

For Your Benefit

EN ESPAÑOL p16

Fall 2023

Why did Sharese Welch begin her health journey? As a mother of three who's been happily married for over 20 years, Sharese wants to be there for her family.

*Find out more
on page 10*



1199SEIU Funds
Benefit and Pension

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The National Benefit Fund believes it is a "grandfathered health plan" under the Patient Protection and Affordable Care Act (the "Affordable Care Act"). A grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted in 2010. 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 an external review process for claims appeals. 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. The Wage Class III plan is not a grandfathered health plan. Questions regarding which protections apply and which protections do not apply to a grandfathered health plan can be directed to the Plan Administrator at (646) 473-9200. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at (866) 444-3272 or www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-ebsa. This website has a table summarizing which protections do and do not apply to grandfathered health plans.



Our 2024 **Members' Voices** Calendar is sure to inspire you!

This year's Benefit and Pension Funds calendar showcases the healthy living stories of members like you. These 14 1199SEIU members have embarked on their own unique health journeys, and they are willing to share what they've learned to help motivate you in the coming year! You'll also find important contact information and quick, at-a-glance overviews of the services and programs your Funds offer.

If you would like to receive a calendar, please visit www.1199SEIUBenefits.org/Member-Calendar

GREATER NEW YORK BENEFIT FUND MEMBERS: Spousal Open Enrollment Begins January 1

If you'd like to sign up your spouse for health coverage through the Greater New York Benefit Fund plan, visit www.My1199Benefits.org to access enrollment materials. Just sign your completed Spouse Coverage and Payroll Deduction Authorization Form authorizing a \$25 per week deduction from your paycheck and return it to your employer before February 1 for coverage to begin March 1. Even if you choose not to enroll your spouse, you and your children up to age 26 still have comprehensive coverage, with no premium payments. Don't delay—the enrollment period ends January 31.

If you need assistance enrolling your spouse, call our Member Services Department at (646) 473-9200.

Message from the Executive Director



Dear 1199SEIU Members,

I've been thinking about the 1199 community quite a bit lately and how very much it means to me. Our community is a source of inspiration for me, and I'm so proud to be a part of it.

I believe that being an active part of our 1199 community helps to support us in achieving and maintaining good health. I've recently become more involved with our WeightWatchers® 1199ers Group in the Connect section of the WW app. As I've gotten to know more of you in our group, it's really encouraging to hear your experiences and share your victories.

No matter where you are on your health journey, I urge you to make the most of every opportunity you have as an 1199SEIU member to take your next step. In this issue of *For Your Benefit*, you'll find information about the many programs that are available to help support you on your journey. And you'll hear good news from Tykar Williams, Joanne Rosso and Salvatore Oliveri—fellow members who were featured in our spring issue.

You'll also hear from another 1199er, Sharese Welch, a mother of three who began her health journey so she can be around to enjoy more time with her family.

And because family is so important, we're partnering with Brightline to bring you support if your child is facing a challenge. With Brightline, you have online access to psychologists, therapists and virtual coaching for you and your child—see page 11 for more information.

I hope you'll take a moment to read through this issue of *For Your Benefit*. And in the spirit of community, we are always searching for new ways to inspire you to connect. So, I'm really excited to share our new *Members' Voices* series, in which 1199ers share the how and why of their health journeys. I'm also pleased to announce the launch of our new podcast, *Health Is the Key*—an engaging way for you to get cutting-edge healthy living information from our industry's experts and leaders!

In good health,

Donna Rey, EdD
Executive Director and CEO
1199SEIU Benefit and Pension Funds



Our new video series!

Would you like to share your healthy living story and star in your own episode of *Members' Voices*?

We'd love to hear from you!

Have you heard Nadine Brown's *Members' Voices* story? More than 2,000 of you have watched her video since we released it. We've featured seven 1199ers since our continuing series began. And there's more to come! That's because when it comes to healthy living, the most helpful advice and inspiring stories come right from your fellow 1199SEIU members! So, visit www.1199SEIUBenefits.org/HealthyLiving/MemberVoices to hear how and WHY they began their health journeys—and the strategies they've picked up along the way. Each story is one or two minutes long and is sure to provide you with inspiration and down-to-earth advice to help you on your own health journey!



Scan the QR code below or visit the Healthy Living Resource Center at www.1199SEIUBenefits.org/HealthyLiving/MemberVoices



“
In the spirit of community, we are always searching for new ways to inspire you to connect. So, I'm really excited to share our new *Members' Voices* series with you and announce the launch of our new podcast, *Health Is the Key!*”





The *Health Is the Key* podcast is dedicated to 1199SEIU members — healthcare workers who all too often put the health and well-being of others ahead of their own. By tuning in, members will learn how they can make their own health a priority with the latest information from leading medical experts, mental health professionals and other health leaders.

They will hear inspiring success stories from fellow members and learn about the wealth of programs, services and other resources the Benefit Funds provide to support them on their health journeys — wherever they are.

Stay tuned for our new podcast

Our new *Health Is the Key* podcast is dedicated to you, our healthcare workers. Your health and well-being are just as important as that of your patients and residents. When you tune in, you'll find helpful information from our industry's leading medical experts, mental health professionals and other health leaders. You'll hear inspiring success stories from fellow members. You can also learn about the healthy living resources, wellness programs and services the Benefit Fund provides to help support you on your journey. We have an exciting lineup of guests, so keep an ear out for our launch!

*Join our host
Elizabeth Moore
for the conversation!*

Here's a brief excerpt from one of our episodes:

“When it comes to healthy living, most of us know what we should do, but how we make healthier life choices and build new habits may be very different for me than it is for you. So, what we set out to do is offer members options to support the next step in their health journey.”

*Dr. Donna Rey
Benefit and Pension Funds
Executive Director and CEO*

Check out the lineup for our first few episodes:

Embrace Your Healthy Living Journey with Dr. Donna Rey, Benefit and Pension Funds Executive Director and CEO

An Insider's Look at WeightWatchers with WW Coach Angelica McQuade

Take a Deep Breath with Dr. Karinn Glover, a leading psychiatrist and mental health consultant

Call Your Doctor—Stat! with Dr. Van H. Dunn, Benefit Funds Chief Medical Officer

It's About Community with WW Coach Monika Pierce

Scan this QR code to find out more!



1199SEIUBenefits.org

www.1199SEIUBenefits.org/Health-Is-the-Key

A Message from Dr. Van H. Dunn, Chief Medical Officer



You've heard me say this before because it's so important: Developing a good relationship with a primary care physician (PCP) is an essential part of your health journey. One of the keys to doing this is establishing a routine of regular care, which includes an annual checkup and recommended screenings.

Since nearly 50 percent of our U.S. population is living with diabetes or pre-diabetes,* it affects us all in one way or another. I encourage you to get tested, along with any other screenings your doctor recommends.

But screening advice is just one reason to schedule an appointment with your PCP—or make your first appointment with a new one. Routine visits allow you to develop a relationship with your doctor and build trust so you feel comfortable talking openly and asking questions.

When I was a primary care doctor, 90 percent of what I learned about a patient came from talking with them. During your annual checkup, your doctor should be asking questions about your overall health. Please be honest. It's confidential, and nothing surprises us.

You can find out more about building a healthy relationship with your doctor by visiting our Healthy Living Resource Center at www.1199SEIUBenefits.org/HealthyRelationships. Need to find a primary care physician? Check out our 1199SEIU Provider Directory at findadoc.1199SEIUBenefits.org.

**Centers for Disease Control and Prevention*

The fall's 2-step protection plan: The flu shot + the latest COVID-19 booster!

As a healthcare worker, you help keep others healthy. But you're also at increased risk of catching the flu and COVID-19—and spreading it to others. So, if you haven't done it yet, get protected with this plan.



Step 1: Get a flu shot

Flu season is here, so the best way to avoid the aches and pains the virus can bring is by getting vaccinated. If your employer offers the shot at your worksite, get it as soon as possible. If not, remember that your Benefit Fund covers this vaccine—just make an appointment with your physician or visit a participating pharmacy.

Step 2: Get the new COVID-19 booster

While COVID-19 is back on the rise, there's good news—a new booster is here to help protect you from the latest variants. Even if you've been vaccinated or boosted or had the virus, the U.S. Centers for Disease Control and Prevention recommend you get the new booster. Speak with your doctor or schedule an appointment with a participating pharmacy.

Teladoc Primary360 HEALTH

Finding and building a relationship with a primary care physician (PCP) is one of the most important ways you can protect your health and well-being. If you do not have a PCP and need the convenience of seeing one virtually, a Teladoc Primary360 provider can offer you annual exams and preventive care, diagnose and treat health concerns, help manage chronic conditions, fill prescription medications and refer you to in-network specialists. Choose a provider based on specialty, language, gender and/or availability, and see this same provider throughout the course of your care.

You'll even get additional support from a Care Team, including registered nurses, medical assistants and care coordinators. Visit www.Teladoc.com or call (800) TELADOC (835-2362) to find your PCP today.

**To learn more about building a relationship with your doctor,
visit www.1199SEIUBenefits.org/HealthyRelationships.**



See why 1199ers are joining

There's a reason why over 4,800 1199ers have signed up—because WeightWatchers has a proven track record of helping members reach their goals. This science-backed program provides meal planning, an award-winning app and more than 12,000 nutritious and tasty recipes. Now, there are even 1199ers-only workshops and our own social network, the 1199ers Group, to help our community support one another and exchange information. And the best part is when you join through the Benefit Fund, you can take advantage of our discounted—or no-cost—premium membership!

Visit www.1199SEIUBenefits.org/WW to sign up today!

1199ers

Success stories

Mount Sinai's Tykar Williams and Long Island Community Hospital buddies Joanne Rosso and Salvatore Oliveri discussed why they joined WeightWatchers® in the previous edition of *For Your Benefit*. Their stories helped inspire thousands of 1199ers to take advantage of the discounted WW membership rates offered through the Benefit Fund. Let's see where they are now on their journeys...

Tykar Williams

When we last spoke with Physical Therapy Technician Tykar Williams, he'd signed up with WW to keep off the weight he'd recently lost. *Fast-forward:* His WW membership, along with his dedication to juicing his own healthy drinks, allowed him to do that—and he's lost another 15 pounds! Now he has the energy he needs to advance his career by taking part in the Funds' Radiological Technology Service Payback Education Program.

Way to go, Tykar!



Joanne Rosso and Salvatore Oliveri

Have they continued to follow the WW program? Has it worked for them? **YES** and **YES!** Joanne lost another 17 pounds since we first featured her journey, taking off a total of 30 pounds since joining WW. A lot of people have noticed her weight loss lately, including her doctors. And her cardiologist couldn't be happier. Her blood pressure and cholesterol levels are now normal—both were elevated before she joined WW and lost weight. *And Sal?* He's lost 51 pounds since joining, and he isn't done yet. He wants to lose another 30 pounds and is thankful for the help he's receiving on the way to his goal. Joanne couldn't be prouder of her buddy.



Already a WW member? Join the 1199ers Group!

Tykar, Joanne and Sal also joined the 1199ers Group in the Connect section of the WeightWatchers app. If you're a WW member, it's easy to become a part of this fun, supportive, judgment-free zone and start chatting with other 1199ers. When you join, you can share your story, get tips and inspiration, and exchange advice with other members who may be on a journey similar to yours. Get connected—you never know who might show up!



Help spread the word by visiting www.1199SEIUBenefits.org/WW-Connect to download the flyer above.

WHY are you taking your health journey?

Whether you are just starting out or you have been at it for a while, ask yourself, WHY am I on this journey? Your WHY is the reason you've been courageous enough to begin your health journey—and it's the thing that motivates you to achieve your goals.

Visit www.1199SEIUBenefits.org/HealthyLiving to let us know!

Sal took charge and stayed focused. He lost so much weight. WeightWatchers obviously is a big part of that, but I like to think the support his 1199SEIU family members (*like me*) had a little something to do with it, too!

