

*NPUT* **BULLETIN** *E-MAIL*

*NEW PALTZ UNITED TEACHERS BENEFIT TRUST FUND*

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BULLETIN \ 2017-18TR

DECEMBER 19, 2017

**PAYROLL DEDUCTIONS AND YOU**

For those in the May 2017 Special Open enrollment, that opted to add dependents to their Catastrophe Major Medical (CMM) Plan effective January 1, 2018, your payroll deductions for same will change with the January 4, 2018 payroll to include those dependents. CMM Premiums are Age Banded (based on your age) so that as you get older the premiums increase for any additional coverage you are providing for dependents. Therefore should your age change an age band from what it was in September the premium is also changed in January payroll deductions.

**REMINDER:** Dependents may only be added within 60 days of a Life Event (marriage, child birth, adoption ...). New staff may add dependents within 60 days of their employment after which the Life Event policy will be enforced. If you add a spouse or a child a marriage certificate or birth certificate will be required.

The Trust provides every member with Unum Long Term Disability coverage (Option A) for up to \$ 60,000 of income. Some members purchase Option B coverage to protect their salary up to \$ 171,429. They pay for the added coverage through payroll deductions. This purchase is made in September and the increased premium is reflected in the annual payroll deductions. If you applied for Option B in the past, it continues and new staff are added to the program. Your premium is automatically adjusted as your salary increases from year to year. Payroll deduction changes will take place in January upon receipt from Unum Insurance the impact of the salary change on the premium due.

The Trust provides every member under age 65 with \$ 200,000 Term Life Insurance and Accidental Death & Dismemberment (AD&D). If you are age 65 through 69 then the coverage is \$ 130,000 and age 70 or more the coverage is \$ 100,000. Some members have elected to purchase additional coverage for themselves and/or spouse or children. They pay for the added coverage through payroll deductions. Term Life premiums are also Age Banded so that as you get older the premiums increase for the additional coverage you purchased. The anniversary of this plan is October therefore the ages of all participants are reviewed with the October invoice and the appropriate changes are made in your payroll deductions in the October through June payrolls.

**PREMIUM CHANGE:** Based on our Life Insurance plan experience, effective January 1, 2018 the 'group' plan will face a 12.6 % increase in premium. For Active Staff, This increase is paid for by the Trust Fund. The purchase of additional insurance is not affected by the increase.

## DENTAL PLAN CHANGES AND CAUTIONS

At the October 30, 2017, Trustee Meeting the coverage for Prosthodontics (dentures) was increased from 70 % to 80% with your liability at 20 % of the Maximum Plan Allowance (MPA) for participating providers, effective 7/1/17. Also, 'temporary' dentures will be covered as of 7/1/17. Temporary crowns have been covered for years.

Additionally, the Oral Examination limitation of two (2) within a Plan Year (July 1<sup>st</sup> to June 30<sup>th</sup>) now allows for an additional exam if your dentist refers you to a Specialist and he/she requires an examination. This has been a long standing option for dental surgery.

**CAUTION:** A few years ago we changed the two (2) regular cleaning within a Plan Year and that they must be six (6) months apart to two (2) regular cleaning within a Plan Year with no required spacing between them. Recently, we found Delta fell back onto the old requirement. If this occurs to one of your claims please contact us ASAP.

## WILL SIGNING DAY SET FOR JANUARY 18TH APPOINTMENTS ARE DUE BY JANUARY 11TH

There is a Will Signing Day on January 18<sup>th</sup>. Please schedule an appointment to finalize the will you had prepared in October or previously. If changes are necessary in a previous will schedule an appointment and review such changes with the attorney. If that is not convenient, then contact the Trust Assistant Administrator, Ron Simon and we will work it out. Ron Simon may be contacted at ronsimon @ aol.com.

## LEGAL PLAN – WILL & ADDRESS CHANGES

In the course of a year quite a few members change addresses. Recently, a question came up about keeping the address up to date on your Will. We asked our Legal Plan for an answer. We were advised that "The documents and Wills are still valid if you move. The town is the only address we put in a Will. People do not have to redo their Wills if they move to another town. As long as they still live in NY. If they move out of state they should update their documents and Wills for the new state. You should NEVER write on a signed Will. On a Health Care Proxy and Power of Attorney we do list their full address. A new address does not void the document. We can always update the documents with the new address if they want but it is not necessary. They can write the new address on the Health Care Proxy and Power of Attorney and initial the change. If they are changing the people they should do new documents."

If you did your Will and Power of Attorney (POA) prior to 2010 then you may want to update the Power of Attorney as the form changed in 2010.

