



For Your Benefit

2012 Retiree Benefits Program



RETIREE BENEFITS

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Registered Nurses Guide to Retirement

If you're thinking about retiring, you probably have a lot of questions. This Guide provides many of the answers you need to make informed decisions about your retirement.

If you need assistance, contact the HR-Benefits Office by email at montebenefits@montefiore.org or call 914.378.6531.

Sincerely,

William Shanahan

Vice President

Human Resources – Total Compensation

Retiree Benefits

Which Plans Continue During My Retirement?

One of the factors to consider when you are thinking about retirement is post-retirement benefits. Here is an overview of your benefits and which coverages can continue into retirement.

Medical	<p>Your Montefiore medical benefits stop when you retire.</p> <p>If you are eligible, you have a one-time opportunity at retirement to elect coverage under the Montefiore Medical Center Health Plan for Retired Registered Nurses. You can waive this coverage at any time. Keep in mind, however, that an election to waive coverage is irrevocable. If you do not enroll at the time you retire or if you elect and later waive coverage, you will not be able to elect Montefiore Retiree Medical coverage again in the future.</p>
Dental	Your Montefiore dental benefits (Montefiore's Dental Benefits or the DMO) stop when you retire.
Flexible Spending Accounts (Health and Dependent Care)	Stop when you retire.
Life, AD&D and BTA	Montefiore provides continuing Life Insurance at no cost to you. The amount of coverage depends on your age at retirement. Accidental Death and Dismemberment (AD&D) Insurance and Business Travel Accident (BTA) Insurance end when you retire.
Disability Benefits	Short-term, Intermediate-term and Long-term Disability benefits end when you retire.
Pension	<p>You may be eligible to receive a pension from:</p> <ul style="list-style-type: none">Montefiore Medical Center Voluntary Tax Deferred Annuity 403(b) PlanNYSNA Pension Plan.

Am I Eligible For Retiree Health Benefits?

You are eligible for the Montefiore Medical Center Health Plan for Retired Registered Nurses if:

- You retire from Montefiore Medical Center at age 60 or older
and
- At the time of your retirement you were represented by the New York State Nurses Association
and
- For the 10 consecutive years immediately prior to your retirement you were a full-time or part-time registered nurse and participated in a Montefiore-sponsored health plan (including waiver of coverage)
and
- You elect to receive pension benefits from a plan to which Montefiore contributes.

Are My Dependents Eligible For Retiree Health Benefits?

Your family members are eligible for medical benefits under the Montefiore Medical Center Health Plan for Retired Registered Nurses if they were covered as eligible dependents under your policy by one of the medical options available under the Registered Nurses Benefit Program immediately prior to your retirement.

If you remarry or establish a new qualified same sex domestic partnership after your retirement, your new spouse or qualified same sex domestic partner and any new dependent children will not be eligible for coverage.

How Much Will I Have to Contribute?

- **For Retiree Medical Benefits** – If you were an eligible full-time registered nurse and worked at Montefiore for 10 consecutive years immediately prior to retirement, Montefiore Medical Center currently pays the full cost of Retiree Medical coverage for you and your eligible family members.

If you were an eligible part-time registered nurse or worked part-time at any time during the 10 consecutive years immediately prior to retirement, you contribute towards the cost of Retiree Medical coverage. You can obtain the amount of any required contributions from the HR-Benefits Office.
- **For Retiree Life Insurance** – Montefiore currently pays the full cost of Retiree Life Insurance. You pay nothing.

When Does Coverage Begin?

Retiree Medical and Life Insurance coverage begins on the first day of the month on or after your first day of retirement provided you make any required contributions and submit the required forms to Montefiore's HR-Benefits Office before then.

What Benefits Do the Retiree Plans Provide?

Here is an overview of Retiree Benefits. Benefits may be subject to certain restrictions and limitations.

The Montefiore Medical Center Health Plan for Retired Registered Nurses

The Montefiore Medical Center Health Plan for Retired Registered Nurses provides:

- Hospital benefits – which pay for covered expenses such as semi-private hospital room and board, as well as certain alternatives to in-hospital care
- Medical/Surgical benefits – which help pay the cost of medical services and supplies – after you meet the annual deductible
 - and*
- Prescription Drug benefits – which help pay the cost of prescription drugs obtained at a participating retail pharmacy or through the Medco By Mail Program.