Joanne Rosso



Weight Watchers' Potato and Pepper Frittata

Serves 4

④ points per serving

This frittata is the ultimate easy-on-the-cook egg dish for breakfast or brunch. It's impressive-looking enough to serve a crowd, but simple enough to put together for a quick breakfast. Also, the recipe is extremely versatile. You can substitute other vegetables, such as zucchini, chopped broccoli or tomatoes, and other cheeses, such as feta or Monterey Jack, instead of what the recipe calls for here.

Ingredients

- 1 tablespoon of canola oil
- 2 cups of frozen shredded hash brown potatoes
- 8 medium scallions, chopped
- 1 medium red bell pepper, seeded and chopped
- A pinch of salt
- ¼ cup of fresh, flat-leaf parsley, chopped
- 2 cups of liquid egg substitute
- ½ cup of shredded fat-free cheddar cheese
- 1 tablespoon of shredded Parmesan cheese
- ½ teaspoon of coarsely ground black pepper

Instructions

1. Heat the oil in a medium non-stick skillet over medium heat. Add the hash browns, scallions, bell pepper and salt; cook, stirring frequently, until the vegetables are tender and golden, 8 to 10 minutes. Stir in the parsley.
2. Meanwhile, spray a large non-stick skillet with non-stick spray and set over medium heat. Add the egg substitute and cook until set, 7 to 8 minutes, lifting the edges often with a spatula to let the uncooked egg substitute flow underneath.
3. Spoon the potato mixture over the frittata, then sprinkle with the cheddar cheese, Parmesan cheese and ground pepper. Cover the skillet and cook until the cheese melts, about 3 minutes. *Enjoy!*

Legendary duos

Romeo and Juliet.
The beach and sand.
Cake and ice cream.

You can't make a list of life's most legendary duos without **hypertension and diabetes**. According to the National Institutes of Health, an estimated 73 percent of people in the U.S. who have diabetes also have hypertension. Although they're often found together, the good news is that both are manageable and may even be completely reversible when you take some small steps.



Breaking up a bad combo!

How did diabetes and hypertension become such fast friends? Over time, diabetes can cause inflammation and damage to small blood vessels and kidneys. These changes contribute to high blood pressure.

So, let's get to know these BFFs a little bit better.

Diabetes stops your body from making enough insulin or using it as well as it should, resulting in too much sugar in your bloodstream. Over time, diabetes also sets you up for kidney failure and heart disease. A person is considered diabetic when their A1C level is 6.5% or higher.

Hypertension, or high blood pressure, makes your heart work harder to pump blood through your body. Left unchecked, it can cause strokes, as well as kidney and heart disease. High blood pressure is a consistent reading of 140/90 or higher.

Start to fight back by scheduling a checkup with your doctor. With a physical exam, your doctor will be able to assess your health and let you know about any tests you should have. This will provide the basis for your plan of action—if you need it.

Approximately
73% of the
34 million
people in
the U.S. with
diabetes
also have
hypertension.



The one-two punch: Healthy eating and movement!

Making changes to your lifestyle is easier to achieve if you start small. Start with healthy swaps you can make in your food choices and add a 10-minute walk to your activity today. Weight loss is a superhero when fighting this bad combo. Eating healthier food and adding more movement to your day can dramatically affect your health. And remember: Every little change you make counts.

We can help! Check out this wellness workshop on nutrition and diabetes:

www.1199SEIUBenefits.org/Video/Nutrition-Diabetes

Stay active doing what you love!

Many basic activities can be aerobically effective when the intensity and frequency are increased.

Need some ideas?

Our Healthy Living Resource Center is here to support you—no matter where you are on your health journey. Join us online for a dance or yoga class or browse our video library for exercise routines, wellness workshops and more!

www.1199SEIUBenefits.org/HealthyLiving

You won't know until you go!

PROTECT YOUR HEALTH WITH REGULAR SCREENINGS

We've all seen scary movies, where you hold your breath wondering what will jump out from every dark corner. But if you approach going to the doctor with the same fears, it's time to rethink your feelings. Many people avoid health screenings because they're afraid of the results. While being nervous is understandable, the truth is: You won't know until you go. Whether you get peace of mind or a head start on treatment, scheduling a screening with your doctor is potentially lifesaving.

Our Chief Medical Officer, Dr. Van H. Dunn, recommends the following screenings to help you maintain a healthier, fuller life. Check with your primary care physician to find out which screenings are right for you.

Screening	Beginning at age	How often?
Physical Exam	All ages	At least every year
Eye Exam	Age 40+	Every 2 to 4 years
Blood Pressure Screening	Age 18+	At least every year
Cholesterol*	Age 18+ If your initial test results were abnormal, or if you're at higher risk of heart disease	Every 5 years As directed by your doctor
Glucose/Blood Sugar Screening for Diabetes	Age 45+	With every annual checkup
Bone Density (osteoporosis screening)	Women: age 65+, as well as younger postmenopausal women who have risk factors or who have had a fracture as an adult Men: 65+	Once, then as directed by your doctor Discuss with your doctor
Cancer Screenings†		
Colorectal Cancer	Age 45+	Colonoscopy every 10 years or fecal blood test every year or Cologuard every 3 years Ask your doctor which test is best for you
Cervical Cancer Pap test HPV and Pap test	Women age 21–65 Women age 30–65	Every 3 years Every 5 years, or just Pap test every 3 years (If an HPV test is positive, screenings should be annual)††
Breast Cancer Clinical Breast Exam Mammography	Women age 20+ Women 40+	At your regular checkup Every year
Prostate Cancer	Men: discuss with your doctor	Discuss with your doctor
Lung Cancer	Current/former smokers within the past 15 years, age 50 to 80, who smoked 1 pack/day for 20 years or 2 packs/day for 10 years	Annual

*Talk to your doctor if you smoke; are overweight; have high blood pressure, diabetes or a history of gestational diabetes; have a family history of diabetes, heart disease or stroke; or are at risk for coronary artery disease.

†For all cancer screenings, talk to your doctor about your history and see if you need to get additional tests at an earlier age.

†† The HPV test looks for infections that are likely to cause cervical cancer, and can be used alone or at the same time as the Pap test.

Sources: American Academy of Family Physicians; American Cancer Society; U.S. Department of Health and Human Services

This screening is easier than ever!

The good news is colorectal cancer diagnoses have dropped in the U.S. in the last few decades. This is mainly because more people are getting screened.* There are now several options for screening, which makes it easier for people to do. Another contributing factor could be that there has been a change in attitude toward healthy eating and exercise. The U.S. Preventive Services Task Force recommends that everyone ages 45 to 75 be screened for colorectal cancer, so make an appointment to be screened. And if you have a family history of cancer, you should check with your doctor to see if you should be tested sooner.

**American Cancer Society*

The Women's Health and Cancer Rights Act

If you're battling breast cancer, we're here to support you every step of the way, from mammogram to cancer care. Your health benefits give you access to quality oncology care with many of the top cancer treatment centers in the New York metropolitan area, so you won't have to go outside of your network for care.

We also provide coverage for reconstructive surgery, prostheses and other mastectomy-related services, including:

- Reconstruction of the breast on which a mastectomy was performed;
- Surgery and reconstruction of the other breast to achieve a symmetrical appearance;
- Prostheses; and
- Treatment for physical complications associated with all stages of the mastectomy, including lymphedema.

These benefits are provided under the 1199SEIU National Benefit Fund for Health and Human Service Employees and the 1199SEIU Greater New York Benefit Fund. Coverage is subject to benefit rules, exclusions and limitations that may apply under the Plans, as permitted by law.



WHY

As a mother of three who's been happily married for over 20 years, Sharese wants to be there for her family. "I have family members who passed away at an early age because of diabetes and heart issues," she said, "but I want to stay in front of my health so that doesn't happen to me."

Sharese Welch
Host, Food Services Department



NYU | TISCH

While many 1199SEIU members responded to the Benefit Fund's "Tell Us Your WHY" question, Sharese Welch was especially happy to participate in the contest—and win some swag!

When she was first diagnosed with diabetes in 2019, she wasn't an 1199SEIU member. But her grandmother strongly encouraged her to become part of 1199SEIU. "I'm happy she did. She was right, my benefits have been amazing," Sharese said. "Now I'm confident when I go to my doctor's appointments that everything will be covered." This confidence has helped Sharese take control of her diabetes and her health journey.

In 2021, Sharese began using a step tracker, which helped her lose the 15 pounds she gained during the earlier days of the pandemic. And she didn't stop there. She's still using the step tracker and has now lost 25 pounds. "It's like a fine piece of jewelry that helps me meet my goal each day," Sharese explained. Wearing it encourages her to walk as much as she can, so she makes better choices—like walking around the block to get her daily cup of coffee even when a more direct route is available. The results of this dedication have shown up in her blood work. Her A1C levels dropped from 7.2 to 6.5 in just three months—without medication.

Sharese also relies on the care she receives from her team of doctors at NewYork-Presbyterian's Weill Cornell Medical Center. Regular checkups have been a part of Sharese's life for nearly 20 years, but her 1199SEIU health benefits allow her to see her

healthcare team when she needs to, without worrying about deductibles and co-pays. Her care team includes her primary care physician, cardiologist and endocrinologist. Sharese believes that having everything monitored in one place helps ensure nothing is missed. "I have a great team that helps me keep everything under control—they really treat me like family," she explained. "Before, I felt like the costs were affecting my well-being. I wasn't going to my doctors as often as I should because I couldn't afford to. Now, if my A1C is up, I see my doctor and I don't have to worry."

As a Host in the Food Services Department at NYU Tisch Hospital, Sharese enjoys doing what she can to improve her patients' days. A bonus is that the work she does helped her learn the importance of healthy eating. She's picked up some tips that help her manage her diabetes, like limiting her intake of carbohydrates and sticking with heart-healthy foods.

And she's considering joining WeightWatchers. "I think it's awesome that we have that benefit now," Sharese said. "I'm very excited about looking into it." [The Benefit Fund team encourages her to do it!]

Getting her health under control has allowed Sharese to spend time doing something else she enjoys—reading. "I love the peace that books can bring," she said. "I just got my new library card, and my children can't believe I still go there. But I'm thrilled, like I was when I won the contest," she said with a smile.



Introducing **brightline**

Get mental health support for your child

While it's true that kids and teens go through many emotional changes, some need more attention than others. Finding the right support when your child is dealing with emotional challenges isn't easy, so your 1199SEIU Benefit Fund is offering a new way to help you navigate the process.

In partnership with Brightline, you have online access to a dedicated team of licensed psychiatrists, psychologists and therapists for your child. Parents receive virtual coaching and support, as well, to help them help their child navigate conditions from social and self-esteem issues to ADHD, anxiety and depression.

With Brightline, you can count on:

- Video visits with therapists and coaches from the comfort of your home
- Personalized sessions to help kids and teens learn strategies for dealing with everyday emotional issues
- Individualized support for parents, including a one-stop digital portal that includes a library of articles and videos, progress trackers and other resources to help parents better support their kids

No more long waits for care! Based on a short assessment of your family's needs, the Brightline team will help you determine whether psychiatry, therapy or coaching is the next step.

Signing up takes just minutes.

Visit HelloBrightline.com/1199SEIU for more information.

View our prenatal webinars on-demand



Whether it's your first child or your third, you'll learn what to expect as your due date approaches and how to care for yourself and your baby after delivery with our Wellness Department's online prenatal video series.

We have a library of classes available for you to watch whenever it's convenient. Browse the list of on-demand titles below:

- **Am I in Labor?**
- **Planning a Healthy Pregnancy**
- **Birthing Baby and Beyond**
- **Caring for You and Baby**
- **Pregnancy 101**

Visit www.1199SEIUBenefits.org/Maternal-Health to watch any of our on-demand classes.

**Provided by Worksite Medical Services, P.C., and offered in English and Spanish.*



Have you signed up for **MyAccount**?

