

# APA Voluntary Supplemental Medical Plan (SMP)

## Open Enrollment

### August 1-15, 2024

## Frequently Asked Questions (FAQs)

The APA Board of Directors recently approved R2024-23, “SMP – Active Pilots Over Age 55 Open Enrollment,” authorizing an open enrollment period for the APA Voluntary Supplemental Medical Plan (SMP).

#### 1. What is the Supplemental Medical Plan (SMP)?

- ▶ SMP was established in 1985 and provides additional supplemental or primary coverage that is custom-tailored for you and your eligible dependents.
- ▶ Eligible dependents in these FAQs means spouse and children as defined by the Plan document.

#### 2. What coverage does SMP provide?

- ▶ As an active pilot, the SMP covers orthodontia and vision for you and your eligible dependents.
- ▶ Under age 65 retirees and eligible dependents will have primary coverage under the SMP, which is medical, dental, vision, and prescription drug coverage.
- ▶ At age 65, SMP is secondary to Medicare.
- ▶ Coverage for dependent children ends the last day of the month your dependent child turns age 26. The age 26 limit does not apply to an unmarried child who is incapacitated as defined by the Plan.

#### 3. When is the Open Enrollment Period?

- ▶ August 1 through August 15
- ▶ Coverage becomes effective September 1

#### 4. Who is eligible to enroll during this Open Enrollment period?

- ▶ Active pilots under age 55 can initially join the SMP at any time.
- ▶ You are a current APA Member over age 55 (not in bad standing); and
- ▶ You are on Active Flight Status, disabled or on sick leave from the Company; and
  - Failed to enroll you and your eligible dependents prior to you reaching age 55
  - You were over age 55 at the time of hire and you missed the six-month enrollment window
  - You failed to enroll your eligible dependents within one year of acquiring your eligible dependents; **or**

- You terminated coverage and have not completed the five-year re-enrollment waiting period **or** you will complete the five-year enrollment waiting period after attaining age 55.

**5. As an active pilot already participating in SMP, how does all this affect me?**

- ▶ No action is required on your part. However, open enrollment gives you the opportunity to add an eligible dependent if you initially missed this opportunity.

**6. Am I responsible for paying back contributions to age 55?**

- ▶ Yes. According to the Plan and in fairness to all participants, you will be required to pay back contributions for you and your eligible dependents.
- ▶ Back contributions will be calculated back to the date you attained age 55.
- ▶ Back contributions will be calculated for eligible dependents, and calculations will go:
  - Back to the date you attained age 55, or
  - Back to the date that you acquired your eligible dependents (i.e., date of marriage, birth of child, adoption, etc.).
  - **Noteworthy:** As you make your elections in the Benefit Elect enrollment portal, the system will calculate the amount of back contributions due. Additionally, the APA Benefits Department can assist you with calculations prior to or during the open enrollment period.

**7. When are the back contributions due?**

- ▶ Back contributions will be drafted on or about September 6, 2024.
  - The regular contribution draft on August 25 (for your September coverage) will include all new elections.

**8. Do I need the SMP if I have TRICARE?**

- ▶ No. However, please compare both plans and make the decision that is best for you.

**9. Upon retirement what will be my monthly contributions?**

- ▶ Please reference the chart on the last page of these FAQs. Rates are calculated for you and your spouse, if applicable. Dependent children pay a unit rate, which means there is one rate regardless of the number of children enrolled in the Plan.
  - Active pilots and eligible dependents are Group A. (Example: \$30/member, \$30/spouse, and \$30 for children. So, the monthly contribution is \$90/month for the family.)
  - SMP primary is Group D. (Example: \$650/member under age 65 and spouse under age 65, and \$250/children.)
  - SMP secondary to Medicare is Group E. (Example: \$200/member **age 65**, \$650 spouse **under age 65**, and \$250 for dependent children. So, the monthly contribution is \$1,100/month.)

**Noteworthy:** Please contact APA Benefits prior to retiring to walk you through the process and necessary paperwork to ensure a smooth transition from active SMP coverage to retiree SMP coverage.

**10. What is the summary of coverage and contributions for the SMP?**

<b>SMP Rate Group</b>	<b>Medical / Prescription</b>	<b>Orthodontia</b>	<b>Retiree Dental</b>	<b>Vision</b>	<b>Monthly Contribution</b>
<b>Group A:</b> Group A: Active Rate (applied to Eligible Members, Spouses and Dependent Children based on Member's Status)	NO	YES Secondary to OGHC	NO	YES	\$30
<b>Group B:</b> Any Members, Spouses and Dependent Children eligible for the AA Retiree Medical Plan (\$300k Lifetime maximum)	NO	NO unless disabled prior to 2/1/2004	YES	YES	\$30
<b>Group C:</b> SMP Secondary to Medicare Advantage with United Healthcare provided by AA. Or SMP tertiary to Medicare and AA Retiree Medical Plan. (Eligible Members and Spouses age 65 and older)	SECONDARY to AA's UHC Medicare Advantage plan (excludes other MAPD plans).  SMP provides Tertiary coverage to traditional Medicare (A, B, and D) and to AA's Retiree Medical Plan.	NO	YES	YES	\$70
<b>Group D:</b> SMP Primary (Eligible Members, Spouses, and Surviving Spouses)	PRIMARY until age 65	NO	YES	YES	\$650
<b>Group E:</b> SMP Secondary to Standard Medicare (Eligible Members and Spouses, including Surviving Spouses)	SECONDARY to Medicare	NO	YES	YES	\$200
<b>Group F:</b> Dependent Children of Members other than an Active Member (contribution per family not per child)	PRIMARY until dependent child reaches 26th birthday	NO	YES	YES	\$250

**Contact Us:**

For specific questions regarding SMP or any APA Sponsored Plans, please review the Plan documents or contact the APA Benefits Department at 817-302-2140 or via email at [Benefits.Sec@alliedpilots.org](mailto:Benefits.Sec@alliedpilots.org).

**DISCLAIMER:** Please note that these Frequently Asked Questions provide a brief explanation of the changes to the APA Supplemental Medical Plan ("Plan") and are not a detailed description of the Plan. While the

***information provided expresses the intent of the Plan, the actual Plan document and summary Plan description contain a complete description of the benefits offered and rights under the Plan. If there is any conflict between this summary and the Plan document, the terms of the Plan document govern.***