The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately.
This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, see http://www.tbtfund.org or call the TBT Plan Administration Office at 1-800-533-0119. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the **Glossary**. You can view the Glossary at https://www.healthcare.gov/sbc-glossary or http://www.tbtfund.org or call the TBT Plan Administration Office at 1-800-533-0119 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Combined deductible for hospital/medical/drug: For network providers **$250 i**ndividual / **$500** family. For out-of-network providers **$500** individual / **$1,000** family.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.
Are there services covered before you meet your deductible?	Yes. Preventive care and preauthorized inpatient care at network provider hospital.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	For network providers **$3,000/** individual per calendar year. For out-of-network providers, **$7,500/** individual per calendar year.	The out-of-pocket limit is the most you could pay in a calendar year for covered services.

What is not included in the out-of-pocket limit?	Premiums, balance billing charges, copayments on certain services, health care this plan doesn't cover, and penalties for failure to obtain preauthorization for certain services.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes. California residents: see www.anthem.com/ca or call 1-888-887-3725 for network providers. If substance abuse, call Teamsters Alcohol/Drug Program (TAP) at 1-800-253-8326 for network providers. Non-California, residents: call Anthem Blue Cross Blue Shield Nationwide network at 1-800-810-2583 for network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Plan does not pay for out-of-network charges that are higher than Usual, Customary & Reasonable (UCR). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No.	You can see the specialist you choose without a referral.

All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$10 copayment per visit	50% coinsurance of UCR charges	None
	Specialist visit	$10 copayment per visit. For chiropractic, 20% coinsurance.	50% coinsurance of UCR charges	None

* For more information, see the summary plan description materials at http://www.tbtfund.org or call the TBT Plan Administration Office at 1-800-533-0119.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
	Preventive care/screening/ Immunization	No charge	20% coinsurance of UCR charges	Includes most routine exams, x-rays, lab work & immunizations at network provider. See list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance	50% coinsurance of UCR charges	None
	Imaging (CT/PET scans, MRIs)			
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.tbtfund.org or www.OptumRx.com or call 1-800-797-9791.	Generic drugs	20% coinsurance by reimbursement	50% coinsurance of UCR charges by reimbursement	By reimbursement only (after meeting combined medical/drug deductible). If brand drug ordered when generic drug is available, you pay cost difference per prescription. Out-of-pocket limits of $3,600 per individual/$7,200 per family. Mail order required after second fill for maintenance drugs.
	Preferred brand drugs			
	Non-preferred brand drugs	Not covered	Not covered	Not covered
	Specialty drugs (only through Specialty Pharmacy Program)	20% coinsurance by reimbursement	Not covered	Must use Specialty Pharmacy Program for Specialty drugs. Brand restriction explained above.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	50% coinsurance of UCR charges	None
	Physician/surgeon fees	20% coinsurance	50% coinsurance of UCR charges	None
If you need immediate medical attention	Emergency room care	20% coinsurance	50% coinsurance of UCR charges	None
	Emergency medical transportation	20% coinsurance	20% coinsurance of UCR charges	Ambulance or air ambulance for convenience not covered.
	Urgent care	20% coinsurance	50% coinsurance of UCR charges	None

* For more information, see the summary plan description materials at http://www.tbtfund.org or call the TBT Plan Administration Office at 1-800-533-0119.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	50% coinsurance of UCR charges	Preauthorization is required. If you don't get preauthorization by the plan's medical review organization, benefits could be reduced by 50% of the total cost of services.
	Physician/surgeon fees	20% coinsurance	50% coinsurance of UCR charges	None
If you need mental health, behavioral health, or substance abuse services	Outpatient services	$10 copayment per visit	50% coinsurance of UCR charges	For substance abuse treatment, review by Teamsters Alcohol/Drug Program (TAP) is recommended.
	Inpatient services	20% coinsurance	50% coinsurance of UCR charges	Preauthorization required for all non-emergency stays and within 72 hours if emergency. If you don't get preauthorization by the plan's medical review organization (or by TAP for substance abuse), benefits could be reduced by 50% of the total cost of services.
If you are pregnant	Office visits	$10 copayment per visit	50% coinsurance of UCR charges	Maternity care may include tests and services described elsewhere in the SBC (such as ultrasound).
	Childbirth/delivery professional services	20% coinsurance	50% coinsurance of UCR charges	
	Childbirth/delivery facility services	20% coinsurance	50% coinsurance of UCR charges	

* For more information, see the summary plan description materials at http://www.tbtfund.org or call the TBT Plan Administration Office at 1-800-533-0119.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need help recovering or have other special health needs	Home health care	20% coinsurance	50% coinsurance of UCR charges	Preauthorization is required. If you don't get preauthorization by the plan's medical review organization, benefits could be reduced by 20% of the total cost of services.
	Rehabilitation services	20% coinsurance		
	Habilitation services	Not covered	Not covered	Not covered
	Skilled nursing care	20% coinsurance	20% coinsurance of UCR charges	60-day maximum per disability. Services must be preauthorized within 7 days of inpatient stay of 5 or more days. If you don't get preauthorization by the plan's medical review organization, benefits could be reduced by 50% of the total cost of services.
	Durable medical equipment	20% coinsurance	50% coinsurance of UCR charges	Covered for rental or preauthorized purchase.
	Hospice services	20% coinsurance	50% coinsurance of UCR charges	Preauthorization is required. If you don't get preauthorization by the plan's medical review organization, benefits could be reduced by 50% of the total cost of services.
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Coverage provided under a separate vision plan.
	Children's glasses	Not covered	Not covered	Coverage provided under a separate vision plan.
	Children's dental check-up	Not covered	Not covered	Coverage provided under a separate dental plan.

Excluded Services & Other Covered Services:

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

- Cosmetic surgery
- Dental care (covered under a separate dental plan)
- Hearing aids
- Infertility treatment
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Private duty nursing
- Routine eye care (covered under a separate vision plan)
- Weight loss programs

* For more information, see the summary plan description materials at http://www.tbtfund.org or call the TBT Plan Administration Office at 1-800-533-0119.

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)		
• Acupuncture (preauthorization required) • Bariatric surgery (preauthorization required)	• Chiropractic care	• Routine foot care

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.healthcare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: the TBT Plan Administration Office at 1-800-533-0119 or the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform.

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

Does this plan meet the Minimum Value Standards? Yes.
If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

Language Access Services
Spanish (Español): Para obtener asistencia en Español, llame al 1-800-533-0119.
Chinese (中文): 如果需要中文的帮助，**请拨打这个号码**1-800-533-0119.

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

About these Coverage Examples:

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

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	**$250**
Specialist	**$10**
Hospital (facility)	**20%**
Other	**20%**

This EXAMPLE event includes services like:
Specialist office visits (*prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (*ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,800**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$250
Copayments	$20
Coinsurance	$2,500
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$2,830**

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

The plan's overall deductible	**$250**
Specialist	**$10**
Hospital (facility)	**20%**
Other	**20%**

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

Total Example Cost	**$7,400**

In this example, Joe would pay:

Cost Sharing	
Deductibles	$250
Copayments	$100
Coinsurance	$1,220
What isn't covered	
Limits or exclusions	$60
The total Joe would pay is	**$1,630**

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

The plan's overall deductible	**$250**
Specialist	**$10**
Hospital (facility)	**20%**
Other	**20%**

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$1,900**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$250
Copayments	$30
Coinsurance	$330
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$610**

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