



PSC-CUNY WELFARE FUND

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Dear Welfare Fund Member:

On behalf of the PSC-CUNY Welfare Fund Trustees, I am pleased to announce the enhancement of two benefits provided to you by the PSC-CUNY Welfare Fund. **Starting on July 1, 2018, the PSC-CUNY Welfare Fund's dental and hearing benefits will be significantly improved.**

The dental and hearing benefit improvements are the first phase in the latest round of benefit enhancements. The second phase is expected to address the needs of Active members and their dependents who experience catastrophic drug expenses. Fund Trustees are currently exploring various approaches to providing some relief to these members, and we hope to announce programmatic changes before the end of the year.

Dental Benefit Improvements:

Guardian Network Dentists: Crowns, Implants, Oral Surgery and Orthodontics

Last year (beginning on January 1, 2017) the Fund made substantial improvements in its schedule of reimbursements for a wide-range of dental procedures. Beginning on July 1, 2018, the Fund's reimbursement schedule for many common but expensive procedures—when provided by participating, in-network Guardian dentists—will be further enhanced.

The Fund Trustees carefully reviewed the utilization patterns of members and determined that members would receive the greatest benefit if we targeted resources to the most common expensive procedures: *dental implants, oral surgery, crowns, and orthodontics*. Currently, each of these procedures is only partially covered by our reimbursement schedule. The new enhanced schedule of reimbursements will cover a broader range of dental codes associated with each of these procedures and cover them at a higher reimbursement rate. We believe that this approach will reduce out-of-pocket expenses for members more consistently than our previous coverage.

Please remember that by choosing a Guardian network dentist, you can save hundreds of dollars on common procedures because Guardian-participating dentists discount their fees by 30% to 40% to our members. The Fund then pays for a portion of the dentist's actual charge, according to a set subsidy schedule for the dental code associated with each procedure. It is the Fund's reimbursement subsidy schedule that is being enhanced.

The table below shows the projected percentage increase in coverage for the average charge of in-network Guardian dentists.

Procedure	Current Coverage of Avg. Guardian Dentist Charge	New Projected Coverage of Avg. Guardian Dentist Charge
Dental Implants	62.2%	76.4%
Oral Surgery	84.2%	86.6%
Crowns	68.5%	86.5%
Orthodontics	54.1%	75.0%

In-Network and Out-of-Network: Coverage for Three Cleanings per Year

The Fund will also increase coverage of adult cleanings from two-times per year to three-times per year at current rates for both in-network and out-of-network dentists. Some members require more than two cleanings per year to maintain oral health and prevent serious dental conditions from arising. Fund Trustees want to provide this option when needed.

Hearing Benefit Improvements:

Last year (beginning on January 1, 2017) the Fund contracted with the Hear USA network to provide a major improvement in the Fund's hearing benefit. Eligible members and their dependents now receive significant discounts on hearing aids, and the Fund provides a \$750 per-ear in-network subsidy on top of the discount once every 36 months.

Beginning on July 1, 2018, the Fund will double the per-ear, in-network subsidy to \$1,500, for a total subsidy of \$3,000 once every 36 months.

Support for Enhancements

The Fund is in a financial position to make enhancements because of a series of positive developments over the last several years, together with exceptionally careful financial management of the Fund itself: *increased income to the Welfare Fund as a result of the last contract negotiated by the PSC and CUNY*; increased funding from agreements negotiated between the Municipal Labor Committee and the City of New York; the agreement to shift health insurance coverage for eligible adjuncts from the Fund to the City health insurance plan; and a reduction in the Fund's expenses enabled by taking advantage of programs resulting from Medicare reform legislation. I want to thank the Fund Trustees and staff for their dedication on behalf of you, the members.

There is much more to say about the details of the benefit enhancements, and you can learn more about the new and current benefits by visiting the Fund website, psccunywf.org.

In solidarity,



Steven London
Executive Officer
PSC-CUNY Welfare Fund