Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services

Coverage Period: 1/1/2019 – 12/31/2019

KAISER PERMANENTE®: **Washington Teamsters Welfare Trust A or XL**

Coverage for: Individual / Family | **Plan Type:** POS

All plans offered and underwritten by Kaiser Foundation Health Plan of Washington Options, Inc.

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, go to www.kp.org/plandocuments or by calling 1-888-901-4636 (TTY: 711). 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 1-888-901-4636 (TTY: 711) to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	**$200** individual/**$600** family. Goes to $100 individual/$300 family if you complete the Health Assessment, $300 individual/$900 family if you don't. Shared in and out-of-network.	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 plan, each Family member must meet their own Individual deductible until the total amount of deductible expenses paid by all Family members meets the overall Family deductible.
Are there services covered before you meet your deductible?	**Yes.** Preventive care and services indicated in chart starting on page 2.	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 www.healthcare.gov/coverage/preventive-care-benefits.
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?	**$1,500** individual/**$4,500** family shared in and out-of-network limit. There is also an ACA in-network limit of **$7,900** individual/**$15,800** family.	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other Family members in this plan, they have to meet their own out-of-pocket limits until the overall Family out-of-pocket limit has been met.
What is not included in the out-of-pocket limit?	Not included in the **$1,500** individual/**$4,500** family limits are premiums, balance-billed charges, office/hospital co-pays, benefit-specific coinsurances except ambulance, out-of-network preventive care coinsurance, prescription drug co-pays, deductible, and health care this plan doesn't cover. Not included in the **$7,900/$15,800** are premiums, out-of-network charges, health care this plan doesn't cover, obesity treatment, and pediatric vision care.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.

Important Questions	Answers	Why This Matters:
Will you pay less if you use a network provider?	**Yes.** See www.kp.org/wa or call 1-888-901-4636 for a list of 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?	**Yes,** but you may self-refer to certain specialists. See www.kp.org/wa or call 1-888-901-4636 for a list of specialist providers.	This plan will pay some or all of the costs to see a specialist for covered services but only if you have a referral before you see the specialist.

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
		In-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	$20 / visit Deductible does not apply	$20 / visit Deductible does not apply	Copayment does not apply to the out-of-pocket maximum.
	Specialist visit	$20 / visit Deductible does not apply	$20 / visit Deductible does not apply	Copayment does not apply to the out-of-pocket maximum.
	Preventive care/screening/ immunization	No charge Deductible does not apply	$20 / visit, 30% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services you need are preventive. Then check what your plan will pay for. Does not apply to the out-of-pocket maximum.
If you have a test	Diagnostic test (x-ray, blood work)	10% coinsurance	30% coinsurance	None
	Imaging (CT/PET scans, MRIs)	10% coinsurance	30% coinsurance	Preauthorization required or will not be covered.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-network Provider (You will pay the least)	Out-of-network Provider (You will pay the most)	
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.kp.org/wa.	Value based drugs Preferred generic drugs (Tier 1)	Retail: $4 / prescription Retail: $8 / prescription; Mail Order: $5 discount from retail cost share / prescription Deductible does not apply	Retail: $13 / prescription Deductible does not apply	Up to a 30-day supply (retail) or a 90 day-supply (mail order). Subject to formulary guidelines. Copayment does not apply to the out-of-pocket maximum.
	Preferred brand drugs (Tier 2)	Retail: $25 / prescription; Mail Order: $5 discount from retail cost share / prescription Deductible does not apply	Retail: $30 / prescription Deductible does not apply	Up to a 30-day supply (retail) or a 90 day-supply (mail order). Subject to formulary guidelines. Copayment does not apply to the out-of-pocket maximum.
	Non-preferred generic/brand drugs (Tier 3)	Retail: $50 / prescription; Mail Order: $5 discount from retail cost share / prescription Deductible does not apply	Retail: $55 / prescription Deductible does not apply	Up to a 30-day supply (retail) or a 90 day-supply (mail order). Subject to formulary guidelines. Copayment does not apply to the out-of-pocket maximum.
	Specialty drugs	Applicable preferred generic, preferred brand, or non-preferred generic/brand cost shares may apply. Deductible does not apply	Applicable preferred generic, preferred brand, or non-preferred generic/brand cost shares may apply. Deductible does not apply	Up to a 30-day supply (retail). Subject to formulary guidelines. Copayment does not apply to the out-of-pocket maximum.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center) Physician/surgeon fees	$20 / visit, 10% coinsurance 10% coinsurance	$20 / visit, 30% coinsurance 30% coinsurance	Copayment does not apply to the out-of-pocket maximum. None
If you need immediate medical attention	Emergency room care	$75 / visit, 10% coinsurance	$75 / visit, 10% coinsurance	You must notify Kaiser Permanente within 24 hours if admitted to an out-of-network provider; Limited to initial emergency only; Copayment is waived if admitted as an inpatient.
	Emergency medical transportation	20% coinsurance Deductible does not apply	20% coinsurance Deductible does not apply	None
	Urgent care	$20 / visit Deductible does not apply	$20 / visit Deductible does not apply	Copayment does not apply to the out-of-pocket maximum.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
If you have a hospital stay	Facility fee (e.g., hospital room)	10% coinsurance	30% coinsurance	Preauthorization required or will not be covered.
	Physician/surgeon fees	10% coinsurance	30% coinsurance	Preauthorization required or will not be covered.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	$20 / visit Deductible does not apply	$20 / visit Deductible does not apply	Copayment does not apply to the out-of-pocket maximum.
	Inpatient services	10% coinsurance	30% coinsurance	Preauthorization required or will not be covered.
If you are pregnant	Office visits	10% coinsurance	$20 / visit Deductible does not apply	Cost sharing does not apply to certain preventive services. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).
	Childbirth/delivery professional services	10% coinsurance	30% coinsurance	You must notify Kaiser Permanente within 24 hours of admission, or as soon thereafter as medically possible. Newborn services cost shares are separate from that of the mother.
	Childbirth/delivery facility services	10% coinsurance	30% coinsurance	You must notify Kaiser Permanente within 24 hours of admission, or as soon thereafter as medically possible. Newborn services cost shares are separate from that of the mother.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-network Provider (You will pay the least)	Out-of-network Provider (You will pay the most)	
If you need help recovering or have other special health needs	Home health care	No charge Deductible does not apply	30% coinsurance	130 visit limit / year. Limits combined with in and out-of-network provider networks. Preauthorization required or will not be covered.
	Rehabilitation services	Outpatient: $20 / visit Deductible does not apply Inpatient: 10% coinsurance	Outpatient: $20 / visit Deductible does not apply Inpatient: 30% coinsurance	Outpatient: 60 visit limit / year. Inpatient: 60 day limit / year (combined limit with Habilitation services). Services with mental health diagnoses are covered with no limit. Limits are combined with in and out-of-network provider networks. Inpatient: Preauthorization required or will not be covered. Copayment does not apply to the out-of-pocket maximum.
	Habilitation services	Outpatient: $20 / visit Deductible does not apply Inpatient: 10% coinsurance	Outpatient: $20 / visit Deductible does not apply Inpatient: 30% coinsurance	Outpatient: 60 visit limit / year. Inpatient: 60 day limit / year (combined limit with Rehabilitation services). Services with mental health diagnoses are covered with no limit. Limits are combined with in and out-of-network provider networks. Inpatient: Preauthorization required or will not be covered. Copayment does not apply to the out-of-pocket maximum.
	Skilled nursing care	10% coinsurance	30% coinsurance	180 day limit / year. Limits are combined with in and out-of-network provider networks. Preauthorization required or will not be covered.
	Durable medical equipment	No charge Deductible does not apply	No charge Deductible does not apply	Subject to formulary guidelines. Preauthorization required or will not be covered.
	Hospice services	No charge Deductible does not apply	30% coinsurance	Preauthorization required or will not be covered.
If your child needs dental or eye care	Children's eye exam	$20 / visit Deductible does not apply	Not covered	Limited to one exam / 12 months. Copayment does not apply to the out-of-pocket maximum.
	Children's glasses	Not covered	Not covered	None
	Children's dental check-up	Not covered	Not covered	None