We know your time is important, which is why your Benefit Fund works to bring you convenient ways to access your benefits and important information. **MyAccount** is an easy-to-use, personalized online platform designed to help you quickly make updates, sign up for popular programs and more.

With **MyAccount** you can:

- Change your address and personal information;
- Find a provider;
- Enroll in and coordinate benefits for eligible dependents;
- Find out the status of a claim;
- View explanation of benefits (EOB) statements;
- Request a new Health Benefits ID card;
- Request a pension estimate;
- Register for Child Care Fund benefits; and
- Link to your training benefits.



Join over 190,000 members who have created accounts!
Visit My1199Benefits.org
or use this QR code to download the app today!

Visit the Healthy Living Resource Center

Living a healthy life allows us to fully engage and be there for our loved ones, friends, co-workers, patients and residents. The Healthy Living Resource Center can support you on the path to wellness.

The Resource Center is divided into five sections:



Healthy Minds



Healthy Bodies



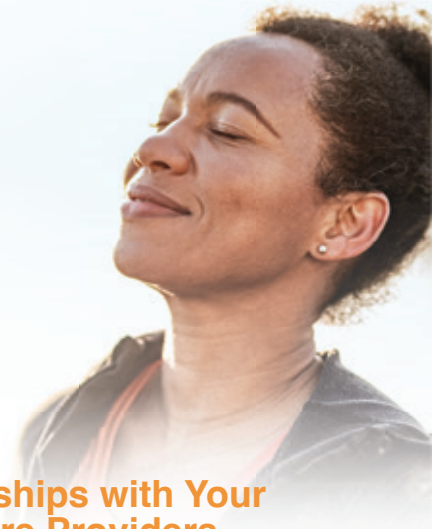
Healthy Hearts



Healthy Eating



Healthy Relationships with Your Healthcare Providers



Explore each topic for expert advice, helpful stats, resources, classes, event listings and much more.

Visit www.1199SEIUBenefits.org/HealthyLiving for more information



findhelp when you need it.

Findhelp is an online resource of free or low-cost community-based programs and services near where you and your family live and work. With our Wellness Member Assistance Program, we now offer a customized search engine tailored to provide you with resources for emotional well-being, food security, housing assistance, transit, additional child care, goods and services, and legal assistance.

To get started, visit findhelp.1199SEIUBenefits.org.



The Amalgamated Healthy Finances webinar series can help you understand your finances

Do you wish you knew more about how to improve your finances? Whether it's utilizing credit or protecting yourself from financial abuse, managing your money can leave you feeling confused. Take the guesswork out by attending one of our financial wellness webinars.

Upcoming Webinar: **Keeping It Safe**

Wednesday, January 24, 6:00 pm

This webinar will cover how to protect yourself from identity theft and financial abuse, how to improve your emergency financial preparedness, the different types of insurance and laws that can protect you from financial disaster, and more.

Visit www.1199SEIUBenefits.org/HealthyFinances to register.

Your future is bright with an 1199SEIU pension!

It may be difficult to imagine where you'll be in 10, 20 or even 30 years, but as an 1199SEIU member, you have the security of a defined benefit pension. This is a rare benefit for most workers today, making it a perk you may not give much thought to just yet. It's hard to appreciate what that means when you're years away from retirement. But a defined monthly pension offers financial security, peace of mind and freedom when the time to retire comes.

So even if you're years away from retirement, the 1199SEIU Pension Funds make it easy to take care of "future you" with a step-by-step guide through the pension application process.



Whether you want information about your benefit or are looking for concrete details, it's never too early to ask questions and figure out what your 1199SEIU pension means to you.

Now's the perfect time to start looking ahead—taking control of your financial future today ensures you'll have more freedom tomorrow.

Check out
www.1199SEIUBenefits.org/Pension-Retirement
for more information.

Training and Employment Funds help you advance your healthcare career

The Training and Employment Funds (TEF) provide you with education to advance your career. Through TEF, you can use your education benefits to increase your earnings and advance into hundreds of high-demand health careers.



Beginning Your Education Journey

TEF programs prepare you to return to school at various levels of education, including high school and college. Classes focus on reading comprehension, essay writing, math and science. Programs are available to you on test taking, digital literacy and other topics to support entry into college-level work. TEF also partners with the City University of New York and other college campuses to offer three-credit math and English courses.



Health Careers College Core Curriculum (HC4) Program

The Health Careers College Core Curriculum (HC4) Program is a supported program for adult learners with little or no experience in higher education who are pursuing undergraduate degrees in various allied health fields. The HC4 Program works with college partners to enable you to take “core” prerequisite courses required to complete your degree.



College Degree Programs

TEF makes college affordable and offers an array of options to support your success in healthcare degree programs, including associate, bachelor’s, master’s, PhD and professional degrees. There are also special initiatives for high-demand health careers, such as Licensed Practical Nurse, Registered Nurse, Bachelor of Science in Nursing (BSN), Master of Science in Nursing (including for nurse practitioner and other advanced nursing degrees), respiratory therapy, imaging degrees and more.

“[Prep Academy] has been a blessing in plain sight.

It has been an opportunity to overcome my past setbacks and rise above the challenges of my early educational experiences. In addition to placing me in a class based on my needs and attainment level, what the College Prep program did was to allow me to dig deep within myself to overcome challenges and set golden expectations. The program also provided encouragement, support and inspiration to me and other students like myself, so we can be prepared for whatever goal we are relentlessly chasing.”

**Johane Francilus,
Admissions Clerk**

“The HC4 program was a gateway for me with my education. Being an adult learner, I wasn’t sure how I would feel returning to school. HC4 provided a small [classroom] environment, which allowed me as a student to shine. Going to school with other people who are in very similar situations also makes the environment more comfortable. The pace is not as fast as going to a traditional college; however, “slow and steady” always wins the race. This is the exact environment that new learners and returning learners benefit from. It really sets you up for success.”

**Lori Jimenez-Estrada,
Licensed Practical Nurse**

For more information, call (844) TEF-1199, email Training@1199Funds.org or visit www.1199SEIUBenefits.org/TEF.



**1199SEIU/Employer
Child Care Corporation**

ANNE SHORE SLEEP-AWAY CAMP PROGRAM

CREATE MEMORIES THAT LAST A LIFETIME!

THE ANNE SHORE CAMP PROGRAM OFFERS

- A two-, three- or four-week summer sleep-away camp experience
- Arts, sports, outdoor adventure, technology and traditional camps
- Specialized camps for children with special needs

WHY APPLY?

Sleep-away camp is a great way for your child to learn:

- Independence
- Responsibility and teamwork
- New skills and talents

WHO CAN APPLY?

Your child(ren) may be eligible if:

- You currently work for a contributing employer and have been eligible for family coverage (Wage or Eligibility Class I) through your Benefit Fund for at least one consecutive year
- They are between 9 and 15 years old at the start of camp



Apply by January 31: Visit www.My1199Benefits.org and log in to MyAccount.

For more information, contact the 1199SEIU/Employer Child Care Corporation at (212) 564-2220, or email AnneShoreCampProgram@1199Funds.org

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El Fondo Nacional de Beneficios considera que es un "plan de salud de derechos adquiridos" en virtud de lo estipulado en la Ley de Medidas de Protección del Paciente y Cuidado de Bajo Costo (la "Ley de Cuidado de Bajo Costo"). Un plan de salud de derechos adquiridos puede preservar cierta cobertura médica básica que ya se encontraba en efecto cuando se aprobó esa ley en 2010. Dicho plan no puede incluir determinadas protecciones al consumidor señaladas en la Ley de Cuidado de Bajo Costo que se aplican a otros planes, por ejemplo, el requisito de un proceso de revisión externa para las apelaciones de las reclamaciones. Sin embargo, los planes de salud de derechos adquiridos deben cumplir con otras protecciones para el consumidor establecidas en la Ley de Cuidado de Bajo Costo, por ejemplo, la eliminación de los límites de por vida de los beneficios. El plan de Salario de Clase III no es un plan de salud de derechos adquiridos. Si tiene preguntas acerca de cuáles protecciones se aplican a un plan de salud de derechos adquiridos y cuáles no, puede comunicarse con el administrador del plan al (646) 473-9200. También puede comunicarse con la Administración para la Seguridad de los Beneficios del Empleado del Departamento de Trabajo de los EE. UU. por teléfono al (866) 444-3272 o visitando el sitio web www.dol.gov/agencies/ebsa/es/about-ebsa/ask-a-question/hace-una-pregunta. Allí, encontrará una tabla en la que se resumen cuáles protecciones se aplican a los planes de salud de derechos adquiridos y cuáles no.



Nuestro calendario de **Members' Voices** (Voces de los afiliados) de 2024 llega para ser de inspiración

El calendario de beneficios y Pension Fund de este año exhibe las historias de vidas saludables de afiliados como usted. Estos 14 afiliados de 1199SEIU han comenzado sus propios caminos únicos hacia la salud y están dispuestos a compartir lo que han aprendido para motivarle para el próximo año. También encontrará información de contacto importante y un resumen breve y de fácil acceso de los servicios y programas que ofrece su Fondo.

Si desea recibir un calendario, visite www.1199SEIUBenefits.org/Member-Calendar

MIEMBROS DEL FONDO DE BENEFICIOS DEL GRAN NUEVA YORK:

El Período de Inscripción Abierta para Cónyuges Comienza el 1 de Enero

Si desea inscribir a su cónyuge para la cobertura de salud a través del plan del Fondo de Beneficios del Gran Nueva York, visite www.My1199Benefits.org para acceder a los materiales de inscripción. Simplemente complete y firme el Formulario de autorización de cobertura para cónyuge y deducción de nómina para autorizar una deducción de \$25 por semana de su cheque de pago y entrégueselo a su empleador antes del 1 de febrero para que la cobertura comience el 1 de marzo. Incluso si no inscribe a su cónyuge, usted y sus hijos de hasta los 26 años tienen cobertura integral, sin pagos de primas. No se demore, el período de inscripción finaliza el 31 de enero.

Si necesita ayuda para inscribir a su cónyuge, llame a nuestro Departamento de Servicios para Miembros al (646) 473-9200.

Mensaje de la Directora Ejecutiva



Con espíritu de comunidad, siempre estamos buscando nuevas formas de inspirarlos a conectarse. Por ello, me emociona compartir nuestra nueva serie **Members' Voices** (Voces de los afiliados) con usted y anunciar el lanzamiento de nuestro nuevo pódcast, **Health Is the Key** (La salud es la clave).



Estimados afiliados de 1199SEIU:

Últimamente, he estado pensando bastante en la comunidad 1199 y en lo mucho que significa para mí. Nuestra comunidad es una fuente de inspiración para mí y estoy muy orgullosa de ser parte de ella.

Creo que ser parte activa de nuestra comunidad 1199 nos ayuda a lograr y mantener una buena salud. Recientemente, me he involucrado más con nuestro grupo de integrantes de 1199 de WeightWatchers® en la sección Conectar de la aplicación WW. A medida que he llegado a conocer a más de ustedes en nuestro grupo, es realmente alentador escuchar sus experiencias y compartir sus victorias.

Sin importar dónde se encuentren en su camino hacia la salud, los insto a que aprovechen al máximo cada oportunidad que tengan como afiliados de 1199SEIU para dar el siguiente paso. En esta edición de *For Your Benefit* (Para su beneficio), encontrarán información sobre los muchos programas que están disponibles para ayudarlos en su camino. Además, escucharán buenas noticias de Tykar Williams, Joanne Rosso y Salvatore Oliveri, compañeros que aparecieron en nuestra edición de primavera.

También escucharán de otra integrante de 1199, Sharese Welch, madre de tres niños, que inició su camino hacia la salud para poder estar cerca y disfrutar más tiempo con su familia.

Como la familia es tan importante, nos asociamos con Brightline para brindarles apoyo si su hijo enfrenta un desafío. Con Brightline, tienen acceso en línea a psicólogos, terapeutas y acompañamiento virtual para usted y su hijo; consulten la página 25 para obtener más información.

