



December 2020

RE: MOE Health Plan Marketplace—Transferring Credits to Your Retiree Medical Savings Plan Account

Dear Member,

You are receiving this letter because you will be age 55 or older by March 31, 2022. This means you will have the option to transfer credits from your MOE Health Plan Marketplace Credit Bank to your Retiree Medical Savings Plan (RMSP) account after choosing a health plan option during open enrollment. If you decide to make a transfer, it will take place on March 31, 2021 and be reflected in your Credit Bank and RMSP account on April 1, 2021.

You can make this transfer only once a year during open enrollment. For the 2021/2022 Plan Year, open enrollment will be from January 18, 2021 through February 28, 2021. Once the transfer is completed, these credits **cannot** be moved back to your Credit Bank.

Think Carefully About This Option

This is a very important decision for you, and we want to make sure you have the information you need. There are pros and cons to making a transfer. It is extremely important for you to attend an open enrollment event so you can understand how to make this decision. If you are unable to attend one of the open enrollment events, refer to page 6 for additional resources to assist you with your decision.

Why You May Want to Make a Transfer	Why You May Want to Wait
<ul style="list-style-type: none"> When you retire, any credits left in your Credit Bank can only be used to buy Marketplace coverage under the Active Plan. You will remain under the Active Plan until your Credit Bank is depleted or until the next open enrollment period, when you can transfer any remaining credits to your RMSP account. Please note: There is a misconception that when you retire, you lose your credits in your Credit Bank. That is not true. You will lose your credits only if you go to work for a non-signatory (i.e., non-union) contractor. If you transfer credits to your RMSP account before you retire (i.e. during the open enrollment period preceding your retirement date), you'll be able to use your RMSP account toward self-payment premiums for the Retiree Welfare Plan (RWP) or other qualified medical expenses when you retire. If you are eligible for the RWP, the self-payment premiums may be less than the credit cost for the Active Plan, so this will extend your coverage under the RWP. Your RMSP account earns interest annually, while credits in your Credit Bank do not earn interest. 	<ul style="list-style-type: none"> You need to make sure you have enough credits in your Credit Bank to maintain your Marketplace coverage until you retire. If you're not retiring by the end of the Plan Year (March 31, 2022), you may want to hold off on transferring credits, or only transfer part of them, since it may be difficult to project how many credits you'll need in future years. Keep in mind you have a transfer opportunity each year during the open enrollment period. There's a limit on how many credits you can have in your Credit Bank. Every March 31, the Fund Office automatically transfers any credits over the limit to your RMSP account. As you near age 65, we want to make sure you don't have more credits than you need in the Marketplace. This automatic transfer is different than your elective transfer of credits. Have you met the eligibility requirements to receive medical/dental coverage under the RWP? You may need to work longer to ensure you meet the age, service, and at-work requirements under the RWP (refer to the Decision Checklist on page 2).

Your decision is final. The credits you transfer cannot be moved back to your Credit Bank in the future.

How Much You Can Transfer

You can transfer 100% of your Credit Bank, minus the number of credits you need to continue coverage for your health plan option and coverage tier through March 31, 2021. The maximum amount of credits you can transfer to your RMSP account—set as a safety net by the Fund Office—is shown next to “Credits available for transfer” in My150 (see page 4). This was a recent change made by the Welfare Fund Board of Trustees, to allow you to transfer more credits if desired.

You must make sure you have enough credits in your Credit Bank to maintain coverage in the Marketplace until you retire. As long as there are credits in your Credit Bank, you maintain coverage whether or not you are working. **However, you must keep in mind the eligibility rules for the Retiree Welfare Plan, which changed effective April 1, 2019.**

If you lose coverage, you can regain eligibility by meeting the initial eligibility requirement of working 300 hours within a rolling consecutive 12-month period. **However, once you regain eligibility, you will automatically be enrolled in the Bronze PPO Plan based on your current coverage tier. The Bronze PPO Plan may not meet your family’s needs.**

Credit Bank Transfer to RMSP: Decision Checklist

Use this list to consider if transferring credits is the right decision for you and to determine how many credits you should transfer. If you’re not retiring this Plan Year, consider if you should wait to transfer credits until a future open enrollment.

