 30%
- Other [[cost sharing](#)] [[copayment](#)] \$5
- Other [[cost sharing](#)] [[excluded services](#)] \$1,340

This EXAMPLE event includes services like:

Emergency room care (*including medical supplies*)
 Diagnostic test (*x-ray*)
 Durable medical equipment (*crutches*)
 Rehabilitation services (*physical therapy*)

Total Example Cost	\$2,800
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In this example, Mia would pay:

<i>Cost Sharing</i>	
Deductibles	\$0
Copayments	\$5
Coinsurance	\$265
<i>What isn't covered</i>	
Limits or exclusions	\$1,340
The total Mia would pay is	\$1,610