



1199SEIU Benefit and Pension Funds

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National Benefit Fund
Health Care Employees Pension Fund
Greater New York Benefit Fund
Greater New York Pension Fund
Home Care Employees Benefit Fund
Home Care Employees Pension Fund
Licensed Practical Nurses Welfare Fund

BENEFITS ARE SUBJECT TO EACH FUND'S SUMMARY PLAN DESCRIPTION (SPD) AND THE DISCRETION OF THAT FUND

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June 27, 2023

Re: New Eligibility Classes for Health Coverage in 1199SEIU Home Care Benefit Fund

Dear 1199SEIU Contributing Employer:

At their June 15, 2023 meeting, the trustees of the 1199SEIU Home Care Benefit Fund (HCBF) voted to create a new household income eligibility criterion in addition to the 100-hour rule in order to preserve health benefits for your 1199SEIU employees and help ensure the long-term sustainability of the Fund. The new eligibility requirements will ensure health coverage for members either through the Home Care Benefit Fund, through a new 1199 Essential Health Plan partnership, or by helping members access public health plans like Medicaid, Medicare and Child Health Plus for themselves or their minor dependents.

The new 1199 Essential Health Plan Partnership will provide a comparable quality health benefit to members with lower incomes who do not qualify for Medicaid and who no longer qualify for major medical coverage directly through HCBF. Effective October 1, 2023 for members earning less than 200 percent of the federal poverty level, and January 1, 2024 for members earning between 200 percent to 250 percent of the federal poverty level, the HCBF plan will cover out-of-pocket healthcare costs and premiums up to \$2000 per year for individual health coverage, including applicable Essential Plan coverage, and up to \$4,000 per year for Medicare coverage. These members will also continue to be eligible for life insurance, wellness and program benefits. Please note that you will continue to deduct the weekly premium from the paychecks of your 1199SEIU employees who receive coverage through the HCBF, regardless of whether they are receiving major medical coverage or out-of-pocket healthcare reimbursement benefits.

To facilitate this change, all home care members must complete a brief survey by July 17 about their household size and income. BeneStream will review members' surveys, determine their household income, and provide the results to the Home Care Benefit Fund, which will assess their eligibility and ensure they are enrolled in the appropriate healthcare plans. For your reference, we have again attached the letter that is being sent to your 1199SEIU Home Care Fund employees regarding this change.

If you have any questions, please contact our Employer Services Unit at (646) 473-6413.

Sincerely,

Darryl Garrison

Chief of Eligibility Operations