Medicare and Fund's Medical Benefits Plan (MBP)

Educational Seminar for IMF Employees and Retirees

Lessons

Lesson 1—Medicare Program Basics

Lesson 2—Enrolling in Medicare

Lesson 3—Who Should Consider Enrolling/Delaying Enrollment in Medicare?

Lesson 4—Coordination of Benefits

Lesson 1

Medicare Program Basics

What's Medicare?

- Health insurance for 3 groups of people
  - 65 and older
  - Under 65 with certain disabilities—Amyotrophic Lateral Sclerosis (ALS)
  - Any age with End-Stage Renal Disease (ESRD)
  - Must be a U.S. citizen, U.S national, or lawfully present in the U.S.
- If not eligible for Social Security Benefits:
  - Must be a U.S citizen, U.S. national and reside in the U.S. or;
  - Lawfully admitted for permanent residency (Green Card Holder) and have resided in the United States for at least 5 continuous years at the time the application is filed
    - Time residing in the U.S as a G-4 Visa counts towards the 5 years residency requirement

The Parts of Medicare

Part A (Hospital Insurance) helps cover:

- Inpatient care in hospitals
- Skilled nursing facility (SNF) care
- Hospice care
- Home health care

Part B (Medical Insurance) helps cover:

- Services from doctors and other health care providers
- Outpatient care
- Home health care
- Durable medical equipment (like wheelchairs, walkers hospital beds, and other equipment)
- Many preventive services (like screenings, shots or vaccines, and yearly “Wellness” visits)

Drug coverage (Part D) helps cover:

- Helps cover the cost of prescription drugs (including many recommended shots or vaccines)
- Plans that offer Medicare drug coverage are run by private insurance companies that follow rules set by Medicare

Your 2 Main Medicare Coverage Choices

When you first enroll in Medicare, and during certain times of the year, you can choose how you get your Medicare coverage.

There are 2 main ways to get Medicare:

- Original Medicare
- Medicare Advantage

NOTE: Medicare Supplement Insurance (Medigap) policies only work with Original Medicare.

Your Medicare Options—Original Medicare

- Original Medicare includes Medicare Part A (Hospital Insurance) and Part B (Medical Insurance).
- Can use any doctor or hospital that takes Medicare, anywhere in the U.S.
- If you want drug coverage, you can join a separate Medicare drug plan (Part D).
- To help pay your out-of-pocket costs in Original Medicare (like your 20% coinsurance), you can also shop for and buy supplemental coverage.

☑ **Part A**

☑ **Part B**

You can add:

☐ **Part D**

You can also add:

☐ **Supplemental coverage**

This includes Medicare Supplement Insurance (Medigap). Or, you can use coverage from a former employer or union, or Medicaid.

Medicare Part A

- If you paid Federal Insurance Contributions Act (FICA) taxes for at least 10 years:
  - You may get Part A premium free
- If you paid FICA less than 10 years:
  - You can pay a premium to get Part A
  - You may have penalty if not signed up when first eligible

Medicare Part A Coverage

Inpatient Hospital Stays	Semi-private room, meals, general nursing, drugs as part of your inpatient treatment, and other hospital services and supplies. Includes care in acute care hospitals, critical access hospitals, inpatient rehabilitation facilities, and long-term care hospitals. Includes inpatient care as part of a qualifying clinical research study and mental health care (lifetime 190-day limit).
Skilled Nursing Facility (SNF) Care	Semi-private room, meals, skilled nursing and rehabilitation services, and other services and supplies.
Home Health Care Services	Can include part-time or intermittent skilled care, and physical therapy, speech-language pathology, a continuing need for occupational therapy, some home health aide services, medical social services, and medical supplies.
Hospice Care	For terminally ill and includes drugs, medical care, and support services from a Medicare-approved hospice.
Blood	In most cases, if you need blood as an inpatient, you won’t have to pay for it or replace it.

Paying for Inpatient Hospital Stays

For Each Benefit Period in 2024	You Pay
Days 1-60	$1,632 deductible
Days 61-90	$408 per day
Days 91-150	$816 per day (60 lifetime reserve days)
All days after 150	All Costs

Paying for Skilled Nursing Facility (SNF) Care

For Each Benefit Period in 2024	You Pay
Days 1-20	$0
Days 21-100	$204 per day
All days after 100	All Costs

Medicare Part B

Part B helps cover:

- Doctors’ services
- Outpatient medical and surgical services and supplies
- Home Health Care Services
- Clinical lab tests
- Durable medical equipment
- Preventive services

Medicare Part B Coverage

Doctors' Services	Services that are medically necessary (includes outpatient and some doctor services you get when you're a hospital inpatient) or covered preventive services. Except for certain preventive services, you pay 20% of the Medicare-approved amount (if the doctor accepts assignment), and the Part B deductible applies.
Outpatient Medical and Surgical Services and Supplies	For approved procedures (like X-rays, a cast, or stitches). You pay the doctor 20% of the Medicare-approved amount for the doctor's services (if the doctor accepts assignment). You also pay the hospital a copayment for each service. The Part B deductible applies.
Home Health Care Services	▪ Medically necessary part-time or intermittent skilled nursing care ▪ Physical therapy ▪ Speech-language pathology services ▪ Occupational therapy ▪ Part-time or intermittent home health aide services ▪ Medical social services ▪ Medical supplies ▪ Durable medical equipment ▪ Injectable osteoporosis drugs **NOTE:** You pay nothing for covered services.

