

The Fund Office Report

Important News About Your Employee Benefit Programs in the Metal Trades Branch of Steamfitters' Local 638

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2022 Tax Forms

The 1099-R's will be mailed by January 31, 2023 as required by law. If you have any questions, please feel free to contact the Fund Office at (212) 465-8888, option 9.

Out-of-Pocket Maximums for 2023

The Patient Protection and Affordable Care Act requires health plans to accumulate member and dependent out-of-pocket (OOP) expenses each year. If your OOP expenses **exceed** the amounts listed below, your future co-payments for the benefit type you exceed (Medical, Prescription, etc.) will be waived for the remainder of the calendar year. Please note that only co-payments for our hospital, medical and prescription drug coverage are considered OOP expenses.

The OOP Maximums for the Welfare Fund starting January 1, 2023 are as follows:

- | | | |
|--|---------------------|------------------|
| • Empire BCBS (Medical & Hospital) | Individual: \$5,300 | Family: \$10,600 |
| • Express Scripts (Prescription Drugs) | Individual: \$3,800 | Family: \$7,600 |

QUICK TIP!

ACTIVE & NON-MEDICARE RETIREES



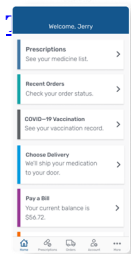
Need a prescription?

*Can't find your **EXPRESS SCRIPTS** identification card?*

Simply use your smartphone camera to scan the QR-Code to the right and choose the iPhone or Android link to download the

EXPRESS SCRIPTS APP

All you have to do is register yourself using your email, name, date of birth, zip code and the last 4 digits of your Social Security Number. Upon registration, your Express Scripts identification card will appear digitally on your smartphone and is ready to be used at your convenience. For quick and easy access, store this card in your digital wallet!



QUICK TIP!



Have a Toothache?

Need a dentist?

Where is my dental ID card?

You DO NOT HAVE a MetLife dental ID card. You need only to provide the dental office your social security number, tell them you participate in MetLife PDP Plus. Make sure the dentist participates with MetLife!! Be aware of your benefit limit to avoid any out-of-pocket cost.

If you need a list of participating dentists, visit www.metlife.com and find a dentist...it's as simple as 1, 2, 3...

If you have a dentist that you prefer who doesn't participate with MetLife, you can still use them, but you will be reimbursed at a percentage of the cost and the visit is subject to a deductible as well. You may contact MetLife at 800-942-0854.



Vision Care Benefits

Vision Care Benefits are available to you and your qualifying dependents. This benefit will reimburse you for the cost of eye exams, frames, and /or lenses, including contact lenses.

Vision Care Benefits are available in the maximum amount of \$300 per person each calendar year. Please note that the Welfare Fund requires proof of payment documentation (cancelled check, credit card statement, etc.). Should you have any questions regarding your Vision Care Benefits, please contact the Disbursements Department at (212) 465-8888, menu option 8.

Pension Tax Withholding



Upon retirement, you were given the option to have federal income tax withheld from your benefit payments. Withholding is one way for you to pay a portion of your income tax. Whether you are required to pay federal income tax on your benefit payments depends on your personal situation. Please be aware, as a consequence of not having enough tax or no tax withheld from your benefits, you may be required to pay estimated taxes during the year or a tax penalty at the end of the year. Your decision on withholding is an important one and you may wish to discuss it with a qualified tax advisor.

You may change your tax election at any time. The change to your tax elections would be placed into effect on the first of the month following receipt of your completed W-4P form. New York State income tax withholding can also be withheld from your monthly pension benefit. Please complete form IT-2104P to make changes or begin withholding.

The IRS has created a page on IRS.gov with information regarding Form W-4P and its instructions, at www.irs.gov/w4-p.

For New York State Income Tax Withholding, you may download the form and its instructions, at https://www.tax.ny.gov/pdf/current_forms/it/it2104p_fill_in.pdf.

You may also contact the Fund Office to obtain these forms, at (212) 465-8888, choose menu option 3 for the Pension Department.

Disability Status Program

The Disability Status Program (DSP) allows you, as a participant, to maintain eligibility if you are unable to work due to a medical condition or injury. To apply for the DSP, you must be covered under the Welfare Fund at the time of your injury or illness. You must also have a minimum of 10 Years of Credited Service in the Pension Fund at the time of injury or illness, and be covered under the Welfare Fund for no less than 48 of the 60 months prior to the date of injury or illness.

Please note that as a rule of the Welfare Fund, you must report any injury on or off the job which will effect your ability to work to the Fund Office as soon as possible. Your completed DSP application **must be received within 30 days of the injury or illness** and must be accompanied by a letter from the attending physician detailing the injury or illness. Proof of your disability may include copies of Disability or Workers' Compensation payments and/or an Independent Medical Examination (IME) conducted by the Professional Evaluation Group (PEG).

Participation in the DSP cannot exceed 12 months and includes coverage for all dependents. Upon returning to work (or being deemed physically able to return to work), you would remain covered for two months under the DSP (when regular eligibility rules would normally reestablish welfare coverage). If you have any questions about the DSP please call the Welfare Department at (212) 465-8888, menu option 4.

Steamfitting Industry Assistance Program (SIAP)



We help members and their families dealing with alcoholism, drug abuse, misuse of prescription drugs and emotional problems. Contact our Director of SIAP, Roger Ross, at (212) 563-0342. Please be assured all calls are kept **STRICTLY CONFIDENTIAL**.