

May 2025

Benefit Changes FAQ for Medicare Eligible Retirees

As you are aware, deductibles were introduced to your medical plan as of July 2024. The deductible reset on January 1, 2025. The 2025 Active plan deductible is \$1,000 per individual with a family maximum of \$2,000. For those who are Medicare primary, a deductible of \$750 must be met before the plan begins paying as your secondary coverage.

Many participants have contacted the Joint Industry Board and MagnaCare with questions regarding PHBP/MagnaCare as secondary coverage. Some questions can be answered by visiting www.jibei.org, selecting the "Health" option at the top of the page and reviewing the list of Frequently Asked Questions. In addition, we are providing this enhanced list of Frequently Asked Questions as a guide to address some of the more complex questions that have recently arisen.

1. Should I pay my provider when I receive an Explanation of Benefits (EOB) from Medicare?

No. Medicare is just one of your two levels of coverage. Medicare is your primary coverage while the PHBP/MagnaCare coverage serves as secondary. Your provider will initially submit all claims directly to Medicare. Once a claim is processed, your provider will then submit your claim to MagnaCare so that your secondary PHBP benefits can be applied.

2. When should I pay my doctor/provider? Only pay a bill from a doctor/provider office when the dollar amount being requested matches the dollar amount reflected on the MagnaCare EOB.

3. What if I'm unsure of what to pay? Call MagnaCare and we will be able to confirm whether or not the amount reflected on a bill from your doctor is final. You may also use the MyCreateHealth app on your smartphone or visit www.mycreatehealth.com to access your MagnaCare account online. MyCreateHealth is a quick resource you can use to review your claims upon receipt of a bill from a provider and to determine whether a bill should be paid.

4. How does the Medicare deductible interact with my PHBP/MagnaCare deductible? The deductible applied by Medicare is counted toward *both* your Medicare primary deductible and PHBP secondary deductible.

For example, let's say your provider submitted a claim to Medicare at the beginning of 2025. Medicare would apply \$257 to your Medicare Part B deductible and your provider would submit the claim to MagnaCare so that your PHBP secondary coverage could be applied. MagnaCare would apply the same \$257 toward your \$750 PHBP deductible for 2025.

The Medicare Part A deductible will also apply to both your Medicare and PHBP deductibles.

5. Both my spouse and I are Medicare primary. Do we both need to satisfy the \$750 PHBP deductible in 2025? Yes. Each Medicare primary person on your policy will need to satisfy the PHBP Medicare Secondary Plan deductible of \$750 in 2025.

6. I am a Medicare primary member and my spouse is primary with the PHBP. How does my deductible work? In this scenario, the participant (with Medicare primary) would be required to meet the PHBP Medicare secondary deductible of \$750. The spouse (with PHBP primary) would need to meet a deductible of \$1,000, as is required under the PHBP primary/active plan.

- 7. I am a Medicare primary member. My spouse and dependent child are both primary with the PHBP/MagnaCare plan. How does my deductible apply?** Each person must meet their individual deductible. However, the entire family would not pay a combined deductible of more than \$2,000. The participant would be required to satisfy a deductible of \$750. The PHBP/MagnaCare primary spouse and dependent would be responsible to satisfy a combined deductible of up to \$1,250.
- 8. Both my spouse and I are Medicare primary. Our dependent child is primary with the PHBP/MagnaCare plan. How does our deductible work?** Each person must meet their individual deductible. However, the entire family would not pay a combined deductible of more than \$2,000. The Medicare primary participant and spouse each need to satisfy an individual deductible of \$750. The PHBP/MagnaCare primary dependent child is subject to an individual deductible of \$1,000. The deductible is considered satisfied once either the individual deductible (\$750 or \$1,000) is satisfied OR a combined family deductible of \$2,000 is satisfied.

Different scenarios that describe how the annual \$2,000 maximum payable deductible can be applied, which is dependent on when claims are received for each family member, are as follows:

- Medicare primary participant meets \$750, Medicare primary spouse meets \$750, PHBP/MagnaCare primary dependent child meets \$500. (\$2,000 maximum)
- PHBP/MagnaCare primary dependent child meets \$1,000, Medicare primary participant meets \$750, Medicare primary spouse meets \$250. (\$2,000 maximum)
- PHBP/MagnaCare primary dependent child meets \$1,000, Medicare primary spouse meets \$750, Medicare primary participant meets \$250. (\$2,000 maximum)

If you have any questions, please call MagnaCare Customer Service at 877-624-6210.