Medicare Part B Coverage (continued)

Durable Medical Equipment	Items such as oxygen equipment and supplies, wheelchairs, walkers, and hospital beds for use in the home. Some items must be rented. Medicare has a program called “competitive bidding.” If you live in a competitive bidding area, you must use specific suppliers, or Medicare won’t pay for the item and you’ll likely pay full price. Items affected include off-the shelf back and knee braces. You pay 20% of the Medicare-approved amount, and the Part B deductible applies.

Part B Covered Preventive Services

- "Welcome to Medicare" preventive visit
- Yearly “Wellness” visit
- Abdominal aortic aneurysm screening
- Alcohol misuse screening and counseling
- Bone mass measurement
- Breast cancer screening (mammogram)
- Cardiovascular disease (CVD) Risk Reduction Visit
- Cardiovascular disease screenings
- Cervical and vaginal cancer screening
  - Human Papillomavirus (HPV) Testing
- Colorectal cancer screenings
  - Screening fecal occult blood test
  - Screening flexible sigmoidoscopy
  - Screening colonoscopy
  - Screening barium enema
  - Multi-target stool DNA test

Part B Covered Preventive Services (continued)

- Depression screening
- Diabetes screenings
- Diabetes self-management training
- Flu shots (Vaccine)
- Glaucoma tests
- Hepatitis B shots (Vaccine)
- Hepatitis C screening test
- HIV screening
- Lung cancer screening
- Medical nutrition therapy services
- Obesity screening and counseling
- Pneumococcal shots (Vaccine)
- Prostate cancer screening
- Sexually-transmitted infection screening and counseling
- Smoking and tobacco-use cessation counseling

Part B also covers some additional medically-necessary medical services and supplies. Costs vary. For more information visit Medicare.gov/coverage.

Medicare Part B Costs for Most People

Yearly Deductible 2024	$240.00
Coinsurance for Part B Services	▪ 20% coinsurance for most covered services, like doctors' services and some preventive services, if provider accepts assignment ▪ $0 for some preventive services ▪ 20% coinsurance for outpatient mental health services, and copayments for hospital outpatient services

What You Pay—Part B Premiums

2024 Premiums

- Standard premium—$174.40 (or higher depending on your income)
- Some people who get Social Security benefits pay less than this amount
- Some people pay the standard premium and an Income Related Monthly Adjustment Amount (IRMAA)

Monthly Part B Standard Premium—Income-Related Medicare Adjustment Amount for 2024

Chart is based on your yearly income in 2022 (for what you pay in 2024)

File Individual Tax Return	File Joint Tax Return	File Married & Separate Tax Return	You pay
$103,000 or less	$206,000 or less	$103,000 or less	$174.40
Above $103,000 up to $129,000	Above $206,000 up to $258,000	Not applicable	$244.60
Above $129,000 up to $161,000	Above $258,000 up to $322,000	Not applicable	$349.40
Above $161,000 up to $193,000	Above $322,000 up to $386,000	Not applicable	$454.20
Above $193,000 and less than $500,000	Above $386,000 and less than $750,000	Above $103,000 and less than $397,000	$559.00
$500,000 or above	$750,000 and above	$397,000 and above	$594.00

Medicare Part B Premium Reimbursement

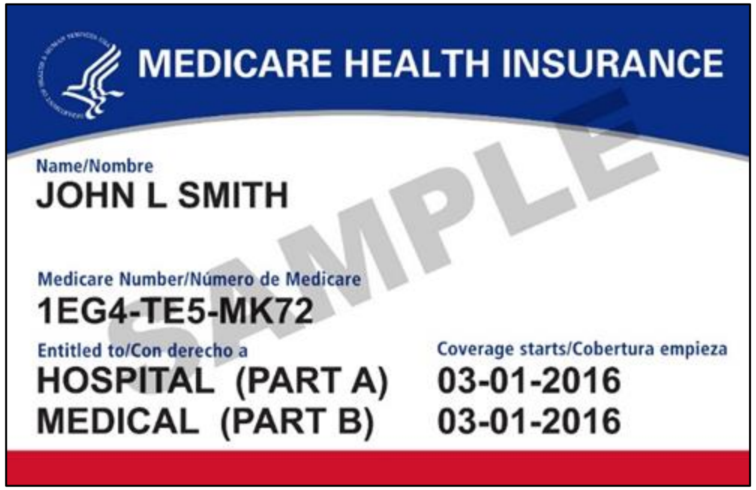
- The Fund will reimburse the Medicare Part B premiums for your and your dependent spouse enrolled in Medicare Part B
- You will need to complete a premium reimbursement claim form and submit it directly to the P&A Group along with either:
  - A copy of the letter from the Social Security Administration indicating your premium amount for 2023 or
  - A copy of you Medicare Premium Bill.
- You will receive specific instructions directly from the P&A Group
- For questions contact the P&A Group at (800) 688-2611. Dial Option 5 to speak to a representative