Espero que se tomen un momento para leer esta edición de *For Your Benefit*. Con espíritu de comunidad, siempre estamos buscando nuevas formas de inspirarlos a conectarse. Por ello, estoy muy emocionada de compartir nuestra nueva serie **Members' Voices** (Voces de los afiliados), en la que los integrantes de 1199 comparten el cómo y el porqué de sus caminos hacia la salud. También me complace anunciar el lanzamiento de nuestro nuevo pódcast **Health Is the Key** (La salud es la clave), una forma atractiva de obtener información de vanguardia sobre una vida saludable de la mano de los expertos y líderes de nuestra industria.

Espero que se encuentren muy bien de salud,

Donna Rey/EdD
Directora ejecutiva y CEO
Fondos de Beneficios y Pensiones de 1199SEIU



Nuestra nueva serie de videos

¿Le gustaría compartir su historia de vida saludable y protagonizar su propio episodio de **Members' Voices**? ¡Nos encantaría saber de usted!

¿Ha escuchado la historia de **Members' Voices** de Nadine Brown? Más de 2,000 de ustedes han visto su video desde que lo lanzamos. Hemos destacado a siete integrantes de 1199 desde el inicio de nuestra serie en curso. ¡Y hay mucho más por venir! Esto se debe a que cuando se trata de una vida saludable, los consejos más útiles y las historias inspiradoras provienen directamente de los afiliados de 1199SEIU. Por ello, visite www.1199SEIUBenefits.org/HealthyLiving/MemberVoices para escuchar cómo y POR QUÉ comenzaron sus caminos hacia la salud y las estrategias que han adoptado a lo largo del camino. Cada historia dura uno o dos minutos y seguramente le brindará inspiración y consejos prácticos para ayudarlo en su propio camino hacia la salud.



Escanee el código QR a continuación o visite el Centro de Recursos de Vida Saludable en www.1199SEIUBenefits.org/HealthyLiving/MemberVoices



1199SEIUBenefits.org



The *Health Is the Key* podcast is dedicated to 1199SEIU members — healthcare workers who all too often put the health and well-being of others ahead of their own. By tuning in, members will learn how they can make their own health a priority with the latest information from leading medical experts, mental health professionals and other health leaders.

They will hear inspiring success stories from fellow members and learn about the wealth of programs, services and other resources the Benefit Funds provide to support them on their health journeys — wherever they are.

Manténganse al tanto de nuestro nuevo pódcast

Nuestro nuevo pódcast *Health Is the Key* está dedicado a ustedes, nuestros trabajadores de atención médica. Su salud y bienestar son tan importantes como sus pacientes y residentes. Cuando sintonice, encontrará información útil de los principales expertos médicos, profesionales de la salud mental y otros líderes de la salud de nuestra industria. Escuchará inspiradoras historias de éxito de otros afiliados. También puede obtener información sobre los recursos para una vida saludable, los programas de bienestar y los servicios que brinda el Fondo de Beneficios para ayudarlo en su camino. Tenemos una interesante lista de invitados, ¡así que esté atento a nuestro lanzamiento!

*¡Únase a nuestra anfitriona
Elizabeth Moore para
la conversación!*

Aquí encontrará un breve extracto de uno de nuestros episodios:

“Cuando se trata de una vida saludable, la mayoría de nosotros sabemos lo que debemos hacer; sin embargo, la forma en que tomamos decisiones de vida más saludables y desarrollamos nuevos hábitos puede ser muy diferente para mí que para usted. Por eso, lo que nos propusimos hacer es ofrecer a los afiliados opciones para apoyar el siguiente paso en su camino hacia la salud”.

Dra. Donna Rey, presidenta y directora ejecutiva de Fondos de Beneficios y Pensiones

Consulte la programación de nuestros primeros episodios:

Aproveche su camino hacia una vida saludable con la Dra. Donna Rey, nuestra presidenta y directora ejecutiva de Fondos de Beneficios y Pensiones.

Una mirada desde adentro en WeightWatchers con la entrenadora de WW Angelica McQuade.

Respire profundamente con la Dra. Karinn Glover, una destacada psiquiatra y consultora de salud mental.

Llame a su médico, ¡ya! con el Dr. Van H. Dunn, nuestro director médico ejecutivo de Fondos de Beneficios.

Se trata de comunidad con la entrenadora de WW Monika Pierce.

Escanea este QR código para encontrar ¡saque más!



1199SEIUBenefits.org

www.1199SEIUBenefits.org/Health-Is-the-Key

Un Mensaje del Dr. Van H. Dunn, Director Médico Ejecutivo



Me ha oído decir esto antes porque es muy importante: desarrollar una buena relación con un médico de atención primaria (Primary Care Physician, PCP, por sus siglas en inglés) es una parte esencial de su camino hacia la salud. Una de las claves para lograrlo es establecer una rutina de atención regular, que incluya un chequeo anual y exámenes médicos recomendados.

Dado que casi el 50 por ciento de nuestra población estadounidense vive con diabetes o prediabetes*, esto nos afecta a todos de una forma u otra. Le recomiendo que se haga la prueba, junto con cualquier otro examen médico que recomiende su médico.

Sin embargo, los consejos sobre exámenes médicos son solo una de las razones para programar una cita con su PCP o programar su primera cita con uno nuevo. Las visitas de rutina le permiten desarrollar una relación con su médico y generar confianza para que se sienta cómodo para hablar abiertamente y hacer preguntas.

Cuando era médico de atención primaria, el 90 por ciento de lo que aprendía sobre los pacientes procedía de hablar con ellos. Durante su chequeo anual, su médico debería hacerle preguntas sobre su salud general. Sea honesto. Es confidencial y nada nos sorprende.

Puede obtener más información sobre cómo construir una relación saludable con su médico visitando nuestro Centro de Recursos de Vida Saludable en www.1199SEIUBenefits.org/HealthyRelationships. ¿Necesita encontrar un médico de atención primaria? Consulte nuestro Directorio de proveedores de 1199SEIU en findadoc.1199SEIUBenefits.org.

**Centros para el Control y Prevención de Enfermedades*

El plan de protección de 2 pasos para el otoño: ¡la vacuna contra la gripe + la última dosis de refuerzo contra la COVID-19!

Como trabajador de la atención médica, usted ayuda a mantener saludables a los demás. Sin embargo, también corre un mayor riesgo de contraer la gripe y la COVID-19 y contagiar a otras personas. Por ello, si aún no lo ha hecho, protéjase con este plan:



Paso 1: vacunarse contra la gripe

La temporada de gripe ya está aquí, por lo que la mejor manera de evitar los dolores y molestias que puede provocar el virus es vacunándose. Si su empleador ofrece la vacuna en su lugar de trabajo, consígala lo antes posible. De lo contrario, recuerde que su Fondo de Beneficios cubre esta vacuna; simplemente programe una cita con su médico o visite una farmacia participante.

Paso 2: obtener la nueva dosis de refuerzo contra la COVID-19

Si bien la COVID-19 ha vuelto a aumentar, hay buenas noticias: llegó una nueva dosis de refuerzo para ayudarlo a protegerse de las últimas variantes. Incluso si se ha vacunado, si recibió una vacuna de refuerzo o ha tenido el virus, los Centros para el Control y la Prevención de Enfermedades de EE. UU. recomiendan que reciba la nueva dosis de refuerzo. Hable con su médico o programe una cita con una farmacia participante.

Teladoc Primary360 HEALTH

Encontrar y establecer una relación con un médico primario (Primary Care Physician, PCP, por sus siglas en inglés) es una de las formas más importantes en que puede proteger su salud y bienestar. Si no tiene un PCP y necesita tener la comodidad de consultar a uno virtualmente, un proveedor de Teladoc Primary360 puede ofrecerle exámenes anuales y atención preventiva, diagnosticar y tratar preocupaciones médicas, ayudar a controlar afecciones crónicas, surtir medicamentos recetados y derivarlo a especialistas de la red. Elija un proveedor en función de la especialidad, el idioma, el sexo o a disponibilidad, y consulte a este mismo proveedor durante el transcurso de su atención. Incluso obtendrá apoyo adicional de un equipo de atención conformado por personal de enfermería certificado, asistentes médicos y coordinadores de atención. Visite www.Teladoc.com o llame al (800) TELADOC (835-2362) para encontrar su PCP hoy mismo.

Para obtener más información sobre establecer una relación con su médico, visite www.1199SEIUBenefits.org/HealthyRelationships.



Veamos por qué los integrantes de 1199 se unen a



Existe una razón por la que más de 4,800 integrantes de 1199 se han registrado: porque WeightWatchers tiene un historial comprobado de ayudar a los afiliados a alcanzar sus objetivos. Este programa respaldado por la ciencia ofrece planificación de comidas, una aplicación galardonada y más de 12,000 recetas nutritivas y sabrosas. Ahora, incluso hay talleres exclusivos para integrantes de 1199 y nuestra propia red social, el grupo con integrantes de 1199, para ayudar a nuestra comunidad a apoyarse mutuamente e intercambiar información. ¡Y la mejor parte es que cuando se inscribe a través del Fondo de Beneficios, puede aprovechar nuestra afiliación premium con descuento o sin costo!

Visite www.1199SEIUBenefits.org/WW para inscribirse hoy mismo.

Historias de éxito de los integrantes de 1199

Los amigos de Mount Sinai Tykar Williams y Long Island Community Hospital, Joanne Rosso y Salvatore Oliveri, hablaron sobre por qué se unieron a WeightWatchers® en la edición anterior de *For Your Benefit*. Sus historias ayudaron a inspirar a miles de integrantes de 1199 a aprovechar las tarifas de afiliación con descuento de WW que se ofrecen a través del Fondo de Beneficios. Veamos dónde se encuentran ahora en sus caminos...

Tykar Williams

La última vez que hablamos con el técnico de fisioterapia Tykar Williams, se había inscrito en WW para mantener el peso que había perdido recientemente. *Avance rápido...* su afiliación en WW, junto con su dedicación a preparar sus propios jugos saludables, le permitió lograrlo, ¡y ha perdido otras 15 libras! Ahora tiene la energía que necesita para avanzar en su carrera al participar en el Programa Educativo de Devolución de Servicio de Tecnología Radiológica de los Fondos. *¡Bien hecho, Tykar!*



Joanne Rosso and Salvatore Oliveri

¿Han seguido el programa WW? ¿Ha funcionado para ellos? **¡SÍ y SÍ!** Joanne bajó otras 17 libras desde que presentamos su camino por primera vez. Bajó un total de 30 libras desde que se unió a WW. Muchas personas han notado su pérdida de peso últimamente, incluidos sus médicos. Su cardiólogo no podría estar más feliz. Su presión arterial y sus niveles de colesterol ahora son normales; ambos estaban elevados antes de unirse a WW y perder peso. *¿Qué sucedió con Sal?* Ha perdido 51 libras desde que se unió y aún no ha terminado. Quiere perder otras 30 libras y está agradecido por la ayuda que está recibiendo en el camino hacia su objetivo. Joanne no podría estar más orgullosa de su amigo.



Sal tomó el control y se mantuvo concentrado.

Perdió mucho peso. WeightWatchers obviamente es una gran parte de eso, pero me gusta pensar que el apoyo de los miembros de su familia 1199SEIU (como yo) también tuvo algo que ver con eso.

Joanne Rosso

¿Ya es afiliado de WW? ¡Únase al grupo de integrantes de 1199!

Tykar, Joanne y Sal también se unieron al grupo de integrantes de 1199 en la sección Conectar de la aplicación WeightWatchers. Si es afiliado de WW, es fácil



convertirse en parte de esta zona divertida, solidaria y libre de juicios y comenzar a conversar con otros integrantes de 1199. Cuando se une, puede compartir su historia, obtener consejos e inspiración e intercambiar consejos con otros afiliados que puedan estar en un camino similar al suyo. Conéctese: ¡nunca se sabe quién podría aparecer!