Question	Your Answer
When do you plan to retire?	Date: _____
<p>Are you eligible for the Retiree Welfare Plan (RWP)? To be eligible for the RWP, you must be able to answer “Yes” to all the following questions:</p> <ol style="list-style-type: none"> Are you at least 55 years old and no longer/will no longer be actively employed as of your effective date of retirement? Have you accumulated at least 10 Vesting Service Years under the Midwest Operating Engineers Pension Plan? Are you a member in good standing since at least January 1, 2019? Have you maintained at least 120 consecutive months (10 years) of continuous eligibility under the Active Plan prior to your retirement date? Or have you been continuously eligible since at least April 1, 2016, whichever is less? Have you worked at least 800 hours—during which contributions were required to be made—each year for the five Active Plan Years immediately preceding the Active Plan Year containing your effective date of retirement (with 40 hours allocated each week during any periods of continuous disability, for periods while caring for an immediate family member [parent, spouse, or child] with a serious health condition, or for periods of active military service. Please note: If you are caring for an immediate family member, you must be primarily responsible for this family member and his or her well-being). If you do not meet the 800-hour rule as noted in question 5., have you accumulated a total of 5,000 hours in the five Active Plan Years immediately preceding the Active Plan Year containing your effective date of retirement? Please note: You must have made yourself available for work for the period on April 1, 2019 and thereafter. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>NOTE: If you do not meet the 800-hour rule, go to question 6.</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>NOTE: If you are denied eligibility for the RWP because you do not meet the 5,000-hour rule, you can file an appeal with the Review Panel. They will review your specific situation or the circumstance which prevented you from meeting this requirement.</p>
Have you been using all the credits you earn each year or do you tend to have some left over? (Check your Credits Earned vs. Credits Used under “My Hours” at www.My150.com .)	<input type="checkbox"/> Yes <input type="checkbox"/> No
How many work hours do you expect for this Plan Year and any future Plan Years until you retire? (The Plan Year is April 1 through March 31.)	2021/2022: _____ 2022/2023: _____ 2023/2024: _____

	Future Plan Years: _____
Will the credits you expect to receive cover the cost of your health plan option and coverage tier? NOTE: The monthly credit cost deduction for each health plan option and/or the retiree subsidy is subject to change each Plan Year.	<input type="checkbox"/> Yes <input type="checkbox"/> No

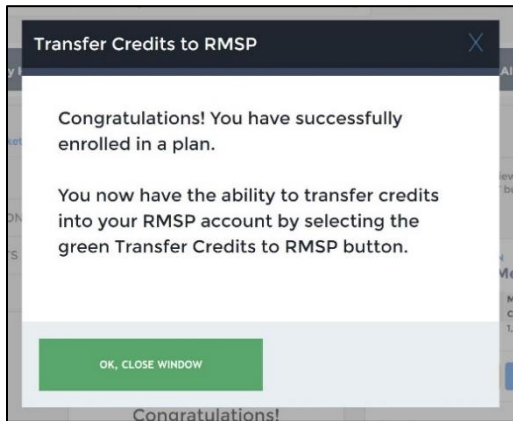
PLEASE NOTE: Effective January 1, 2021, the RWP is removing the maximum annual benefit (MAB) for prescription drugs for all eligible members and dependents.

How to Make a Transfer

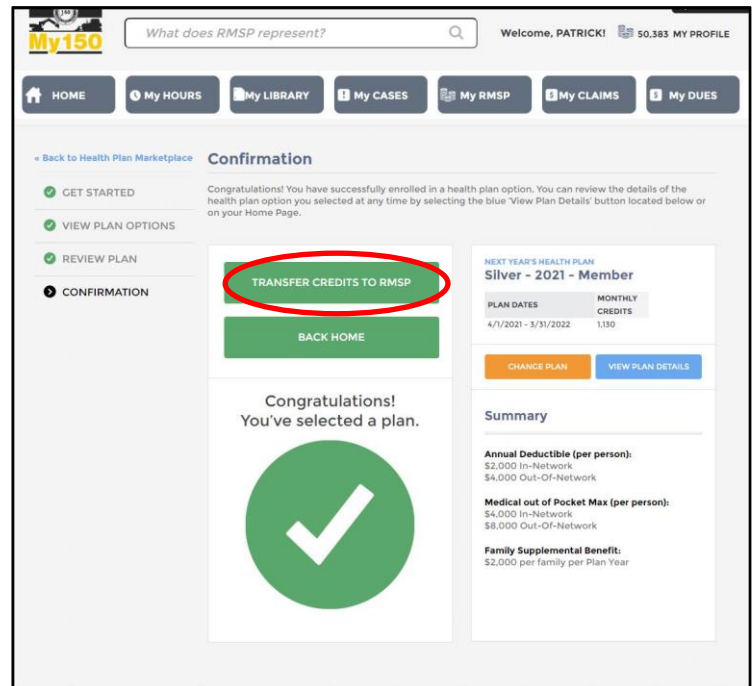
Transferring credits is easy. There are two options for a successful credit transfer.