**BE ADVISED:** Keep your Will in tact – do not remove the staples .

## IMPUTED INCOME

By the end of January you will receive an Imputed Income Tax Notice or an IRS 1099 Form. The IRS requires that we annually report the taxable value of the life insurance provided by the Trust in excess of \$ 50,000 and the taxable value of the Legal Plan. According to the IRS some benefits are not tax free when provided by an employer or

Trust. These benefits are considered in lieu of income and the value of the benefit must be reported as income (imputed income).

The Trust Fund has to report the imputed income tax liability to each member. In accord with the legal requirements, Preferred Group Plans (PGP) for the Trust Fund will issue to each member:

- (a) with a tax liability less than \$ 600 a letter stating their tax liability,
- (b) with a tax liability in excess of \$ 600 a 1099 Misc. Form, copy filed with the IRS.

We urge those that receive the letter or the 1099 Misc. Form to share the form with their tax preparer and be aware that the issuing of a 1099 Misc. Form is filed with the IRS.

The NYSUT Pre-Paid Legal plan has a taxable value of \$ 87.00 (annualized).

For the \$ 200,000 Term Life insurance provided by the Trust, the taxable value is the cost as if you purchased \$ 150,000 life insurance (the excess over \$ 50,000) taxed based on your age at the end of the calendar year. The imputed income tables increase with age (usually in 5 year intervals) .

## TRUST ANNUAL FLEX FUND

On May 1, 2018, those having funds available in the Annual Trust Flex Fund will receive their voucher indicating the available fund. Claims may only be made for unreimbursed dental and vision expenses incurred between 6/1/17 through 6/1/18. Vouchers are to be returned by 6/1/18.

## SPECIAL RESERVE FLEX FUND IN 2017-18

On June 1, 2017, your Trustees approved a Special Reserve Flex Fund for 2017-18 for both Active and Retired members. The continuation of this fund will be reviewed on an annual basis. Any unreimbursed health claims you incur may be reimbursed through the Special Reserve Flex Fund if incurred between June 1, 2017 and June 1, 2018. The refund will be in FULL for the FIRST \$ 100 in approved claims and ONE DOLLAR ( \$1) PER CLAIM after that for any subsequent claims that are submitted. Dental and vision claims may also be submitted under this account. Vouchers will be issued by May 1, 2018, and be returnable by June 1, 2018, for you to file claims incurred from June 1, 2017 through June 1, 2018.

## REMINDERS

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### TRAVELING MORE THAN 100 MILES FROM HOME

**GO TO WEBSITE:** you will find a paper format of the Medical Emergency Travel Assistance card that is part of your Disability and Term Life plans. It will provide you with around the clock help when you need it – worldwide . Some of our members have used it. If you leave home without it and medical problems arise call the Trust Administrator for the contact numbers.

## **ARE YOUR CHILDREN IN COLLEGE AND MORE THAN 100 MILES FROM HOME ?**

The Medical Emergency Travel Assistance Plan applies to a child in college more than 100 miles from home. This is not a health insurance plan. Considering the (semi) health plans offered by colleges this kind of support / oversight may be helpful or give a feeling of security to you as parents. This is a program that is a part of your Unum Life Insurance Plan. When asked if children away at college are covered, the response from Unum was "Children are covered on the Assist America program if they are still eligible and covered on the member's medical plan." Attached you will find a paper format of the Medical Emergency Travel Assistance card that is part of your Term Life plan.

### **INQUIRIES AND RESPONSES**

Inquiries and responses would be received more promptly if directed to  
our personal e-mail address  
ronnoelle @ ix.netcom.com   ronsimon @ aol.com   sternjs @ msn.com

### **CHANGE OF NAME / ADDRESS / PHONE / E-MAIL**

If you change your name / address / phone number / e-mail address  
Please contact Ron Noelle, Administrator, at (845) 255-5770, Fax to (845) 255-3654  
Or by memo sent to the District Office or e-mail to ronnoelle @ ix.netcom.com

#### **ADDING DEPENDENTS TO CATASTROPHE PLAN**

**REMINDER** the enrollment portal to add a dependent to the Catastrophe Plan is very short and is being enforced by NYSUT. The Trust provides every member with NYSUT Catastrophe Major Medical coverage. The policy only allows dependents to be added within 60 days of a **LIFE EVENT** (marriage, birth, adoption, placement for adoption) Domestic Partners may enroll by application provided by the Trust Administrator. Under the Life Event policy if you add a spouse or a child a marriage certificate or birth certificate will be required.