If You Are Medicare Eligible

If you are Medicare-eligible, your Montefiore Retiree Medical Benefits are determined assuming you are enrolled in both Parts A and B of Medicare – or a Medicare option. You must comply with all requirements imposed by the Medicare option that you select. In addition, this Plan will not pay charges that are denied by Medicare as a result of your failure to comply with Medicare pre-admission or second surgical opinion requirements.

Medicare pays its benefits first. Then, retiree medical coverage will reimburse the following expenses, which are *not* covered by Medicare:

- The Medicare deductible for in-hospital care \$1,156 in 2012)
- The Medicare copayment for the 61st through the 90th day of in-hospital care in a semi-private room \$289 in 2012)
- The Medicare copayment for the 91st through the 150th day (60-day lifetime reserve) of in-hospital care in a semi-private room (\$578 in 2012)
- All covered expenses for the 151st through the 365th day of in-hospital care in a semi-private room
- The Medicare copayment for the 21st through the 100th day in a skilled nursing facility – following a hospital stay of at least three days (\$144.50 in 2012)
- Accidental injury or emergency occurring outside of the United States
- Outpatient prescription drugs (if you are not enrolled in Medicare's prescription drug coverage)
 - and*
- Outpatient mental health care.

Coverage for any other expenses you incur that are not paid (or fully reimbursed) by Medicare will depend on how Medicare's reimbursement compares to reasonable and customary limits under your Retiree Medical coverage.

Treatment Using Preferred Providers

If you are Medicare-eligible, you should use providers who accept Medicare assignment. Providers who do not accept assignment may charge up to 15% over Medicare's approved amount for services.

If You Are Not Eligible For Medicare

Retiree Montefiore Provider Network

The Medical Center encourages you to use Montefiore providers and facilities by offering the following services – *free of charge* – for you and your covered family members:

- Services provided by a Montefiore Medical Group (MMG) primary care physician at a Medical Group facility
- Services provided by Moses, Weiler, North Division and the Children's Hospital at Montefiore, Montefiore Ambulatory Surgical Facilities, Montefiore Imaging Center and Montefiore Department of Radiology)
- Laboratory tests performed at and billed by Quest Laboratories, LabCorp, Moses, Weiler, North Division and the Children's Hospital at Montefiore.

Empire Provider Network

If you are not yet eligible for Medicare, you may save money on certain health care expenses by using the Empire Provider Network. Montefiore has contracted with Empire for access to its network of physicians, hospitals and other health care providers. You can visit any physician in the Empire Indemnity Network, Empire Behavioral Health Network and Montefiore Integrated Provider Association (MIPA) in any specialty without a referral.

Empire Network providers agree to provide services at a discount, resulting in lower out-of-pocket costs to you. The discount applies to the cost of covered services provided (subject to any deductible or coinsurance). It does not affect the cost-sharing percentages for out-of-network care established by the Plan. For example, if you visit a physician who participates in the Empire Indemnity Network, the Plan pays 80% and you are responsible for 20% of the discounted rate.

MMG and MIPA physicians are listed on the Empire Website

www.empireblue.com/montefiore, or you can contact Montefiore CMO Customer Service Department at **914.377.4400**.

To find an Empire Indemnity Network provider, you can call the Empire Customer Service Call Center at **866.236.6748** or go to www.empireblue.com/montefiore.

Retiree Medical Benefit Overview

	Retiree Montefiore Provider Network	Empire Indemnity Network	Out-of-network
Financial			
▪ Individual/Family Annual Medical Deductible	N/A	\$100/\$300	\$100/\$300
▪ Lifetime Maximum Benefit (exclusive of hospital and Medco prescription drug benefits)	N/A	\$500,000	\$500,000
Hospital Benefits			
▪ Illness or Injury, mental health and substance abuse care – semi-private room, board and other services up to 365 days each admission	100%	100%	100% ¹
Alternatives to In-hospital Care			
▪ Ambulatory Surgical Facilities	100%	100%	100% ¹
▪ Skilled Nursing Facility	100%	100%	100% ¹
▪ Hospice – up to 210 days	100%	100%	100% ¹
▪ Home Health Care – up to 200 visits each calendar year	100%	100%	100% ¹
Emergency Room Care – at any hospital	100%	100%	100% ¹
Outpatient Diagnostic and Laboratory Tests (including MRI, MRA, PET, CAT Scans, Nuclear Cardiology, bone density, X-rays, blood, urine and other laboratory tests)	100%	80% after deductible	80% ² after deductible
Physicians' Services (office visits) including Mental Health/Substance Abuse Care	100%	80% after deductible	80% ² after deductible
Chiropractic Care – up to \$1,000 each calendar year	N/A	80% after deductible	80% ² after deductible
Other Covered Expenses	100%	80% after deductible	80% ² after deductible
Vision Benefit	Discounts at Davis Vision retail centers.		
¹	If you use a non-participating provider or facility, percentages are applied to covered charges which are based on the rate paid to like-kind Empire in-network facilities if the facility is within the Empire area (i.e., the New York metropolitan area including NJ and CT) or the facility's actual charge if it is outside of the Empire area.		
²	Reasonable and customary rates are set at 330% of the National Medicare Physician Fee Schedule (or approximately at the 70 th percentile). The Plan benefit is then determined by applying the cost-sharing percentage (80%) to this amount; you are responsible for paying the balance of the bill to the provider.		