Option 1: Transfer credits during Marketplace enrollment

STEP 1: Once you enroll in a Marketplace plan in My150, you will receive a “Transfer Credits to RMSP” message. When you close out of the message, you’ll have the option to transfer credits.



STEP 2: Click **TRANSFER CREDITS TO RMSP** to begin the process.



STEP 3: You'll see the amount of credits available to transfer. Just enter the amount or percentage you want to transfer, then click **TRANSFER CREDITS**.

TRANSFER CREDITS INTO My RMSP

You are afforded the opportunity to transfer credits into your RMSP account once during each Open Enrollment since you are already 55 years old or will become 55 years old by March 31 of the next year. You will be able to transfer your credit bank less the amount of credits needed to provide coverage through March 31, 2021. If you choose to transfer credits to your RMSP account, the transfer will be reflected in your accounts on April 1, 2021. If you should have any questions feel free to call the MOE Health Plan Marketplace Call Center at (844) 693-1467.

Current Credit Bank Balance: 50,383

Credits available for transfer: 48,195

Amount to transfer: 30,000

OR

Percent to transfer: []

Total Credits to Transfer: 30,000

Credit Balance After Transfer*: 20,383

* Any new credits added to your account after the transfer has been completed will not be reflected in this amount, but the credits will remain in your Credit Bank and will be available for use in the MOE Marketplace.

Current Plan: Silver – 2020
 Current Tier: Member
 Monthly Cost: 1,094
 Remaining Months of Coverage: 2
 Credits Needed For Coverage: 2,188

Next Plan: Silver – 2021
 Next Tier: Member
 Monthly Cost: 1,130
 Remaining Months of Coverage: 12
 Credits Needed For Coverage: 13,560

* You have not currently selected a plan for next year. We are modeling your credit amount based on the plan most like your current year plan.

Credit Balance Remaining After Above Coverage Has been Provided: 4,635

CHANGE AMOUNT

STEP 4: You'll then see a Transfer Confirmation screen. Click **OK** to confirm that you are sure you want to transfer credits and move on to the electronic signature page.

Transfer Confirmation

Are you sure you want to transfer 30,000 credit(s)?

CANCEL **OK**

STEP 5: After you click **OK**, the DocuSign document will appear. **Be sure to SIGN it and then click FINISH.**

Retiree Medical Savings Plan (RMSP) Transfer Agreement

By signing this document I acknowledge the following:

- I am aware that my current Credit Bank balance is only reflective of any credits that have been added based on contribution hours reported on my behalf. Any future credits earned will not be considered for this transfer and will be added to my Credit Bank as they normally would.
- I am aware that I am only able to transfer credits into my RMSP account once during a given Open Enrollment.
- Once I submit this transfer request, I will not be able to adjust the amount transferred unless I submit an appeal to the Board of Trustees*.
- I am aware the transfer will be reflected in my Credit Bank and RMSP account on April 1.

*An appeal request must be submitted within 180 days of the date of this transaction and be sent to the Administrative Manager of the Welfare Fund at 6150 Joliet Road, Countryville, IL 60215. The request must include additional information which explains the reason you feel you should be allowed to adjust your credit transfer.

Summary of RMSP Transfer Transaction

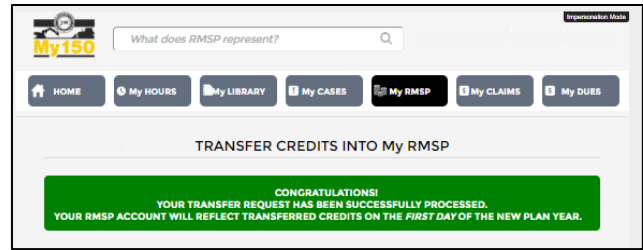
Current Credit Balance (as of TODAY'S DATE)	50,383
Credits Being Transferred To RMSP	30,383
Remaining Credit Balance	20,000

Signature _____ Today's Date _____

By signing above, I hereby authorize the credits in my Credit Bank to be transferred to my Retiree Medical Savings Plan (RMSP) account. Further, my signature certifies that the information I have provided on this form is true and correct. I declare that all statements and information made herein are complete and true to the best of my knowledge. I understand that any misstatements or omissions may void all transfer transactions.

