



CARE

RAILROAD HEALTHCARE

Serving Current and Former **BNSF** Railroaders

On Track!

Providing Health Care Benefits To Railroaders Since 1884

October 2019

Chief Executive Officer's Report September 24, 2019

FINANCIALS

Year to date through August 31, 2019 the unaudited financial for all plans combined reflects an excess of revenues over expenses of \$567,875. Even though most of the **CARE** Plans are operating at a deficit year to date, we have had a substantial increase in investments that offset the losses in the Plans.

OPERATIONS

All Departments have been very busy the last few months gearing up for the end of year processes to include: transitioning from the current Pharmacy Benefit Manager (PBM), Express Scripts (ESI) to the new PBM, Navitus MedicareRx effective January 1, 2020, preparing all of the **CARE** member communications that must go out prior to the end of the year, and handling day to day operations.

MEDICARE NEWS

We continue to strive to be compliant on all CMS (Centers for Medicare and Medicaid Services) is-

sues. As of this date, we have not received the 2020 Medicare Part A and B Deductible amounts, but we expect them to be in line with previous years increases.

We are expecting a CMS HCPP reimbursement of approximately \$200,000 for the 2018 cost report settlement; however, the results of the CMS audit of our HCPP cost reports for years 2013, 2014, 2015, 2016 and 2017 indicate we are responsible for reimbursing CMS some money back. We are awaiting the final results of that audit at this time.

PHARMACY BENEFIT MANAGEMENT (PBM) NEWS

We finalized the 2020 Plan #4000 Prescription Drug Benefit Design that you approved on 8/15/19 and the PBM implementation with Navitus has begun. We had a "Kick off" call on July 30th and an onsite meeting on August 21st. The **CARE** staff and I have ongoing weekly calls with the Navitus implementation team and our PBM consultant, CCRx. We have monthly calls with the current PBM, Express Scripts, so that

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CEO's Report to the Board

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we continue serving our members throughout the remainder of 2019 at which time, we will officially transition from ESI to Navitus. This past spring, we initiated an audit of ESI for plan years 2017 and 2018 to assure that all prescription drug claims were adjudicated properly. We expect the results of this audit around the end of this year.

UPCOMING/ONGOING PROJECTS

We will begin the mailing of the 2020 communications to members to include:

Dues & Benefit notification letters, the On Track newsletter, communications to Plan #4000 members regarding the 2020 Pharmacy Benefit Manager Change and Summary Plan Description booklets to members in Plans #4000 and #4100. We will also be conducting **CARE** employee benefit renewals in the coming months.

As we close out yet another good year, I wish to thank all **CARE** members, employees and board of directors for your support and loyalty to this Association.

A NOTE FROM THE ADMINISTRATOR

I would like to take a moment to thank you again for your membership in your Hospital Association. Many of you have been loyal members for decades and some of you are fairly new to our Association. I want you to know that we do not take any of you for granted! We realize you have other choices for your healthcare needs outside of **CARE**.

Because you will be receiving a large amount of information from **CARE** during the next few weeks, we ask that you pay careful attention, and be aware that you may also receive solicitations from other organizations and/or associations asking you to join their plans. Before you make any decisions (other than to remain with **CARE**), please contact our office to compare and discuss the differences in other coverages and corresponding costs compared to **CARE's** benefits and associated costs. We are always here to assist you in making the very important decisions regarding your healthcare.

As always, we take pride in having exemplary Customer Service to help meet your needs, whether it is assisting you with your medical and/or Part D prescription drug benefit or simply helping you check on the status of your medical claims. We are here to give you the help you need.

As you are aware, we had to make the always difficult decision to raise dues slightly in all of our Plans for 2020. We raised the dues a little over 5% for all plans. This slight increase in your dues will result in over \$300,000 in revenue to our bottom line which will certainly help offset any losses we may incur next year due to the continuing rise in healthcare costs.

Remember that this is **YOUR ASSOCIATION!** We are a "nonprofit entity"; therefore, all revenue in dues or increase in investments, etc., go back to you, our member, to pay for your current healthcare needs, now and for years to come.

The **CARE** staff and I thank you for your membership in this great Association!

Shelly Cumby, Administrator

The next scheduled meeting of the CARE Board will be held June 2, 2020.