Ayude a correr la voz visitando www.1199SEIUBenefits.org/WW-Connect para descargar el folleto de arriba.

¿POR QUÉ está emprendiendo su camino hacia la salud?

Ya sea que esté empezando o ya lleve un tiempo en esto, pregúntese: ¿POR QUÉ estoy en este camino? Su POR QUÉ es la razón por la que ha tenido el coraje de comenzar su camino hacia la salud y es lo que lo motiva a alcanzar sus objetivos.

Visite www.1199SEIUBenefits.org/HealthyLiving para informarnos.



Tortilla de papas y pimientos de Weight Watchers

Rinde 4 porciones

④ puntos por porción

Esta tortilla es la mejor opción para el cocinero: un plato de huevo fácil para el desayuno o brunch. Tiene una presentación lo suficientemente impresionante como para servir a una multitud, pero es lo suficientemente sencillo como para prepararlo para un desayuno rápido. Además, la receta es sumamente versátil. Puede sustituirla por otras verduras, como calabacín, brócoli o tomates picados, y otros quesos, como el feta o el Monterey Jack, en lugar de lo que pide la receta aquí.

Ingredientes

- 1 cucharada de aceite de canola
- 2 tazas de papas ralladas congeladas
- 8 cebollinos medianos picados
- 1 pimiento mediano rojo, sin semillas y picado
- Una pizca de sal
- ¼ de taza de perejil fresco de hoja plana, picado
- 2 tazas de sustituto líquido de huevo
- ½ taza de queso cheddar sin grasa rallado
- 1 cucharada de queso parmesano rallado
- ½ cucharadita de pimienta negra gruesa molida

Instrucciones

1. Caliente el aceite en una sartén mediana antiadherente a fuego medio. Agregue las papas ralladas, los cebollinos, el pimiento y la sal; cocine, revolviendo frecuentemente, hasta que las verduras estén tiernas y doradas, durante 8 a 10 minutos. Incorpore el perejil.
2. Mientras tanto, rocíe una sartén antiadherente grande con aerosol antiadherente y colóquela a fuego medio. Agregue el sustituto del huevo y cocine hasta que cuaje, durante 7 a 8 minutos mientras levanta los bordes con frecuencia con una espátula para dejar que el sustituto del huevo crudo fluya por debajo.
3. Vierta la mezcla de papa sobre la tortilla; luego espolvoree con el queso cheddar, el queso parmesano y la pimienta molida. Tape la sartén y cocine hasta que el queso se derrita, aproximadamente 3 minutos. *¡Disfrútelo!*

Dúos legendarios

Romeo y Julieta. La playa y la arena. Pastel y helado.

No se puede hacer una lista de los dúos más legendarios de la vida **sin hipertensión y diabetes**. Según los Institutos Nacionales de Salud, se estima que el 73 por ciento de las personas en los EE. UU. que tienen diabetes también tienen hipertensión. Aunque a menudo se encuentran juntos, la buena noticia es que ambos son manejables e incluso pueden ser completamente reversibles si da algunos pequeños pasos.



Cómo ponerle fin a una mala combinación

¿Cómo es que la diabetes y la hipertensión se convirtieron en tan buenos amigos tan rápidamente? Con el tiempo, la diabetes puede causar inflamación y daño a los vasos sanguíneos pequeños y a los riñones. Estos cambios contribuyen a la presión arterial alta.

Entonces, conozcamos un poco mejor a estos mejores amigos.

La **diabetes** impide que el cuerpo produzca suficiente insulina o la use tan bien como debería, lo que genera demasiada azúcar en el torrente sanguíneo. Con el tiempo, la diabetes también lo predispone a la insuficiencia renal y enfermedades cardíacas. Una persona se considera diabética cuando su nivel de A1C es del 6.5% o más.

La **hipertensión**, o presión arterial alta, hace que el corazón trabaje más para bombear sangre a través del cuerpo. Si no se controla, puede provocar accidentes cerebrovasculares, así como enfermedades renales y cardíacas. La presión arterial alta es una lectura constante de 140/90 o superior.

Empiece a defenderse programando un chequeo con su médico. Con un examen físico, su médico podrá evaluar su salud e informarle sobre las pruebas que debe realizarse. Esto proporcionará la base para su plan de acción, si lo necesita.

Aproximadamente
el 73% de los
34 millones
Las personas
en los EE. UU.
con diabetes
también tienen
hipertensión.



Doble impacto: ¡alimentación saludable y movimiento!

Hacer cambios en su estilo de vida es más fácil de lograr si comienza poco a poco. Comience con cambios saludables que pueda hacer en sus elecciones de alimentos y agregue una caminata de 10 minutos a su actividad hoy. La pérdida de peso es un superhéroe cuando se lucha contra esta mala combinación. Comer alimentos más saludables y agregar más movimiento a su día puede afectar drásticamente su salud. Y recuerde: cada pequeño cambio que haga cuenta.

¡Nosotros podemos ayudar! Consulte este Taller de Bienestar sobre nutrición y diabetes:
www.1199SEIUBenefits.org/Video/Nutrition-Diabetes

Manténgase activo haciendo lo que ama

Muchas actividades básicas pueden ser efectivas desde el punto de vista aeróbico cuando se aumentan la intensidad y la frecuencia.

¿Necesita algunas ideas?

Nuestro Centro de Recursos de Vida Saludable está aquí para ayudarlo, sin importar en qué etapa de su camino hacia la salud se encuentre. Unase a nosotros en línea para una clase de baile o yoga o explore nuestra biblioteca de videos para ver rutinas de ejercicios, talleres de bienestar y mucho más.

www.1199SEIUBenefits.org/HealthyLiving

¡No lo sabrá hasta que vaya!

PROTEJA SU SALUD CON EXÁMENES MÉDICOS REGULARES

Todos hemos visto películas de terror en las que uno contiene la respiración y se pregunta qué surgirá de cada rincón oscuro. Pero si se acerca a ir al médico con los mismos temores, es hora de reconsiderar sus sentimientos. Muchas personas evitan los exámenes médicos, ya que temen los resultados. Aunque es comprensible estar nervioso, la verdad es la siguiente: no lo sabrá hasta que vaya. Ya sea que obtenga tranquilidad o una ventaja en el tratamiento, programar un examen médico con su médico puede salvarle la vida.

Nuestro director médico ejecutivo, el Dr. Van H. Dunn, recomienda los siguientes exámenes médicos para ayudarlo a mantener una vida más sana y plena. Consulte con su médico de atención primaria para saber qué exámenes médicos son adecuados para usted.

Examen médico	Edad en que se inicia	¿Con qué frecuencia?
Examen físico	Todas las edades	Por lo menos cada año
Exámenes de la vista	Mayores de 40 años	Cada 2 a 4 años
Examen de la presión arterial	Mayores de 18 años	Por lo menos cada año
Colesterol*	Mayores de 18 años Si los resultados de sus exámenes iniciales fueron anormales o si se encuentra en mayor riesgo de enfermedad cardíaca	Cada 5 años Según indicación médica
Examen médico de la glucosa/azúcar en la sangre para detectar la diabetes	Mayores de 45 años	Con cada chequeo anual
Densidad ósea (examen médico para osteoporosis)	Mujeres: mayores de 65 años y mujeres jóvenes en edad posmenopáusica con factores de riesgo o que han sufrido una fractura durante la edad adulta Hombres: mayores de 65 años	Una vez, según indicación médica Hable con el médico
Exámenes médicos para detectar cáncer[†]		
Cáncer colorrectal	Mayores de 45 años	Una colonoscopia cada 10 años, una prueba de sangre oculta en heces cada año o una prueba Cologuard cada 3 años Pregúntele a su médico qué examen es mejor para usted
Cáncer cervical Prueba de Papanicolaou Prueba del virus del papiloma humano (Human papillomavirus, HPV) y la de Papanicolaou	Mujeres entre 21 y 65 años Mujeres entre 30 y 65 años	Cada 3 años Cada 5 años o solo la prueba de Papanicolaou cada 3 años (Si la prueba del VPH es positiva, los exámenes de detección de cáncer de cuello uterino deben ser anuales) ^{††}
Cáncer de mama Examen clínico de los senos Mamografía	Mujeres mayores de 20 años Mujeres mayores de 40 años	En su chequeo regular Cada año
Cáncer de próstata	Hombres: hable con su médico	Hable con el médico
Cáncer de pulmón	Personas que fuman/fumaron durante los últimos 15 años, entre 50 y 80 años, que fumaban un paquete de cigarrillos al día durante 20 años o dos paquetes al día	Anual

*Dígale a su médico si fuma, tiene sobrepeso, presión arterial alta, diabetes, o si tiene una historia de diabetes gestacional, una historia familiar de diabetes, enfermedades cardíacas o de derrame cerebral o tiene riesgo de enfermedad de la arteria coronaria.

[†]Para todos los exámenes médicos de detección del cáncer, consulte con su médico sobre su historia y averigüe si necesita pruebas adicionales en una edad más temprana.

^{††} La prueba del VPH busca infecciones que pueden causar cáncer de cuello uterino y se puede hacer la prueba solo o al mismo tiempo que la prueba de Papanicolaou.

Fuentes: Academia Americana de Médicos de Familia, Sociedad Americana del Cáncer, Departamento de Salud y Servicios Humanos de los Estados Unidos

¡Este examen médico es más fácil que nunca!

La buena noticia es que los diagnósticos de cáncer colorrectal han disminuido en los EE. UU. en las últimas décadas. Esto se debe principalmente a que cada vez más personas se hacen los exámenes médicos.* Ahora existen varias opciones para los exámenes médicos, lo que facilita que las personas los realicen. Otro factor contribuyente podría ser que ha habido un cambio de actitud hacia la alimentación saludable y el ejercicio. El Equipo de Trabajo Preventivo de EE. UU. recomienda que todas las personas de 45 a 75 años se realicen un examen médico para la detección del cáncer colorrectal; por ello, programe una cita para ser examinado. Y si tiene antecedentes familiares de cáncer, debe consultar con su médico para ver si debe hacerse la prueba antes.

*Sociedad Estadounidense contra el Cáncer

La Ley de Derechos sobre la Salud y el Cáncer de la Mujer

Si está combatiendo el cáncer de mama, estamos aquí para apoyarla en cada paso del camino, desde la mamografía hasta el tratamiento del cáncer. Sus beneficios de salud le proporcionan acceso a una atención de oncología de calidad en una gran parte de los mejores centros de tratamiento contra el cáncer del área metropolitana de Nueva York, de manera que no tendrá que salir de su red para sus cuidados.

Según el plan de tratamiento de su médico, usted tiene cobertura para los siguientes servicios:

- La reconstrucción del seno en que se realizó la mastectomía;
- La cirugía y la reconstrucción del otro seno para lograr un aspecto simétrico;
- Prótesis; y
- El tratamiento de las complicaciones físicas relacionadas con todas las etapas de la mastectomía, incluidos los linfedemas.

Estos beneficios son proporcionados por el Fondo Nacional de Beneficios de 1199SEIU para Trabajadores de la Salud y Servicios Humanos y el Fondo de Beneficios del Gran Nueva York de 1199SEIU. La cobertura está sujeta a las normas, exclusiones y limitaciones de los beneficios que pueden corresponder según los planes, de acuerdo con lo que permita la ley.



Como madre de tres hijos y felizmente casada durante más de 20 años, Sharese quiere estar ahí para su familia. “Tengo familiares que fallecieron a una edad temprana debido a diabetes y problemas cardíacos”, afirmó, “pero quiero estar al tanto de mi salud para que eso no me pase a mí”.

Sharese Welch
Anfitrión, Departamento de Servicios de Alimentación



NYU

TISCH

Si bien muchos afiliados de 1199SEIU respondieron a la pregunta “Díganos su POR QUÉ” del Fondo de Beneficios, Sharese Welch estuvo especialmente feliz de participar en el concurso y ganar algunos regalos.