Prescription Drug Benefits

Prescription drug benefits are included in your medical coverage.

If I Use	What Does Prescription Drug Coverage Pay?	
	In-network	Out-of-network
Moses FCC and Weiler outpatient pharmacies (up to a 90-day supply of each prescription)	<ul style="list-style-type: none">Montefiore pharmacy formulary drugs – 100%, no copay	NA
Medco		
<ul style="list-style-type: none">Retail pharmacy (up to a 30-day supply of each prescription)	<ul style="list-style-type: none">Generic drugs – 100% after \$7 copayBrand name drugs – 100% after \$10 copayMedco non-formulary drugs (brand name or generic) – 100% after \$15 copay	75% of R&C
<ul style="list-style-type: none">Medco By Mail Program (up to a 90-day supply of each prescription)	<ul style="list-style-type: none">Generic drugs – 100% after \$7 copayBrand name drugs – 100% after \$10 copayMedco non-formulary drugs (brand name or generic) – 100% after \$15 copay	

Retiree Life Insurance

The amount of life insurance that continues during retirement depends on your age at retirement, as shown below.

If you retire:	Your Retiree Life Insurance equals:
At age 65 or older	<ul style="list-style-type: none">▪ 50% of your life insurance coverage in effect on the day before you retire or▪ \$25,000 <p>... whichever is less – but in no case less than \$5,000.</p> <p>On each subsequent January 1, your life insurance is reduced by 10% of the coverage you received when you retired – subject to a minimum benefit of \$5,000</p>
Before age 65	\$2,000 without reduction

Conversion Opportunity

When you retire you can convert the difference between your active and retiree life insurance (and any subsequent reductions in coverage if you retire at age 65 or older) to an individual policy. You do not need to provide medical evidence of insurability to convert coverage. However, you must apply for the conversion and pay the first premium within 31 days after the coverage you are converting would otherwise end.

Which Benefits Continue If I Die?

The following table shows the benefits provided to your survivors in case of your death after retirement.

Retiree Medical Benefits	<p>Montefiore will pay the full cost of Retiree Medical coverage for any of your enrolled dependents for one year following your death. At the end of the one-year period, your dependents can elect to continue coverage by paying the full cost in effect at that time. Your dependents' coverage will end if they:</p> <ul style="list-style-type: none">▪ no longer meet the criteria for coverage (e.g., your spouse remarries, a dependent child no longer meets the age and dependency requirements) or▪ stop paying the required premiums. <p>Coverage will also stop if Montefiore terminates Retiree Medical benefits.</p>
Retiree Life Insurance	Your Retiree Life Insurance will be paid to your named beneficiary.

Montefiore's Retirement Procedures

Who Do I Notify and When?

You must notify your immediate supervisor in writing prior to the date you plan to retire – at the very least equal to the number of work weeks in your annual vacation entitlement. Then, contact the HR-Benefits Office.

What Forms Do I Need To Complete for Montefiore Medical Center?

All you need to do to enroll for retiree benefits is complete and sign the following forms:

- Health Plan for Retired Registered Nurses Enrollment Form – return the completed form to Montefiore's Benefits Department no later than 30 days after your retirement date.
- Retiree Eligible Family Members Form – use this form to enroll eligible family members for retiree medical benefits.
- Conversion Form for Group Term Life Insurance – if you want to convert reducing amounts of life insurance to individual coverage.

If you choose not to participate in the Retiree Medical plan, you should still return your forms to the HR-Benefits Office. Remember, you have just one opportunity to enroll in post retirement medical benefits.

What Forms Do I Need to Complete for the NYSNA Pension Plan?