Lesson 2

Enrolling in Medicare

Automatic Enrollment—Part A (Hospital Insurance) and Part B (Medical Insurance)

- Automatic for those getting:
  - Social Security benefits
  - Railroad Retirement Board (RRB) benefits
- Welcome to Medicare Package
  - Mailed 3 months before:
    - 65, or
    - 25th month of disability benefits
  - Includes your Medicare card



If Not Automatically Enrolled, When Can I Enroll in Part B?

Enrollment Period	When
Initial Enrollment Period (IEP)	7-month period surrounding your birthday month
General Enrollment Period (GEP)	January 1–March 31 each year. ***(10% penalty for every 12-month period you were eligible but didn't sign up). Enrollment is effective the first day of the next month.***
Special Enrollment Period (SEP)	8-month period beginning the month after you retire or lose employer-based coverage, whichever comes first

How do I enroll in Medicare Part B?

- Information on how to apply for Medicare can be found on the Social Security website at [Medicare Benefits | SSA] or by calling 1-800-772-1213. (TTY: 1-800-325-0778)
- Because of the unique circumstances of IMF employees, it is strongly advised that you contact your local social security office and schedule an appointment to enroll in Medicare
  - To find the phone number for your local Social Security Office, visit: local Social Security office.

NOTE: If you have any problems scheduling an appointment or enrolling, please contact your benefit administrator

Lesson 3

Who Should Consider Enrolling/Delaying Enrollment in Medicare?

Decision: Do I Need to Sign Up for Part A?

- You are not required to enroll in Medicare Part A
- The Fund will not reimburse you for Medicare Part A premium cost
- Consider enrolling if eligible for Social Security benefits—Part A premium free
- Automatic enrollment if getting Social Security or Railroad retirement benefits
  - Starts the 1st day of the month you turn 65
- Can help with out-of-pocket expenses not covered by your MBP

Decision: Should I Sign Up for Part B?

If you're 65, **still working**, and have coverage through the Fund's Medical Benefits Plan (MBP):

- It may be to your advantage to delay Part B (this includes spouse covered under the Fund's MBP
  - MBP remains primary payer
  - Spouse, 65, remains covered under the MBP as primary payer
- Apply for Part B upon retirement (enroll during 8-month Special Enrollment Period, penalty waived)
  - Get Form CMS-L564 (Request for Employment Information) and employing office completes it
  - Available at CMS.gov/Medicare/CMS-Forms/CMS-Forms/CMS-Forms-Items/CMS009718.html

Decision: Should I Sign Up for Part B? (continued)

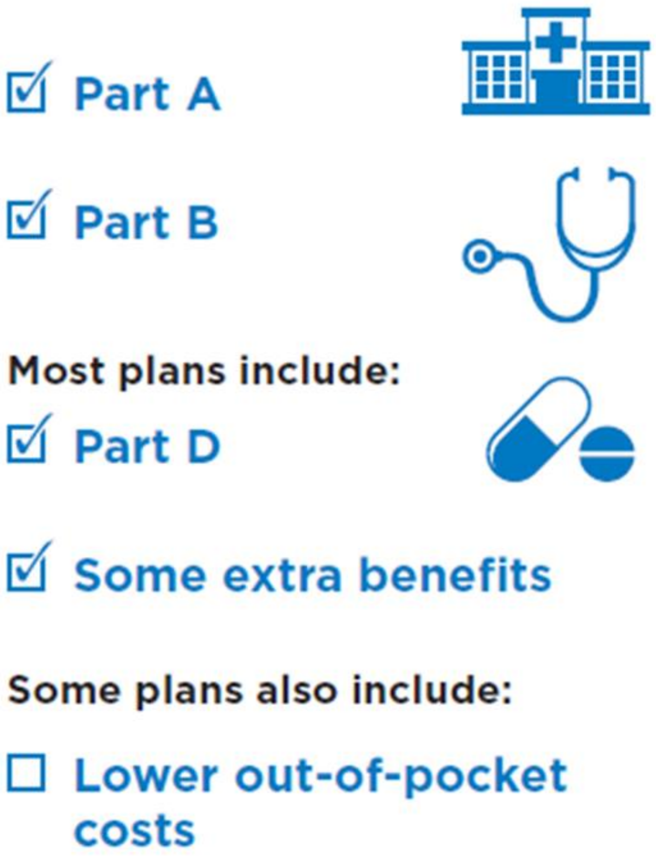
If you're **retired** and covered under the Fund's MBP:

