

Benefit	Website	Phone
Benefits Office (eligibility, COBRA, etc.): Zenith American Solutions	zenith-american.com	602-248-8434 or 800-553-2801
Medical: Blue Cross Blue Shield of Arizona	azblue.com	800-232-2345
Telehealth: BlueCare Anywhere	BlueCareAnywhereAZ.com	844-606-1612
Prescription drugs: MedImpact	medimpact.com	833-229-3589
Dental: Delta Dental of Arizona	deltadentalaz.com	800-352-6132, option 1
Vision: VSP	vsp.com	800-877-7195
Employee Assistance Program (EAP): CompPsych	guidanceresources.com	866-365-0801
Life and AD&D: Zenith American Solutions	zenith-american.com	800-553-2801
Short-term disability: Zenith American Solutions	zenith-american.com	800-553-2801
Pension	zenith-american.com	800-553-2801
Defined Contribution [401(k)]	principal.com or zenith-american.com	800-547-7754 800-553-2801

For more information and tips on how to best use your health benefits, read the Benefits Guide. Contact Zenith American Solutions at 602-248-8434 or 800-553-2801 for further assistance, or visit poweringarizonabenefits.com.



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BENEFITS BASICS WINTER 2024

All content in this newsletter is created and published for informational purposes only. It is not intended to be a substitute for professional medical advice and should not be relied on as health or personal advice. Always seek the guidance of your doctor or other qualified health professional with any questions you may have regarding your health or a medical condition. Never disregard the advice of a medical professional or delay in seeking it because of something you have read in this newsletter. If you think you may have a medical emergency, call your doctor, go to the nearest hospital emergency department, or call 911 immediately. Please refer to the IBEW Local No 640 and Arizona Chapter NECA Health & Welfare Trust Fund Plan Booklet for information about your benefits. In the event that the information in this flyer conflicts with the language in the Plan Booklet, the terms of the Plan Booklet shall control.

THANK YOU FOR A GREAT YEAR!

In this winter issue of *Benefits Basics*, we'd like to first take the time to reflect on 2023 and thank you for such an amazing year. The Board of Trustees recognizes all of your hard work in providing Arizona with the best possible services and is looking forward to another stellar year in 2024. We'll also be providing you with updates about enhancements to your current benefits that became effective starting January 1. Don't forget—any information provided in this newsletter can be found on your benefits site, which is available to you 24/7.



Visit poweringarizonabenefits.com (or scan the QR code to save time) to learn more.

Here's What's Coming in 2024

We have some great benefit enhancements in store for 2024 and are excited to finally share them with you. The following changes are very important, so read them over carefully with any eligible dependents you may have so that you can stay up to date on your plan changes. All changes became effective **January 1, 2024**, so remember to take this into account when scheduling your next appointment with a provider.

Contact VSP if you have questions at 800-877-7195 or visit vsp.com.

Medical

The PPO medical plan, administered through Blue Cross Blue Shield of Arizona (BCBSAZ), will have the following enhancements:

- **In-Network Calendar Year Deductible:** \$200 per individual (previously \$250)
- **In-Network Calendar Year Deductible:** \$400 per family (previously \$500)
- **Patient-Centered Medical Home (PCMH) Services:** \$10 copay (previously \$20) with no deductible

Keep an Eye Out!

Look for new medical ID cards in the mail. Your cards will be updated with these new benefit changes. You can visit azblue.com for information on your medical plan, to find in-network providers, or to review your claims.

Dental

Your dental plan, administered through Delta Dental of Arizona, will have the following enhancements:

- **Annual Maximum Benefit:** \$2,500 per person per calendar year (previously \$1,000)
- **Routine Diagnostic and Preventive Services:** Not subject to the annual dental maximum

Visit deltadental.com/member to create an account, view your coverage information, find an in-network dentist, and more!

Vision

Vision benefits, administered through VSP, will have the following enhancements as long as you see a VSP provider:

- **Featured Frame Brands Allowance (prescription glasses only):** \$245 (previously \$195)
- **Frame Allowance (prescription glasses only):** \$225 (previously \$175)
- **Costco Frame Allowance (prescription glasses only):** \$120 (previously \$95)
- **Ready-Made Non-Prescription Sunglasses/Ready-Made Non-Prescription Blue-Light Filtering Glasses:** \$225 (previously \$175) under the Lightcare benefit

Frames and lenses are covered once every calendar year with a \$10 copay. Ready-made non-prescription sunglasses or ready-made non-prescription blue-light filtering glasses (instead of prescription glasses or contacts) are covered once every calendar year with a \$10 copay. Visit vsp.com to find an in-network vision provider or to review your vision benefits.

Using your VSP benefit is easy!

Create an account on vsp.com to view your in-network coverage, find the VSP network doctor who is right for you, and discover savings with exclusive member extras. You will need the last 4 digits of the primary member's social security number OR their member ID number to create an account. At your appointment, just tell them you have VSP.

MAKE 2024 YOUR YEAR

Start the year off right by putting your mental and emotional health first. The Employee Assistance Program (EAP), provided by ComPsych, can help you do that by connecting you with a licensed counselor. With access to six free sessions per issue, per year, both you and your covered family members can discuss any personal struggles you may have, including but not limited to:

- » Depression
- » Anxiety
- » Substance misuse
- » Financial or legal problems
- » Work-life balance
- » Anything else that's on your mind

No issue is too big or too small for the EAP to tackle. If you find that you require long-term care to address the issue, ComPsych will assist you in finding a licensed mental health professional in your community. For more information or to connect with a counselor, call ComPsych toll-free at **866-365-0801** or visit guidanceresources.com (web ID: IBEW).

If you have any questions about your benefits and the recent enhancements, please contact the Administrative Office at 602-248-8434.