

**To:** All UConn benefits-eligible employees at Storrs and all Regional Campuses (except those employees participating in GEU-UAW)

**From:** Christopher Delello, UCONN Chief Human Resources Officer

**Subject: 2017 SEBAC Healthcare Changes Information – Please Read**

The [2017 SEBAC Agreement](#) includes several benefit changes to the State of Connecticut Employee Health Plan, effective October 1, 2017. As such, the Office of the State Comptroller is preparing a communication to be sent directly to all employees describing the changes. Below are highlights of the changes you will be hearing more about.

Benefit Feature		Current	New for Active Employees and Retirees after 10/1/2017
<b>Prescription Drug Non-HEP Copays</b>			
Generic		\$5	\$5 Preferred, \$10 Non-Preferred
Brand Name	Preferred	\$10 maintenance, \$20 non-maintenance	\$25
	Non-Preferred	\$25 maintenance, \$35 non-maintenance	\$40
<b>CVS/Caremark Standard Formulary</b>			Prior authorization to fill certain drugs
<b>Emergency Room Copay</b>	Waived if admitted, refunded if medical carrier approves employee's Waiver Request	\$35	\$250
<b>Outpatient Labs/Diagnostic Imaging</b>			
In-Network		100%	100% Preferred, 80% Non-Preferred
Out-of-Network	Applicable to POS Plans only	80%	60%
			Reduced copays for Preferred Providers
			Rebates for select procedures
<b>PT and OT Medical Necessity Standard</b>			Utilization Management Program

The following information has also been provided by the Office of the State Comptroller:

**Health Enhancement Program (HEP)** - There are no changes to the [HEP program](#). Reduced co-pays to treat HEP targeted chronic conditions will remain (\$0/\$5/\$12.50).

**Prescription Drug Plan** – The State of CT employee plan will now utilize CVS/Caremark’s Standard Formulary (attached). Employees and dependents may have received letters informing them that their prescriptions may not be on the formulary. All questions can be directed to CVS/Caremark at 1-800-318-2572. The mandatory 90-day supply for maintenance drugs through mail order or CVS/Caremark’s Maintenance Drug Network is still required.

**Emergency Room Copay** - Emergency Room Copay will be \$250 (waived if admitted). The ER Copay Waiver Form will still be available.

**Site of Service** - For outpatient lab work, diagnostic x-rays and/or high-cost imaging services, such as MRI’s, CT and PET scans, conducted in Connecticut, employees will have no cost share as long as their tests are performed at preferred in-network labs or imaging centers. Members will pay 20% coinsurance for tests that are performed at non-preferred in-network labs or imaging centers. Members with out-of-network coverage (POS plans only) will pay 40% coinsurance for tests performed at out-of-network lab or imaging centers. The preferred lab and imaging lists will be available soon.

**SmartShopper (Effective after October 1, 2018)** – Employees can receive incentives (gift cards/checks) for using Preferred Providers for certain procedures, including colonoscopy, hip surgery, knee surgery, knee replacement, spinal surgery, shoulder surgery, hysterectomy/hysteroscopy, sigmoidoscopy, and upper GI procedures.

**Preferred Provider List** – Members who utilize a Preferred Primary Care Physician (PCP) or certain Preferred Specialists (Allergy & Immunology, Cardiology, Endocrinology, ENT, Gastroenterology, OB-GYN, Ophthalmology, Orthopedic Surgery, Rheumatology, Urology) will now have a \$0 copay for office visits. Members who utilize a non-preferred provider or see a specialist in a field other than the 10 noted above will continue to pay \$15 copay. The Preferred Provider lists will be available soon.

Employees will not be permitted to switch plans as a result of the benefit changes.

### **2017 SEBAC Agreement Informational Sessions Offered on Storrs Campus**

Human Resources will be hosting 2017 SEBAC Agreement informational sessions in the Student Union Theatre (Room 106) on the Storrs campus on Wednesday and Thursday, September 20<sup>th</sup> and 21<sup>st</sup>.

No reservations are required, but seating is limited and will be provided on a first-come, first-serve basis. The same information is presented at all four sessions:

**Where:** Student Union Theatre (Room 106)

**Dates:** Wednesday, September 20<sup>th</sup> and Thursday, September 21<sup>st</sup>

**Times Each Date:** Morning 9-11am, Afternoon 1-3pm

Recordings of each session will be posted on the Human Resources website <http://hr.uconn.edu/>.

Specific questions may be directed to [benefits@uconn.edu](mailto:benefits@uconn.edu) or (860) 486-3034.