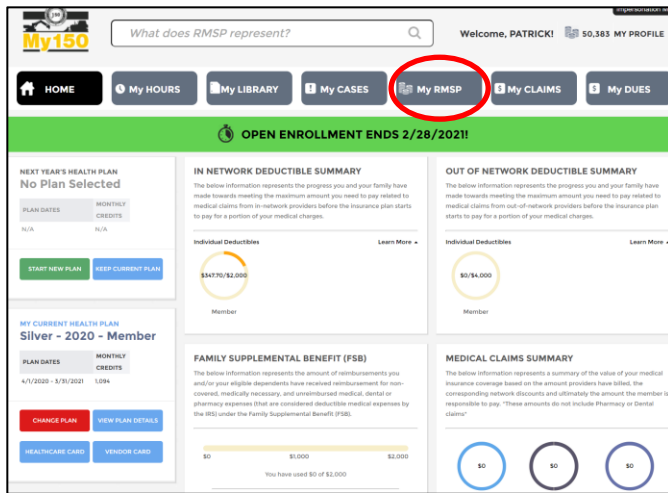
FINISH

STEP 6: Once the document is signed, you will receive confirmation of your transfer. In addition, confirmation of your transfer can be found in your **My LIBRARY**, under **My SIGNED DOCUMENTS** tab.

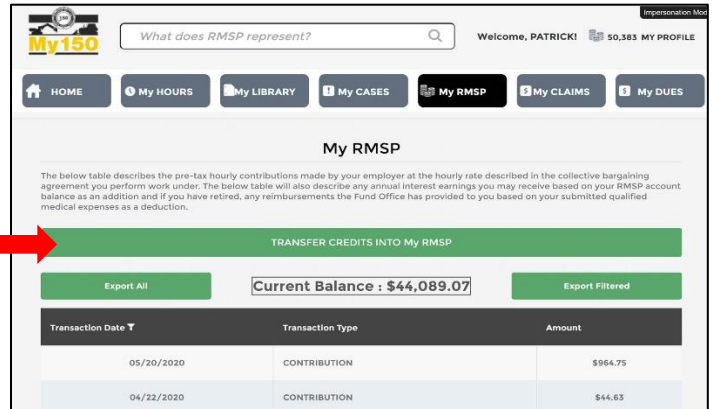


Option 2: Transfer credits outside of Marketplace enrollment (but during open enrollment)

STEP 1: If you choose a Marketplace plan but want to wait to transfer credits, you can make the transfer up to the end of the open enrollment period (i.e., by February 28, 2021). Just click the **My RMSP** tab.



STEP 2: Then click **TRANSFER CREDITS INTO My RMSP** and follow the steps from Option 1 above.



You should see the Transfer Confirmation screen after you complete the steps under Option 1 or Option 2. If you do **not** see the screen, then you did not complete the entire transfer credit process. Please contact Member Services at 708-579-6675 to report this issue **as soon as possible**.

For More Information and Help with Your Decision

You have numerous resources to assist you with transferring credits to your RMSP account:

- During open enrollment, call the MOE Health Plan Marketplace Call Center toll-free at 844-693-1467 from 8 a.m. to 7 p.m. CST, Monday through Friday, and 8 a.m. to noon CST, Saturday, including holidays. A licensed BCBS navigator can assist you with enrolling in a health plan option and transferring credits. Translators are available upon request.
- Discuss your options with a navigator at an open enrollment event at select District Offices. To book an appointment, visit <https://tinyurl.com/OEevents2021>.
- If you are unable to attend one of the open enrollment events, you can call the Fund Office at 708-579-6675 and speak to a Member Services representative. Or you can contact the Retirement Services Group at 708-579-6630 to schedule a telephone consultation appointment regarding transferring credits or answer questions regarding your eligibility for Retiree Welfare Plan coverage. **The Fund Office remains closed to outside visitors** and are only taking in-person appointments for those members that are retiring and need assistance with completing the retirement application packet.

The Fund Office is available to answer any questions and assist you with this important decision. We want to ensure that you understand how this option works so that you can make the best choice for your situation.

Sincerely,

The Board of Trustees
Midwest Operating Engineers Welfare Fund