- **You're required to enroll in Medicare Part B if:**
  - Retiree or their dependents who become eligible for Medicare Part B on or after January 1, 2021 (i.e. turn 65 in 2021 or later)
- **You're not required to enroll in Medicare Part B if:**
  - Retiree and their dependents who became eligible for Medicare Part B before January 1, 2021 (i.e. are already 65 or older before 2021)

Decision: Should I Sign Up for Part B? (continued)

- Part B and MBP combine to provide almost complete coverage
- MBP continue to pay primary for benefits like prescription drugs and services not covered by Medicare Part B
- Consider Part B as it:
  - Is required for Medicare Advantage and TRICARE For Life

Medicare Advantage Plans (Part C)



- Another way to get your Medicare Part A (Hospital Insurance) and Part B (Medical Insurance) **coverage**
- Offered by Medicare-approved **private companies** that must follow rules set by Medicare
- If you join a Medicare Advantage Plan, you'll **still have Medicare** but you'll get your Part A and Part B coverage from the Medicare Advantage Plan, not Original Medicare
- In most cases, you'll need to use health care providers who participate in the **plan's network** (some plans offer out-of-network coverage)

Part D—Medicare Drug Coverage Quick Facts

- Available to all people with Medicare
- Provided through:
  - Medicare drug plans (also known as PDPs)
  - Medicare Advantage Plan with drug coverage (also known as MA-PDs)
  - Some other Medicare plans
- Higher premium for some who wait to enroll:
  - After first eligible without creditable drug coverage
    - MBP is creditable coverage
  - Additional 1% of the Part D base-beneficiary premium
    - For each month you could have had Part D or creditable coverage but didn't
    - Lifetime penalty

Decision: Should I Enroll in a Part D Plan?

- Retirees with limited income and resources
  - May consider signing up for Medicare Part D as they'll get financial assistance
    - Resources must be limited to $15,720 for an individual or $31,360 for a married couple living together
    - Annual income must be limited to $17,220 for an individual or $34,360 for a married couple living together
- Retirees and dependents with MBP:
  - Won't likely benefit from signing up for Medicare Part D
  - May enroll in Part D later without penalty

Lesson 4

Coordination of Benefits

Medicare & Fund’s MBP Primary Payer Chart

Member or spouse has Medicare and MBP	The Primary Payer is
Has MBP as an active employee or spouse	MBP
Has MBP as a retired or spouse	Medicare
Is receiving Workers’ Compensation	Workers’ Compensation for injury-related services, Medicare for other services

Key Points to Remember if You Have Fund's Medical Benefits Plan (MBP)

- Medicare Part A (Hospital Insurance) not required but is recommended if you qualify for Social Security Benefits
- You and your dependent spouse are required to enroll in Medicare Part B if you turn 65 after January 1st 2021
- The Fund will reimburse your Medicare Part B premium
- Medicare Advantage Plan not needed
- Medicare Part D not needed

Medicare Resources

Centers for Medicare & Medicaid Services (CMS)	▪ Call 1-800-MEDICARE (1-800-633-4227); TTY: 1-877-486-2048. ▪ Medicare.gov • Medicare Publications—Medicare.gov/publications ▪ CMS.gov • CMS publications—CMS.gov/Outreach-and-Education/Medicare-Learning-Network-MLN/MLNProducts/MLN-Publications.html
Social Security	▪ Call 1-800-772-1213; TTY: 1-800-325-0778. ▪ socialsecurity.gov
Railroad Retirement Board	▪ Call 1-877-772-5772; TTY: 1-312-751-4701. ▪ RRB.gov
Benefits Coordination & Recovery Center	▪ Call 1-855-798-2627; TTY: 1-855-797-2627 ▪ CMS.gov/Medicare/Coordination-of-Benefits-and-Recovery
Medicare Secondary Payer Recovery Contractor	▪ Call 1-866-677-7220 ▪ CMS.gov/Medicare/Coordination-of-Benefits-and-Recovery

Medicare Resources (continued)

Federal Employees Health Benefits (FEHB)	▪ OPM.gov/healthcare-insurance/healthcare
State Health Insurance Assistance Programs (SHIPs)	▪ shiptacenter.org ▪ Call 1-877-839-2675 ▪ info@shiptacenter.org

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