Contact the NYSNA Pension Plan and Benefits Fund for pension enrollment and application forms. Information is also available online at www.rnbenefits.org.

To contact the NYSNA Pension Plan and Benefits Fund by:	Use:
▪ US Mail – include your Social Security number with all correspondence	NYSNA Pension Plan & Benefits Fund PO Box 12430 Albany, NY 12212-2430
▪ Email	pensions@rnbenefits.org
▪ Telephone – pension analysts and participant service representatives are available weekdays from 8:30 a.m. to 4:30 p.m.	877.RN.BENEFITS – 877.762.3633 , 800.342.4324 , or 518.869.9501

Social Security and Medicare

How Do I Apply For Social Security And Medicare?

You may be able to apply for Social Security retirement benefits online by visiting the Social Security Website at www.socialsecurity.gov. You must first answer a series of questions.

Your answers will determine if you can apply online. Once you enroll for Social Security benefits, you will automatically be enrolled for Medicare when you become eligible (generally at age 65).

Otherwise, you can apply by calling Social Security's toll-free number, **800.772.1213**. Social Security representatives can make an appointment for your application to be taken over the telephone or at any convenient Social Security office. If you are deaf or hard of hearing, you can call Social Security's toll-free "TTY" number **800.325.0778** from 7 a.m. to 7 p.m. Monday through Friday.

If you are Medicare-eligible and enrolled for Montefiore's retiree medical coverage, you do *not* need to enroll in Medicare's prescription drug coverage. That's because Montefiore's plan provides benefits for prescription drugs that are at least equal to Medicare's. You can find more information in the Medicare Prescription Drug Notice beginning on page 11.

When Should I Apply?

To make sure that your Social Security retirement benefits and Medicare Part B coverage start date are not delayed, you should apply three months before the month you reach age 65. If you enroll for Medicare Part B and/or Medicare prescription drug coverage after you become eligible, you may have to pay more for your coverage.

What Documentation Will I Need?

When you apply for Social Security, you will need the following information:

- Your Social Security Number and birth certificate
- Your W-2 forms or self-employment tax return for last year
- Your military discharge papers if you had military service
- Your spouse's birth certificate and Social Security Number if applying for benefits
- Children's birth certificates and Social Security Numbers, if applying for children's benefits
- Proof of U.S. citizenship or lawful alien status if you (your spouse or child applying for benefits) were not born in the U.S.
- The name of your bank and your account number so your benefits can be directly deposited into your account.

You must bring or submit original documents or copies certified by the office issuing the paperwork. Social Security will make photocopies and return your documents to you.

What Benefits Does Medicare Provide?

Medicare's publication "[Your Medicare Benefits](#)" explains the rules about which health care services and supplies Medicare covers, what specific benefits you can get, and when you can get them. It also explains how much Medicare pays for each service, and how much you pay.

What are the 2012 Medicare Deductibles and Copayments?

Each year, the U.S. Department of Health and Human Services, Center for Medicare & Medicaid Services reviews and revises Medicare's deductibles and copayments. The 2012 deductibles and copayments are shown below.

Medicare Part A (Hospital Benefits)	For 2012
Annual Hospital deductible	\$1,156
Daily copayment for the 61 st through the 90 th day of in-hospital care	\$289
Daily copayment for the 91 st through the 150 th day (60-day lifetime reserve) of in-hospital care	\$578
Daily copayment for the 21 st through the 100 th day in a skilled nursing facility (following a hospital stay of at least three days)	\$144.50
Medicare Part B	
Annual Part B deductible	\$140.00

Where Can I Get Additional Information?

Medicare

- Call the Medicare hotline at **800.MEDICARE (800.633.4227)**, TTY users call **877.486.2048**
- Visit the Medicare website online at www.medicare.gov
- Call your State Health Insurance Assistance Program
- Contact your local Office on Aging at www.eldercare.gov

Social Security Administration:

- Call **800.772.1213**, TTY users call **800.325.0778**
- Visit the Social Security website online at www.socialsecurity.gov.
- [Social Security Online Retirement Planner](#)

Employee Benefits Security Administration (EBSA) – [Taking the Mystery Out of Retirement](#)

Medicare Part D Notice

Important Notice from Montefiore Medical Center about Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with Montefiore Medical Center and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

- 1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.**
- 2. Montefiore Medical Center has determined that the prescription drug coverage offered by Montefiore's medical options is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.**

When Can You Join A Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15th through December 7th.