Cuando le diagnosticaron diabetes por primera vez en 2019, no era afiliada de 1199SEIU. Sin embargo, su abuela la animó firmemente a formar parte de 1199SEIU. “Estoy feliz de que lo haya hecho. Tenía razón, mis beneficios han sido increíbles”, dijo Sharese. “Ahora, cuando voy a las citas con el médico, tengo la confianza de que todo estará cubierto”. Esta confianza ha ayudado a Sharese a tomar el control de su diabetes y su camino hacia la salud.

En 2021, Sharese comenzó a utilizar un rastreador de pasos, que la ayudó a perder las 15 libras que subió durante los primeros días de la pandemia. Y no se detuvo ahí. Todavía usa el rastreador de pasos y ahora ha bajado 25 libras. “Es como una fina joya que me ayuda a alcanzar mi objetivo cada día”, explicó Sharese. Llevarlo la anima a caminar tanto como pueda, por lo que toma decisiones mejores, como dar la vuelta a la manzana para tomar su taza diaria de café, incluso cuando hay una ruta más directa disponible. Los resultados de esta dedicación se han reflejado en sus análisis de sangre. Sus niveles de A1C disminuyeron de 7.2 a 6.5 en solo tres meses, sin necesidad de medicamentos.

Sharese también depende de la atención que recibe de su equipo de médicos en el NewYork-Presbyterian’s Weill Cornell Medical Center. Los chequeos regulares han sido parte de la vida de Sharese durante casi 20 años, pero sus beneficios de salud 1199SEIU le permiten ver a su equipo de atención

médica cuando lo necesita, sin preocuparse por deducibles y copagos. Su equipo de atención incluye a su médico de atención primaria, cardiólogo y endocrinólogo. Sharese cree que tener todo monitoreado en un solo lugar ayuda a garantizar que no se pierda nada. “Tengo un gran equipo que me ayuda a mantener todo bajo control; realmente me tratan como a una familia”, explicó. “Antes sentía que los costos estaban afectando mi bienestar. No iba a las consultas con mis médicos con tanta frecuencia como debería debido a que no podía permitírmelo. Ahora, si mi A1C sube, consulto a mi médico y no tengo que preocuparme”.

Como anfitriona en el Departamento de Servicios de Alimentación del NYU Tisch Hospital, Sharese disfruta haciendo todo lo posible para mejorar la vida de sus pacientes. Una ventaja adicional es que el trabajo que realiza la ayudó a aprender la importancia de una alimentación saludable. Ha aprendido algunos consejos que la ayudan a controlar su diabetes, como limitar su consumo de carbohidratos y consumir alimentos saludables para el corazón.

Además, está considerando unirse a WeightWatchers. “Creo que es fantástico que tengamos ese beneficio ahora”, expresó Sharese. “Estoy muy emocionada por explorarlo”. [¡El equipo del Fondo de Beneficios la anima a hacerlo!]

Tener su salud bajo control le ha permitido a Sharese dedicar tiempo a hacer otra cosa que le gusta: leer. “Me encanta la paz que los libros pueden traer”, dijo. “Acabo de recibir mi nueva tarjeta de la biblioteca y mis hijos no pueden creer que todavía vaya allí. Pero estoy emocionada, como cuando gané el concurso”, expresó con una sonrisa.



Presentación de **brightline**

Obtenga apoyo de salud mental para su hijo

Si bien es cierto que los niños y adolescentes pasan por muchos cambios emocionales, algunos necesitan más atención que otros. Encontrar el apoyo adecuado cuando su hijo enfrenta desafíos emocionales no siempre es fácil, por lo que su Fondo de Beneficios 1199SEIU ofrece una nueva forma de ayudarlo a navegar el proceso.

En asociación con Brightline, usted tiene acceso en línea a un equipo dedicado de psiquiatras, psicólogos y terapeutas autorizados para su hijo. Los padres también reciben acompañamiento y apoyo virtual para ayudarlos a ayudar a sus hijos a superar afecciones que van desde problemas sociales y de autoestima hasta trastorno por déficit de atención con hiperactividad (attention deficit hyperactivity disorder TDAH, por sus siglas en inglés), ansiedad y depresión.

Con Brightline, puede contar con lo siguiente:

- Visitas virtuales con terapeutas y entrenadores desde la comodidad de su hogar.
- Sesiones personalizadas para ayudar a niños y adolescentes a aprender estrategias para lidiar con problemas emocionales cotidianos.
- Apoyo individualizado para padres, que incluye un portal digital integral con una biblioteca de artículos y videos, seguimiento de progreso y otros recursos para ayudar a los padres a brindar un mejor apoyo a sus hijos.

¡No más esperas largas para recibir atención! En función de una breve evaluación de las necesidades de su familia, el equipo de Brightline lo ayudará a determinar si la psiquiatría, la terapia o el acompañamiento son el siguiente paso.

Registrarse toma solo unos minutos.

Para obtener más información, HelloBrightline.com/1199SEIU.

Veamos nuestros seminarios web prenatales a pedido



Ya sea su primer hijo o el tercero, aprenderá qué esperar a medida que se acerca la fecha de parto y cómo cuidarse a sí misma y a su bebé después del parto con la serie de videos prenatales en línea de nuestro Departamento de Bienestar.

Tenemos una biblioteca de clases disponible para que las vea cuando sea conveniente. Explore la siguiente lista de títulos a pedido:

- ¿Estoy en trabajo de parto?
- Cómo planificar un embarazo saludable
- El parto y más
- El cuidado de usted y de su bebé
- El ABC del embarazo

Visite

[www.1199SEIUBenefits.org/
Maternal-Health](http://www.1199SEIUBenefits.org/Maternal-Health) para ver
cualquiera de nuestras
clases a pedido.

**Proporcionado por Worksite Medical Services, P.C.
y ofrecido en inglés y español*



¿Se registró en MyAccount?

Sabemos que su tiempo es importante, por eso su Fondo de Beneficios trabaja para brindarle formas convenientes de acceder a sus beneficios e información importante. **MyAccount** es una plataforma en línea personalizada y fácil de usar diseñada para ayudarlo a realizar actualizaciones rápidamente, registrarse en programas populares y mucho más.

Con MyAccount usted puede:

- cambiar su dirección e información personal;
- encontrar un proveedor;
- inscribirse y coordinar beneficios para dependientes elegibles;
- averiguar el estado de una reclamación;
- ver los estados de cuenta de su Explicación de Beneficios (Explanation of Benefits, EOB, por sus siglas en inglés);
- solicitar una nueva tarjeta de identificación de beneficios de salud;
- solicitar un cálculo de la pensión;
- inscribirse para recibir los beneficios del Fondo de Cuidado Infantil; y
- obtener un enlace a sus beneficios de capacitación.



¡Únase a más de 190,000 afiliados que han creado cuentas!
Visite My1199Benefits.org
o use este código QR para descargar la aplicación hoy.

Visite el Centro de Recursos de Vida Saludable

Tener una vida saludable nos permite participar plenamente y estar presentes para nuestros seres queridos, amigos, compañeros de trabajo, pacientes y residentes. El Centro de Recursos de Vida Saludable puede ayudarlo en su camino hacia el bienestar.

El Centro de Recursos se divide en cinco secciones:



Mentes saludables



Cuerpos saludables



Corazones saludables



Alimentación saludable



Relaciones saludables con sus proveedores de salud

Explore cada tema para obtener consejos de expertos, estadísticas útiles, recursos, clases, listas de eventos y mucho más.

Para obtener más información, visite www.1199SEIUBenefits.org/HealthyLiving



findhelp lo conecta con recursos comunitarios

Findhelp es un recurso en línea de programas y servicios comunitarios gratuitos o de bajo costo cerca de donde usted y su familia viven y trabajan. Con nuestro Programa de Bienestar y Asistencia a los Miembros, ahora ofrecemos un motor de búsqueda personalizado diseñado para brindarle recursos sobre bienestar emocional, seguridad alimentaria, asistencia de vivienda, tránsito, cuidado infantil adicional, bienes y servicios, y asistencia legal.

Para comenzar, visite findhelp.1199SEIUBenefits.org.



La serie de seminarios web Amalgamated Healthy Finances puede ayudarlo a comprender sus finanzas

¿Le gustaría saber más sobre cómo mejorar sus finanzas? Ya sea utilizando crédito o protegiéndose contra el abuso financiero, administrar su dinero puede hacer que se sienta confundido. Elimine las conjeturas asistiendo a uno de nuestros seminarios web sobre bienestar financiero.

Próximo seminario web:

Cómo Brindarle Seguridad

Miércoles 24 de enero, 6:00 pm

Este seminario web cubrirá cómo protegerse del robo de identidad y el abuso financiero, cómo mejorar su preparación financiera para emergencias, los diferentes tipos de seguros y leyes que pueden protegerlo de un desastre financiero y mucho más.

Visite www.1199SEIUBenefits.org/HealthyFinances para registrarse.

¡Su futuro es brillante con una pensión 1199SEIU!

Puede ser difícil imaginar dónde estará dentro de 10, 20 o incluso 30 años, pero como afiliado de 1199SEIU, tiene la seguridad de una pensión de beneficio definido. Este es un beneficio poco común para la mayoría de los trabajadores hoy en día, lo que lo convierte en un beneficio que quizás aún no haya considerado demasiado. Es difícil apreciar lo que eso significa cuando faltan años para el retiro. Sin embargo, una pensión mensual definida ofrece seguridad financiera, tranquilidad y libertad a la hora de retirarse.

Entonces, incluso si faltan años para el retiro, los Fondos de Pensiones de 1199SEIU facilitan el cuidado de su “futuro yo” con una guía paso a paso a través del proceso de solicitud de pensión.



Ya sea que desee información sobre su beneficio o esté buscando detalles concretos, nunca es demasiado pronto para hacer preguntas y descubrir qué significa para usted su pensión 1199SEIU.

Ahora es el momento perfecto para empezar a mirar hacia el futuro: tomar el control de su futuro financiero hoy garantiza que tendrá más libertad mañana.

Consulte

www.1199SEIUBenefits.org/Pension-Retirement
para obtener más información.

Ayuda de los Fondos de Capacitación y Empleo Usted progresa en su carrera de atención de la salud

Los Fondos de Capacitación y Empleo (Training and Employment Funds, TEF, por sus siglas en inglés) le proporcionan educación para que prograse en su carrera profesional. A través de los TEF, usted puede usar los beneficios de educación para aumentar sus ingresos y progresar en cientos de carreras de atención de la salud en demanda.



El Comienzo de Su Trayecto Educativo

Los programas de los TEF lo preparan para que vuelva a estudiar en varios niveles educativos, incluidos el nivel secundario y el superior. Las clases se centran en la comprensión lectora, la redacción de ensayos, las matemáticas y las ciencias. Hay programas a su disposición sobre la evaluación de pruebas, la alfabetización digital y otros temas que sirven de apoyo para el acceso a trabajo de nivel superior. Los TEF también están asociados con la City University of New York y otros campus universitarios para ofrecer cursos de matemáticas e inglés de tres créditos.



Programa del Plan de Estudios Universitario de Carreras del Área de la Salud (HC4)

El Programa del plan de estudios universitario de carreras del área de la salud (Health Careers College Core Curriculum, HC4, por sus siglas en inglés) es un programa respaldado para estudiantes adultos con poca o ninguna experiencia en educación superior que buscan títulos universitarios en diversas áreas relacionadas con la salud. El Programa HC4 trabaja con socios universitarios para permitirle realizar cursos de requisitos previos “básicos” necesarios para obtener su título.



Programas Con Diploma Universitario

Los TEF hacen que la universidad sea asequible y ofrece una gran variedad de opciones para respaldar su éxito en los programas de grado del área de la salud, incluidos títulos de asociados, licenciaturas, másteres, doctorados y títulos profesionales. Existen también iniciativas especiales para carreras del área de la salud en demanda, como Enfermero auxiliar diplomado, Enfermero registrado, Licenciatura en ciencias de enfermería (Bachelor of Science in Nursing, BSN, por sus siglas en inglés), Máster en ciencias de enfermería (incluido para enfermero especializado y otros títulos avanzados en enfermería), terapia respiratoria, títulos en diagnóstico por imágenes y más.