Our People Make CARE Successful



Employees Celebrating Years of Service



The **CARE** Board of Directors recently recognized the following employees for their years of service with **CARE**. Top left picture, from left to right, Drew McPherson, Information Technology (20 years); Patricia McGlothin, Benefits/Customer Service (10 years); Royal Hawthorne, Benefits/Customer Service (5 years); Shirley Nunnally, Accounting (5 years) and Debbie McCoy, Administration (25 years).

Terry Hargrove, (above right) pictured with her husband Gary, was also recognized by the **CARE** Board of Directors for her 35 Years of Service with **CARE**.

Important Dates to Remember for Plan #4000 and Plan #4100 Members

October 30 - November 18, 2019

CARE Medicare Annual Election Period - During this time, **only** members in Plan #4000 have the option of transferring to Plan #4100. Plan #4000 members who choose to transfer to Plan #4100 **WILL NOT** have the option of returning to Plan #4000 once they have made the decision to leave the plan, as enrollment in Plan #4000 has been suspended.

October 2019

- Prescription Drug (Part D) Summary of Benefits and Opt-Out Letter from **Navitus MedicareRx**

November 2019

- You will receive a letter from **CARE** confirming your disenrollment from the Express Scripts plan effective 12/31/19 in order to enroll you into the **Navitus MedicareRx** plan for Plan Year 2020.
- Post-enrollment material / Welcome Kit from **Navitus MedicareRx** to include your new formulary for 2020, mail-order and specialty pharmacy information, and new 2020 ID prescription cards, etc.

December 2019

2020 **CARE** Medicare Secondary Plan Benefit Guide will be mailed to members in Plan #4000 and Plan #4100

CARE 2020 DUES RATES EFFECTIVE JANUARY 1, 2020

PLAN #3000 - SUPPLEMENTAL TO COMPREHENSIVE HEALTH CARE BENEFIT (CHCB) - AETNA, AETNA US HEALTHCARE, BCBS ILLINOIS, CIGNA, HIGHMARK BCBS, UNITED HEALTHCARE GA23000, UNITED HEALTHCARE 0690100, UNITED HEALTHCARE GA107300 & UNITED HEALTHCARE GA23111

	Monthly	Quarterly
Employee.....	\$ 58.00	\$ 174.00
Employee and One Dependent.....	\$ 116.00	\$ 348.00
Employee and Two or more Dependents.....	\$ 174.00	\$ 522.00

PLAN #3100 - SUPPLEMENTAL TO MEDICAL MANAGED CARE PLANS (MMCP) - AETNA US HEALTHCARE, HIGHMARK BCBS, UNITED HEALTHCARE GA23000 & UNITED HEALTHCARE 0690100

Employee.....	\$ 47.00	\$ 141.00
Employee and One Dependent.....	\$ 95.00	\$ 285.00
Employee and Two or more Dependents.....	\$ 143.00	\$ 429.00

PLAN #4000 / SUPPLEMENTAL TO MEDICARE PARTS A & B WITH PART D COVERAGE

Retired Employee, Spouse, or Surviving Spouse.....	\$ 325.00	\$ 975.00
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PLAN #4100 / SUPPLEMENTAL TO MEDICARE PARTS A & B ONLY – NO DRUG COVERAGE

Retired Employee, Spouse, or Surviving Spouse.....	\$ 174.00	\$ 522.00
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PLAN #5000 / SECONDARY TO UNITED HEALTHCARE GA46000

Retired Employee or Spouse.....	\$ 343.00	\$ 1029.00
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PLAN #5500 / COVERAGE AFTER GA46000 BENEFITS EXHAUSTED / CARE PRIMARY

Retired Employee or Spouse.....	\$ 795.00	\$ 2385.00
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PLAN #5100 - REPLACEMENT PLAN FOR UNITED HEALTHCARE GA46000 DEPENDENTS

Spouse or Child of Retired Employee.....	\$ 978.00	\$ 2934.00
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If your dues are currently being paid through payroll deduction or bank draft, the deduction will automatically be changed for the month of January 2020. If you pay dues direct to **CARE**, you should remit the new rate on or before January 1, 2020.