However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens To Your Current Coverage If You Decide to Join A Medicare Drug Plan?

If you decide to join a Medicare drug plan, you will still be eligible to receive all of your current health and prescription drug benefits, provided you continue your Montefiore coverage.

Here is an overview of Medicare's standard level of prescription drug coverage.

2012 Medicare Standard Level of Prescription Drug Coverage

You pay the first \$320 of prescription drug expenses (annual deductible)

You pay 25% of the next \$2,930 of prescription drug expenses; Medicare pays the rest (75%)

You pay 100% of the next \$3,647.50 of prescription drug expenses (A 50% discount applies to covered brand name drugs and a 14% discount for generic drugs.)

Once you pay \$4,700 in out-of-pocket expenses for prescription drugs for a covered person, you pay 5% (or a small copayment) of any remaining prescription drug expenses for that person for the rest of the calendar year; Medicare pays the rest.

If you do decide to join a Medicare drug plan and drop your current Montefiore coverage, be aware that you and your dependents will be able to get this coverage back.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with Montefiore Medical Center and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information about this Notice or Montefiore Prescription Drug Coverage

Call Montefiore's HR-Benefits Office at **914.378.6531**.

NOTE: You will receive this notice each year before the next period you can join a Medicare drug plan, and if Montefiore's coverage changes. You also may request a copy at any time.

For More Information about Your Options under Medicare Prescription Drug Coverage

More detailed information about Medicare plans that offer prescription drug coverage is available in the "Medicare & You" Handbook. You'll get a copy of the Handbook in the mail every year from Medicare. You may also be contacted directly by Medicare prescription drug plans.

For more information about Medicare prescription drug coverage:

- Visit [**www.medicare.gov**](http://www.medicare.gov)
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" Handbook for their telephone number) for personalized help.
- Call 800-MEDICARE (**800.633.4227**). TTY users should call **877.486.2048**.

If you have limited income and resources, extra help paying for a Medicare prescription drug plan is available. For information about this extra help, visit Social Security on the web at [**www.socialsecurity.gov**](http://www.socialsecurity.gov), or call **800.772.1213 (TTY 800.325.0778)**.

Remember: Keep this Creditable Coverage Notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained Creditable Coverage and whether or not you are required to pay a higher premium (a penalty).

Date:	1/1/2012
Name of Entity/Sender:	Montefiore Medical Center
Contact – Position/Office:	HR-Benefits Office
Address:	111 East 210 th Street Bronx, NY 10467-2490
Phone Number:	914.378.6531

Who Do I Contact If I Have Questions?

**MONTEFIORE MEDICAL CENTER
CORPORATE HUMAN RESOURCES DIVISION
HR-BENEFITS OFFICE**

Mondays through Fridays (except holidays) 8:30 a.m. to 5:00 p.m.

Benefits Main Number **(914) 378-6531** / Fax **(914) 378-6584**

montebenefits@montefiore.org

By U.S. Mail:

HR-Benefits Office
Montefiore Medical Center
111 East 210th Street
Bronx, NY 10467-2490

By Interoffice Mail or FedEx:

HR-Benefits Office
Montefiore Medical Center
6 Executive Plaza, Suite 112B
Yonkers, NY 10701

Retiree Health Plan Claims Administrator

Empire BlueCross BlueShield
PO Box 1407, Church Street Station
New York, NY 10008-1407
866.236.6748
www.empireblue.com

Medco Prescription Drug Program

Medco Health Solutions
100 Parsons Pond Drive
Franklin Lakes, NJ 07417-2603
800.631.7780
www.medco.com

Retiree Administrator

WageWorks
P.O. Box 14055
Lexington, KY 40512-4055
877.502-6272
www.wageworks.com

Voluntary Tax Deferred Annuity 403(b) Plan

Principal **800.547.7754**
On-site Representative **914.378.6556**
www.principal.com

NYSNA Pension

NYSNA Pension Plan & Benefits Fund
PO Box 12430
Albany, NY 12212-2430
877.RN.BENEFITS (**877.762.3633**),
800.342.4324, or **518.869.9501**
www.rnbenefits.org

This Guide provides only selected highlights of Retiree Benefits in effect as of January 1, 2012. Additional information about the plans can be found in the Registered Nurses Retiree Summary Plan Description. The actual provisions of the plans are governed by the legal documents. If there is a discrepancy between the information presented here and the legal documents, the legal documents will govern.