“[Prep Academy] fue un regalo del cielo. Ha sido una oportunidad de superar mis obstáculos del pasado y dejar de lado los retos de mis experiencias educativas anteriores. Además de colocarme en una clase con base en mis necesidades y mi nivel de consecución, lo que el programa preuniversitario hizo fue permitirme buscar en lo más profundo de mi ser para superar los retos y fijarme expectativas doradas. El programa también nos dio ánimo, apoyo e inspiración a mí y a otros estudiantes como yo para que podamos estar preparados para cualquier objetivo que estemos persiguiendo incansablemente”.

Johane Francilus,
Empleada de Admisiones

“El programa HC4 fue una puerta de entrada a mi educación. Como estudiante adulta, no sabía cómo me sentiría al regresar a la escuela. HC4 me dio un entorno pequeño [en el aula] que me permitió brillar como estudiante. Ir a la escuela con otras personas que están en situaciones muy similares también vuelve más cómodo el ambiente. El ritmo no es tan rápido como ir a una universidad convencional, pero “lento pero seguro” se gana la carrera. Este es el ambiente preciso del que los estudiantes nuevos y los que reingresan se benefician. Te predispone a triunfar”.

Lori Jimenez-Estrada,
Enfermera Auxiliar Diplomada

Para obtener más información, llame al (844) TEF-1199, correo electrónico Training@1199Funds.org o visite www.1199SEIUBenefits.org/TEF.



1199SEIU/Employer Child Care Corporation

PROGRAMA DE CAMPAMENTO DE ESTADÍA ANNE SHORE

¡Cree Recuerdos Que Duren Toda La Vida!

EL PROGRAMA DE CAMPAMENTO ANNE SHORE OFRECE LO SIGUIENTE

- Experiencia en un campamento de estadía de dos, tres o cuatro semanas durante el verano
- Arte, deportes, aventura al aire libre, tecnología y campamentos tradicionales
- Campamentos especializados para niños con necesidades especiales

¿POR QUÉ PRESENTAR LA SOLICITUD?

El campamento de estadía es una excelente manera para que su hijo aprenda lo siguiente:

- Independencia
- Responsabilidad
- Nuevas habilidades y pasatiempos

¿QUIÉN PUEDE PRESENTAR LA SOLICITUD?

Sus hijos pueden ser elegibles si:

- Actualmente usted trabaja para un empleador contribuyente y ha sido elegible para la cobertura familiar (salario o elegibilidad de clase I) a través de su Fondo de Beneficios durante al menos un año
- Ellos tienen entre 9 y 15 años de edad al comienzo del campamento



**Solicite antes del 31 de enero: visite
www.My1199Benefits.org e inicie sesión en MyAccount**

Para obtener más información, comuníquese con la Corporación de Cuidado Infantil del Empleador de 1199SEIU al (212) 564-2220 o por correo electrónico a AnneShoreCampProgram@1199Funds.org.

HIPAA NOTICE

If you would like a copy of the Funds' Notice of HIPAA Privacy Practices, please visit www.1199SEIUBenefits.org, or request one in writing by writing to the 1199SEIU Benefit Funds Privacy Officer at 498 Seventh Avenue, 9th Floor, New York, NY 10018.

SUMMARY ANNUAL REPORT

1199SEIU National Benefit Fund for Health and Human Service Employees

This is a summary of the annual report of the 1199SEIU National Benefit Fund for Health and Human Service Employees (the "Fund"), EIN: 13-1628401, for the periods of January 1, 2022 to December 31, 2022 and January 1, 2021 to December 31, 2021. This is a welfare benefit plan offering life insurance, PPO contract, health, dental, vision and prescription drug benefits. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Except with respect to the benefits specified under "Insurance Information" below, the plan is self-insured and has committed to pay covered claims out of plan assets.

Insurance Information

The plan has contracts with Amalgamated Life Insurance Company ("Amalgamated Life"), Guardian Life Insurance Company of America, Excellus BlueCross BlueShield ("Excellus BCBS"), Aetna Life Insurance Company, Emblem Health, MVP Select Care (2022), MVP Health Care (2021), Dental Service of Massachusetts, Inc D/B/A Delta Dental of MA to pay certain health life insurance, PPO contract, dental benefits, and accidental death and dismemberment claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2022, were \$165,738,078. The total premiums paid for the plan year ending December 31, 2021, were \$173,928,921.

Because the Amalgamated Life and Excellus BCBS contracts are so-called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2022, the premiums paid under such "experience-rated" contracts were \$11,198,012, and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$8,350,109. Of the total insurance premiums paid for the plan year ending December 31, 2021, the premiums paid under such "experience-rated" contracts were \$11,300,262, and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$9,624,918.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$162,396,045 as of December 31, 2022, compared to \$132,728,999 as of January 1, 2022. During the plan year, the plan experienced an increase in its net assets of \$29,667,046. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year,

the plan had total income of \$2,066,779,638, including employer contributions of \$2,052,633,806, other contributions of \$6,266,000, gain in earnings from investments of \$761,866, COBRA payments of \$4,406,627, and other earnings of \$2,711,339. Plan expenses were \$2,037,112,592. These expenses included \$91,351,866 in administrative expenses, \$1,921,593,653 in benefits paid to participants and beneficiaries, \$24,674 in investment and advisor fees, \$263,603 in interest expenses, \$14,060,632 in lease expenses and \$9,818,164 in other expenses.

The value of plan assets, after subtracting liabilities of the plan, was \$132,728,999 as of December 31, 2021, compared to \$83,911,703 as of January 1, 2021. During the plan year, the plan experienced an increase in its net assets of \$48,817,296. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$2,058,569,574, including employer contributions of \$2,052,004,471, gain in earnings from investments of \$55,805, COBRA payments of \$5,917,376, and other earnings of \$591,922. Plan expenses were \$2,009,752,278. These expenses included \$91,463,537 in administrative expenses, \$1,893,204,756 in benefits paid to participants and beneficiaries, \$24,279 in investment and advisor fees, \$376,885 in interest expenses, \$14,979,565 in lease expenses and \$9,703,256 in other expenses.

1199SEIU League Job Security Fund

This is a summary of the annual report of the 1199SEIU League Job Security Fund (the "Fund"), EIN: 13-3712851, for the periods of January 1, 2022 to December 31, 2022 and January 1, 2021 to December 31, 2021. This is a welfare benefit plan offering retraining, unemployment, continued health insurance, job security and job placement benefits. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$10,362,197 as of December 31, 2022, compared to \$12,083,052 as of January 1, 2022. During the plan year, the plan experienced a decrease in its net assets of \$1,720,855. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$5,613,667, including employer contributions of \$5,345,796, earnings from investments of \$127,983 and other earnings of \$139,888. Plan expenses were \$7,334,522.

These expenses included \$2,679,109 in administrative expenses and \$4,655,413 in benefits paid to participants.

The value of plan assets, after subtracting liabilities of the plan, was \$12,083,052 as of December 31, 2021, compared to \$11,665,953 as of January 1, 2021. During the plan year, the plan experienced an increase in its net assets of \$417,099. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$6,858,245, including employer contributions of \$6,759,797 and other earnings of \$92,767. Plan expenses were \$6,441,146. These expenses included \$2,331,564 in administrative expenses and \$4,109,582 in benefits paid to participants.

1199SEIU League Registered Nurse Training and Job Security Fund

This is a summary of the annual report of the 1199SEIU League Registered Nurse Training and Job Security Fund (the "Fund"), EIN: 13-3946135, for the periods of January 1, 2022 to December 31, 2022 and January 1, 2021 to December 31, 2021. This is a welfare benefit plan offering educational and training benefits to participating RNs. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$4,526,881 as of December 31, 2022, compared to \$3,051,314 as of January 1, 2022. During the plan year, the plan experienced an increase in its net assets of \$1,475,567. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$2,942,858, including employer contributions of \$2,904,385, earnings from investments of \$1,544 and other earnings of \$36,930. Plan expenses were \$1,467,292. These expenses included \$677,774 in administrative expenses and \$789,518 in benefits paid to participants.

The value of plan assets, after subtracting liabilities of the plan, was \$3,051,314 as of December 31, 2021, compared to \$1,869,897 as of January 1, 2021. During the plan year, the plan experienced an increase in its net assets of \$1,181,417. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$2,682,288, including employer contributions of \$2,651,540 and other earnings of \$30,748. Plan expenses were \$1,500,871. These expenses included \$604,724 in administrative expenses and \$896,147 in benefits paid to participants.

1199SEIU/Employer Child Care Fund

This is a summary of the annual report of the 1199SEIU/Employer

Child Care Fund (the "Fund"), EIN: 13-3641466, for the periods of January 1, 2022 to December 31, 2022 and January 1, 2021 to December 31, 2021. This is a welfare benefit plan offering child-care benefits. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has a contract with Metropolitan Life Insurance Company to pay certain child-care claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2022 were \$11,974. The plan has a contract with Metropolitan Life Insurance Company to pay certain child-care claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2021 were \$10,898.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$11,405,962 as of December 31, 2022, compared to \$5,049,091 as of January 1, 2022. During the plan year, the plan experienced an increase in its net assets of \$6,356,871. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$35,861,053, including employer contributions of \$35,226,558, program revenue of \$588,812 and other earnings of \$45,683. Plan expenses were \$29,504,182. These expenses included \$3,744,538 in administrative and indirect program expenses, and \$25,759,644 in benefits paid to participants and beneficiaries.

The value of plan assets, after subtracting liabilities of the plan, was \$5,049,091 as of December 31, 2021, compared to \$6,801,641 as of January 1, 2021. During the plan year, the plan experienced a decrease in its net assets of \$1,752,550. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$26,390,532, including employer contributions of \$25,863,750, program revenue of \$516,859 and other earnings of \$9,923. Plan expenses were \$28,143,082. These expenses included \$8,413,909 in administrative and indirect program expenses, and \$19,729,173 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;

In addition, the items listed below may be included in that report, as applicable:

3. Assets held for investment;
4. Insurance information, including sales commissions paid by insurance carriers;

5. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates; and
6. Actuarial information regarding the funding of the plan.

To obtain a copy of the full annual report, or any part thereof, write to the Board of Trustees of the applicable Fund, who is the plan administrator, at PO Box 842, New York, NY 10108-0842, or call Member Services at (646) 473-9200.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you

request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan at the 1199SEIU National Benefit Fund for Health and Human Service Employees, 498 Seventh Avenue, 9th Floor, New York, NY 10018, and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue NW, Room N-1513, Washington, DC 20210.

SUMMARY ANNUAL REPORT 1199SEIU Greater New York Benefit Fund

This is a summary of the annual report of the 1199SEIU Greater New York Benefit Fund (the "Fund"), EIN: 13-6125570, for the periods of January 1, 2022 to December 31, 2022, and January 1, 2021 to December 31, 2021. This is a welfare benefit plan offering life insurance, health, dental, vision and prescription drug benefits. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Except with respect to the benefits specified under "Insurance Information" below, the plan is self-insured and has committed to pay covered claims out of plan assets.

Insurance Information

The plan has contracts with Amalgamated Life Insurance Company ("Amalgamated Life"), Cigna Health and Life Insurance Company and Aetna Life Insurance Company and Affiliates to pay certain life insurance, health and dental benefits claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2022, were \$2,901,583. The total premiums paid for the plan year ending December 31, 2021, were \$3,204,114.