2020 BENEFIT CHANGES

CARE PLAN #4000 - PRESCRIPTION DRUG BENEFIT (PART D) CHANGE FOR 2020:

For Plan Year 2020, **Navitus MedicareRx** (PDP) will administer pharmacy benefits for Plan #4000 members. **CARE** will continue to provide you with an “enhanced” Part D prescription drug benefit. Please refer to the chart on the following page for further explanation of stages plus your copayments for 2020.

- Annual deductible of \$300 (same as 2019)
- Initial Coverage Limit increased from \$3,820 to \$4,020
- Prescription Drug Benefit increase from \$5,100 to \$6,350

The benefit period for Plan #4000 is January 1 through December 31. For questions regarding your prescription drug benefit contact the **CARE** Customer Service Department at 1.800.334.1330.

Navitus MedicareRx (PDP) Summary of Benefits 2020

Yearly Deductible Stage: During this stage, **you pay the full cost** of your Part D Drugs. You stay in this stage until you have paid your **\$300 yearly deductible** amount. Once you have paid your deductible amount you move onto the Initial Coverage Stage.

Initial Coverage Stage: During this stage, the plan pays its share for the cost of your drugs and you pay your share of the cost. The table below shows your share of the cost for drugs in each of the plan's drug tiers. You stay in this stage until the total costs of your Part D drugs reach **\$4,020**, when you move onto the Gap Coverage Stage.

Cost Sharing Tiers	Network Retail Pharmacy (1-31 day supply)	Network Retail Pharmacy (32 - 90 day supply)	Mail Order Pharmacy (Up to 90-day supply)
Tier 1: Generic products	\$15 copayment	\$15 copayment	\$15 copayment
Tier 2: Preferred brand products	\$40 copayment	\$120 copayment	\$100 copayment
Tier 3: Non-preferred brand products	\$60 copayment	\$180 copayment	\$150 copayment
Tier 4: Specialty products	25% coinsurance (\$250 min, \$500 max)	25% coinsurance (\$500 min, \$1500 max)	25% coinsurance (\$500 min, \$1500 max)

Gap Coverage Stage: During this stage, you will continue to pay the same cost sharing amount as in the Initial Coverage Stage.

Catastrophic Coverage Stage: After your out-of-pocket drug costs reach **\$6,350** for Part D drugs, you pay the greater of Either 5% coinsurance **OR** a \$3.60 copay for a generic drug (including brand drugs treated as generic) or a \$8.95 copay for all other drugs.

Senior Corner

2020 Medicare Deductibles

At the time of printing of this newsletter, the 2020 Medicare Part A & B deductibles had not been published by the Centers for Medicare and Medicaid Services (CMS).

As a reminder, **CARE** Plans #4000 and #4100 (both secondary to Medicare) pay your Medicare Part A & B deductibles.



4912 Midway Drive
Temple, TX 76502

P.O. Box 6130
Temple, TX 76503-6130

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The **CARE** staff would like to wish you
and your family a safe and happy
holiday season!

Navitus MedicareRx (PDP)

If you have questions, please
call Navitus MedicareRx
Customer Care toll-free at
1.866.270.3877 or TTY users
can call 711.

Members can reach Navitus
MedicareRx Customer Care
24 hours a day, 7 days a
week, excluding Thanks-
giving and Christmas.

Navitus MedicareRx (PDP)
Website and Navi-Gate® for
Members: <https://medicarex.navitus.com>

CARE Members

**For Questions You May Have contact
the CARE office at 1.800.334.1330**

**Benefits/Claims Processing/
Customer Service**
Kimberly Stinnett

Member Services
Berenice Hensley

Provider Relations
Terry Hargrove

Medicare Compliance Officer
Kathy Hampton

CARE 2019 / 2020 Holiday Schedule

CARE office closed Thursday,
November 28 and Friday,
November 29, 2019

Friday, December 20, 2019
closed from
2:30 p.m. to 4:30 p.m. (CST)
for employee Christmas party.

CARE office closed Tuesday,
December 24, 2019
and
Wednesday,
December 25, 2019.

CARE office closed
Wednesday,
January 1, 2020.

The "On Track" newsletter is published by the Consolidated Associations of Railroad Employees. If you would like to submit articles or announcements concerning Health & Welfare for publication in future editions, you may contact Berenice Hensley at bereniceh@carehealthplan.com. Inclusion of articles will be subject to space available and appropriateness as judged by **CARE** Administration.