

September 2014

TO: All Retirees and Spouses
AFL Hotel & Restaurant Workers Health & Welfare Trust Fund

FROM: Board of Trustees

SUBJECT: HMSA AKAMAI ADVANTAGE NOTICES

This notice contains important information about changes to the HMSA Akamai Advantage benefits currently available under the AFL Hotel & Restaurant Workers Health & Welfare Trust Fund.

You may have already received a letter or other materials in the mail about the annual Medicare Open Enrollment in October.

We are writing to let you know **that** you **do not** have to do anything and disregard the letters that you may have received in the previous days. Our office is working closely with HMSA to make sure you continue to get the health plan benefits you need.

The AFL Hotel & Restaurant Workers Health & Welfare Trust Fund will be taking care of enrolling you in a new group-sponsored retiree plan that will be effective January 1, 2015. Additionally you will be receiving a new HMSA membership card and member materials in December.

Should you have any questions on the above change or need assistance with your coverage, please contact the Trust Fund Office at 523-0199, or for neighbor islands, call toll free at (866) 772-8989.

Disclosure of Grandfathered Status

The Trust Fund believes its group health plans are "grandfathered health plans" under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that your plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the plan administrator, Benefit & Risk Management Services, Inc., at 560 North Nimitz Highway, Suite 209, Honolulu, Hawaii 96817-5315 or (808)523-0199. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This Web site has a table summarizing which protections do and do not apply to grandfathered health plans.