Because the Amalgamated Life contract is a so-called "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2022, the premiums paid under such "experience-rated" contracts were \$718,091, and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$472,370. Of the total insurance premiums paid for the plan year ending December 31, 2021, the premiums paid under such "experience-rated" contracts were \$769,661, and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$619,446.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$58,669,968 as of December 31, 2022, compared to \$26,212,500 as of January 1, 2022. During the plan year, the

plan experienced an increase in its net assets of \$32,457,468. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$252,091,100, including employer contributions of \$209,392,258, other contributions of \$39,357,538, a gain in earnings from investments of \$9,636, COBRA payments of \$243,998, member spousal contributions of \$2,802,099 and other earnings of \$285,571. Plan expenses were \$219,633,632. These expenses included \$15,827,949 in administrative expenses and \$50,000 in other expenses, \$203,751,178 in benefits paid to participants and beneficiaries, and \$4,505 in investment and advisor fees.

The value of plan assets, after subtracting liabilities of the plan, was \$26,212,500 as of December 31, 2021, compared to \$50,095,606 as of January 1, 2021. During the plan year, the plan experienced a decrease in its net assets of \$23,883,106. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$198,893,286, including employer contributions of \$195,039,887, a gain in earnings from investments of \$13,735, COBRA payments of \$372,173, member spousal contributions of \$3,258,136 and other earnings of \$209,355. Plan expenses were \$222,776,392. These expenses included \$14,144,513 in administrative expenses and \$2,233,671 in other expenses, \$206,370,319 in benefits paid to participants and beneficiaries, and \$27,889 in investment and advisor fees.

1199SEIU Greater New York Job Security Fund

This is a summary of the annual report of the 1199SEIU Greater New York Job Security Fund (the "Fund"), EIN: 05-0557207, for the periods of January 1, 2022 to December 31, 2022, and January 1, 2021 to December 31, 2021. This is a welfare benefit plan offering retraining, unemployment and continued health insurance benefits. The annual report has been filed with the Employee Benefits Security

Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$6,481,511 as of December 31, 2022, compared to \$6,725,795 as of January 1, 2022. During the plan year, the plan experienced a decrease in its net assets of \$244,284. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$708,159, including employer contributions of \$692,996, interest income of \$1,367 and other income of \$13,796. Plan expenses were \$952,443. These expenses included \$456,787 in administrative expenses and \$495,656 in benefits paid to participants.

The value of plan assets, after subtracting liabilities of the plan, was \$6,725,795 as of December 31, 2021, compared to \$7,399,193 as of January 1, 2021. During the plan year, the plan experienced a decrease in its net assets of \$673,398. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$490,377, including employer contributions of \$487,172 and interest income of \$3,205. Plan expenses were \$1,163,775. These expenses included \$407,009 in administrative expenses and \$756,766 in benefits paid to participants.

1199SEIU/Greater New York Child Care Fund

This is a summary of the annual report of the 1199SEIU/Greater New York Child Care Fund (the "Fund"), EIN: 75-3086330, for the periods of January 1, 2022 to December 31, 2022, and January 1, 2021 to December 31, 2021. This is a welfare benefit plan offering child-care benefits. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$898,621 as of December 31, 2022, compared to \$1,042,768 as of January 1, 2022. During the plan year, the plan experienced a decrease in its net assets of \$144,147. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$3,283,387, including employer contributions of \$3,217,213, program revenue of \$59,130 and other earnings of \$7,044. Plan expenses were \$3,427,534. These expenses included \$474,897 in administrative and indirect program expenses, and \$2,952,637 in benefits paid to participants and beneficiaries.

The value of plan assets, after subtracting liabilities of the plan, was \$1,042,768 as of December 31, 2021, compared to \$1,405,916 as of January 1, 2021. During the plan year, the plan experienced a decrease in its net assets of \$363,148. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$3,166,018, including employer contributions of \$3,100,077, program revenue of \$65,941 and other earnings of \$0. Plan expenses were \$3,529,166. These expenses included \$1,133,368 in administrative and indirect program expenses, and \$2,395,798 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;

In addition, the items listed below may be included in that report, as applicable:

3. Assets held for investment;
4. Insurance information, including sales commissions paid by insurance carriers;
5. Transactions in excess of 5 percent of the plan assets;
6. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates; and
7. Actuarial information regarding the funding of the plan.

To obtain a copy of the full annual report, or any part thereof, write to the Board of Trustees of the applicable Fund, who is the plan administrator, at PO Box 842, New York, NY 10108-0842, or call Member Services at (646) 473-9200.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan at the 1199SEIU Greater New York Benefit Fund, 498 Seventh Avenue, 9th Floor, New York, NY 10018, and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue NW, Room N-1513, Washington, DC 20210.

1199SEIU BENEFIT FUNDS

SUMMARY OF MATERIAL MODIFICATIONS

This Summary of Material Modifications describes changes that affect your welfare benefit plan and updates the Summary Plan Description (“SPD”) and Summary of Benefits and Coverage (“SBC”) that was previously distributed to you. You should keep this summary with your current SPD and SBC until the changes discussed herein expire.

Effective immediately, the 1199SEIU National Benefit Fund for Health and Human Service Employees and the 1199SEIU Greater New York Benefit Fund SBCs and SPDs and/or Plans shall be amended to modify certain definitions relating to experimental/investigational and unproven treatment. The following underlined and bold language shall be added to the SPDs and the strikethrough language shall be omitted:

SECTION II. G MATERNITY CARE

MATERNITY BENEFITS

If you or your spouse is the expectant mother, your Maternity Benefit includes:

- An allowance for all prenatal and postnatal **clinical** visits and delivery charges;
- **An allowance for a total of eight prenatal and postnatal doula visits and doula support during labor and delivery;**
- Anesthesia allowance; and
- A Hospital Benefit for the mother and newborn **(See Section II.C).**

FOR YOUR DEPENDENT CHILD

If your dependent child is the expectant mother, their Maternity Benefit includes:

- An allowance for all prenatal and postnatal **clinical** visits and delivery charges;
- **An allowance for a total of eight prenatal and postnatal doula visits and doula support during labor and delivery; and**

SECTION IX DEFINITIONS

Doula

Birth/Postpartum doulas with certification from an organization approved by the Plan Administrator.

Experimental/Investigational Treatments, Services, or other Procedures

Experimental means any investigational or unproven treatment, procedure, facility, equipment, drug, device or supply which **that** does not meet any one or more of the following criteria **for use in treating a specific illness or condition:**

- ~~If a drug, biological product or device or other item that requires governmental approval;~~ that item has completed the required clinical trials and has received final approval from the appropriate governmental regulatory bodies for commercial distribution for use in treating the condition being reviewed;
- **Where governmental approval is not required: the treatment or service is demonstrated to be obtainable outside the**

investigational or experimental setting and is not performed or provided in connection with a clinical trial or investigational protocol

- ~~The treatment is endorsed by an appropriate medical society;~~
- ~~There must be scientific evidence, including peer-review literature, demonstrating that the technology improves net health outcomes or offers a significant benefit over conventional treatment, in terms of efficacy, safety and reliability; or~~
- ~~The improvement in net health outcome must be attainable under the usual conditions of medical practice.~~

Note: A treatment, service, facility, equipment, drug, device, or supply will be considered experimental/investigational if it is the subject of an ongoing clinical trial that meets the definition of a Phase I, II, or III clinical trial set forth in the U.S. Food and Drug Administration (“FDA”) regulations, regardless of whether the trial is subject to FDA oversight; and/or if it is the subject of a written research or investigational treatment protocol being used by the treating provider or by another provider who is studying the same service. (However, the Fund covers medically necessary routine patient care costs in approved clinical trials in the same way that it covers routine care for members who are not enrolled in clinical trials.)

Notwithstanding the above, the Benefit Fund will cover experimental treatment provided in an approved clinical trial (as defined by the Affordable Care Act and its supporting regulations) according to the trial protocol with respect to the treatment of cancer or another life-threatening disease or condition, subject to Plan limitations as described in this SPD:

Medically Necessary

Services or supplies which are determined by the Plan Administrator as Medically Necessary and rendered at the appropriate level of care to identify or treat the non-occupational illness, non-occupational injury or pregnancy, which a doctor has diagnosed or reasonably suspects. To be Medically Necessary, the Plan Administrator must determine, in its sole exercise of discretion, that the services or supplies:

- **Are not considered Experimental/Investigational or Unproven (see Definitions in Section IX);**

Unproven Treatments, Services, or Other Procedures

A treatment, procedure, facility, equipment, drug, device, or supply (“service/treatment”) that does not meet each of the following criteria for use in treating the condition being reviewed, regardless of any governmental approval:

1. **There is reliable scientific evidence, including but not limited to published peer-reviewed evidence-based studies and literature meeting**

nationally-recognized requirements, demonstrating that the service/treatment:

- **Improves net health outcomes by having a measurable, reproducible positive effect on health outcomes attainable under the usual conditions of professional practice; and**
- **Is safe and effective, or the beneficial effect on health outcomes outweighs any potential risk or harmful effects.**

2. The service has been endorsed by national medical bodies, societies or panels regarding the efficacy and rationale for use.

This summary highlights the key changes made to the 1199SEIU National Benefit Fund for Health and Human Service Employees and the 1199SEIU Greater New York Benefit Fund. The Summaries of material modifications together with the Summary Plan Descriptions make up your official plan descriptions; please keep them together and refer to them as necessary. If you would like to review the Plan Documents or have any questions, please contact the Funds' Member Services Representatives at (646) 473-9200.

The 1199SEIU National Benefit Fund for Health and Human Service Employees and the 1199SEIU Greater New York Benefit

Fund believes it is a "grandfathered health plan" under the Patient Protection and Affordable Care Act (the "Affordable Care Act"). A grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted in 2010. 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 an external review process for claims appeals. 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 can be directed to the Plan Administrator at (646) 473-9200. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at (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.

The plan sponsor of the 1199SEIU National Benefit Fund for Health and Human Service and the 1199SEIU Greater New York Benefit Fund Employees reserves the right to amend or terminate the Funds, or any part of it, at any time.

Discrimination Is Against the Law

The 1199SEIU Benefit Funds comply with applicable federal civil rights laws and do not discriminate against or exclude people on the basis of race, color, national origin, age, disability or sex. The Funds provide 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, accessible electronic formats). The Funds provide free language services to people whose primary language is not English, such as qualified interpreters and information written in other languages. If you need these services, contact the Compliance Coordinator. If you believe the Funds have failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability or sex, you can file a grievance with: Compliance Coordinator, 498 Seventh Avenue, New York, NY 10018; (646) 473-6600 (phone); (646) 473-8959 (fax); PrivacyOfficer@1199Funds.org (email). You can file a grievance in person or by mail, fax or email. If you need help filing a grievance, the Compliance Coordinator can 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/smartscreen/main.jsf>, or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW, Room 509F, HHH Building, Washington, DC 20201; (800) 368-1019 or (800) 537-7697 (TDD).

Complaint forms are available at www.hhs.gov/ocr/complaints/index.html.

Language Assistance Services

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al (646) 473-9200.

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 (646) 473-9200。

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните (646) 473-9200.

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele (646) 473-9200.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다 (646) 473-9200.

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero (646) 473-9200.

שפראך הילף סערוויסעס פריי פון אפצאל רופט אויב איר רעדט אידיש, זענען פארהאן פאר אײך אויפמערקזאם: (646) 473-9200.

আছে। উপলব্ধ পরিষেবা সহায়তা ভাষা নিঃখরচায় তাহলে, পাবেন বলতে কথা, বাংলা আপনি যদি করুনঃ লক্ষ্য া করুন ফোন (646) 473-9200.

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer (646) 473-9200.

انكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم ملحوظة: (646) 473-9200. إذا كنت تتحدث

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez (646) 473-9200.

శ్రద్ధ పెట్టండి: ఒకవేళ మీరు తెలుగు భాష మాట్లాడుతున్నట్లయితే, మీ కొరకు తెలుగు భాషా సహాయక సేవలు ఉచితంగా లభిస్తాయి. (646) 473-9200.

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa (646) 473-9200.

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