

**The Health and Benefit Trust Fund of the International Union of Operating Engineers
Local 94-94A-94B, AFL-CIO**

To: All Eligible Participants and Beneficiaries in the Health and Benefit Trust Fund of the International Union of Operating Engineers Local Union No. 94-94A-94B, AFL-CIO

From: The Plan Administrator of the Health and Benefit Trust Fund of the International Union Operating Engineers Local Union No. 94-94A-94B, AFL-CIO

Re: Aetna and CVS Caremark – Effective January 1, 2025

Date: November 20, 2024

The Health and Benefit Trust Fund of the I.U.O.E. Local 94-94A-94B, AFL-CIO (“Local 94 Health Fund”) would like to introduce you to your new Medical & Hospital coverage and Prescription coverage providers.

Effective January 1, 2025, your Medical & Hospital coverage will be administered by Aetna.

Effective January 1, 2025, your Prescription coverage will be administered by CVS Caremark (“Caremark”).

In mid-December, you will receive one ID card which will be for your Medical & Hospital and Prescription coverage under Aetna and Caremark. If you do not receive your ID card by January 1, 2025, please contact the Health and Benefit Fund at 212-331-1800.

Please note – There will be NO change for the Commercial Medicare Retirees Prescriptions coverage which will continue to be managed by United Healthcare. The Commercial Medicare Retirees will receive a new Aetna card only for Medical & Hospital coverage.

Reason for the Switch

As health care costs continue to rise the Board of Trustees continually looks to provide quality coverage to you and your family at the best cost available.

The Trustees conducted a comprehensive review of the Medical & Hospital coverage provided to participants to secure the most competitive financial terms and an expansive network while maintaining a high-level quality of coverage. Aetna’s proposal was the most competitive and robust solution.

Concurrent to the Medical & Hospital coverage review, the Local 94 Health Fund evaluated its Prescription coverage for participants. The Health Fund participates in a coalition with other Operating Engineers throughout the country to negotiate prescription benefit management contracts. With almost 400,000 lives in the coalition, our strength as a group allows us to negotiate market leading contracts. Caremark provides the highest level of service and most competitive pricing for our participants.

We are very excited for the new relationship with Aetna and reestablishing a partnership we previously had with Caremark. These relationships will allow us to provide enhanced benefits with no changes to the current co-pays, coinsurance or deductibles.

Aetna – Provider Network

The Trustees selected Aetna for its comprehensive coverage and strong network. You and your dependents will be able to access one of the largest nationwide networks of doctors and hospitals. We expect there to be little to no disruption with your healthcare provider. However, if you find that your doctor is currently not in the Aetna network, please let your Fund Office representative know so that we can have Aetna invite them to join the network.

Caremark – Pharmacy Access

With Caremark, you will continue to have access to thousands of retail pharmacies just as you do now. These pharmacies will include national chains, such as CVS, and most independent pharmacies. We expect there to be little to no disruption.

Caremark – Home Delivery or 90 Day supply at CVS Pharmacy

Currently, you have the convenience to fill your maintenance prescriptions (prescriptions needed for 90 or more days) at a CVS Pharmacy or through Mail Service. Effective January 1, 2025, you will continue to have the same flexibility filling maintenance prescriptions at a CVS Pharmacy, Costco Pharmacy, Kroger Pharmacy or through CVS mail order.

Caremark – Transfer of Prescriptions

Most mail order prescriptions will automatically transfer to Caremark. Mail order prescriptions that will NOT transfer are those medications considered to be controlled substances, such as medication for pain, attention deficit, anxiety/depression and more. Your doctor must provide a new prescription for these medications for use on or after January 1, 2025. Other prescriptions that will not transfer are compound medications, prescriptions that have expired or prescriptions with no refills. The home delivery pharmacy may contact you to set up payment information and delivery. Most current prescriptions at retail for maintenance medications will also transfer to Caremark. You will need to provide the retail pharmacy your new identification card effective January 1, 2025.

Caremark – Specialty Pharmacy Medications

Specialty medications will be filled by CVS Specialty. CVS Specialty provides specialty medications and some clinical support for complex conditions, including cancer, arthritis, and others. If you are currently taking a specialty medication, additional information about CVS Specialty Pharmacy will be mailed to you prior to January 1, 2025 to assist you with the transition.

Caremark – Formulary Changes

Each prescription drug company has its own list of prescribed medications that are allowed for their safety, cost and effectiveness. OptumRx's and CVS Caremark's formulary lists may differ slightly, however disruption should be minimal based on an analysis conducted. You and your doctor should consult the new formulary to help you select the most cost-effective prescription medications for your needs prior to your first fill with Caremark. You will receive more information with the Welcome Mailing.

Beginning January 1, 2025, more information will be available online for both the Medical & Hospital and Prescription benefits. You can also contact the Health Fund Office at 212-331-1800 if you have any questions about this notice or any notices you receive in the mail. You will also be able to download the Aetna Health app and set up a new user ID to help you and your dependents manage your care with the convenience of your mobile device.

Please carefully read all notices that will be mailed to you from the Local 94 Health Fund, Aetna and Caremark. We ask that you please be patient during this transition as we work to provide you with the best benefits possible through our new vendors.

Sincerely,

Board of Trustees of the Health and Benefit Trust Fund of the I.U.O.E. Local 94-94A-94B, AFL-CIO