

Welfare Fund – February 2011

The chart on the adjacent pages presents a summary of the benefits provided by the three funds administered by the CSA Welfare Fund. Each fund, by action of the respective Board of Trustees, has developed a benefit package designed to supplement and complement the basic health care coverage provided by a participant's employer.

The welfare fund benefits provided by each fund have been carefully developed by the Trustees to meet the needs of participants and to be sustainable in less than rosy economic times. Contributions to each fund are determined during collective bargaining, and, as all are aware, there is little interest in negotiating new contracts. As a result, we must ensure that the resources we are provided will fund a benefit program now and for several years in the future without new money and, hopefully, without reducing benefits.

Each fund provides benefits that are similar or superior to those provided to those we supervise. CSA benefits compare very favorably to UFT benefits for in-service members, with essentially similar dental, optical, and prescription drug benefits. The CSA Welfare Fund adds supplemental medical benefits, and does not implement step therapy in the prescription drug program. Optical benefits are provided annually, as compared to every 2 years for UFT members, and the CSA adds a catastrophic Stop-Loss medical benefits, which limits out-of-pocket costs to \$ 1,750 annually, a benefit not provided by the UFT. Day Care benefits are similar to those provided by Local 205.

The CSA Retiree Welfare Fund provides arguably the best retiree benefit package in the City. The Fund has added several benefits over the years designed to help with excess costs incurred as members age. Notable among these benefits is the reimbursement for home health aide and private duty nursing. Home health aide can be reimbursed to a maximum of \$ 6,000 annually with a lifetime maximum of \$ 18,000. Private Duty nursing, upon certification of need from your medical provider, is reimbursed to a maximum of \$ 10,000 annually with no lifetime maximum. When you factor in the additional benefits provided to those who are dues-paying members of the CSA Retiree Chapter, an additional 15% of Fund payments for many benefits, including home health aide and private duty nursing, and a reduction in deductible to \$ 1,000 for the Catastrophic Stop-Loss medical benefit, CSA Retirees enjoy a very rich benefit package to supplement their free basic health care provided as a City retiree.

The Funds are continually looking for ways to improve benefits and service for our members. In the near future we will have the capability to send email updates containing important reminders or tips and our website will be redesigned and allow members to request optical, hearing, and laser vision

vouchers by email. This and all improvements are being made so that we at the Fund may continue to provide exceptional service to our members.

As always, please call the fund at 718-624-2600 or email me at dhathaway@csawf.org should you have any questions about any of your benefits.