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.)		
• Children's glasses	• Infertility treatment	• Private-duty nursing
• Cosmetic surgery	• Long-term care	• Routine foot care
• Dental care (Adult & Child)	• Non-emergency care when traveling outside the U.S.	• Weight loss programs

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)		
• Acupuncture (8 visit limit / year)	• Chiropractic care (20 visit limit / year)	• Routine eye care (Adult)
• Bariatric surgery	• Hearing aids ($1,000 / ear / 36 months)	

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 shown in the chart below. 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 the agencies in the chart below.

Contact Information for Your Rights to Continue Coverage & Your Grievance and Appeals Rights:

Kaiser Permanente Member Services	1-888-901-4636 (TTY: 711) or www.kp.org/wa
Department of Labor's Employee Benefits Security Administration	1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform
Department of Health & Human Services, Center for Consumer Information & Insurance Oversight	1-877-267-2323 x61565 or www.cciio.cms.gov.
Washington Department of Insurance	1-800-562-6900 or www.insurance.wa.gov

Does this plan provide Minimum Essential Coverage? Yes
If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

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:
Spanish (Español): Para obtener asistencia en Español, llame al 1-888-901-4636 (TTY: 711).
Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-888-901-4636 (TTY: 711). Chinese (中文): 如果需要中文的帮助，请拨打这个号码 1-888-901-4636 (TTY: 711).
Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-888-901-4636 (TTY: 711).

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 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	**$300**
Specialist copayment	**$20**
Hospital (facility) coinsurance	**10%**
Other (blood work) coinsurance	**10%**

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	**$12,800**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$300
Copayments	$30
Coinsurance	$1,170
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$1,560**

Managing Joe's type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	**$300**
Specialist copayment	**$20**
Hospital (facility) coinsurance	**10%**
Other (blood work) coinsurance	**10%**

This EXAMPLE event includes services like:
Primary care physician office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$7,400**

In this example, Joe would pay:

Cost Sharing	
Deductibles	$300
Copayments	$800
Coinsurance	$90
What isn't covered	
Limits or exclusions	$60
The total Joe would pay is	**$1,250**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	**$300**
Specialist copayment	**$20**
Hospital (facility) coinsurance	**10%**
Other (x-ray) coinsurance	**10%**

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	**$1,900**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$300
Copayments	$100
Coinsurance	$200
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$600**

The **plan** would be responsible for the other costs of these EXAMPLE covered services.