

TEAMCARE[®]  **CENTRAL STATES
PENSION FUND**

SUMMIT

2025



CENTRAL STATES SOUTHEAST AND SOUTHWEST AREAS HEALTH AND WELFARE FUND





TEAMCARE CONTINUES TO GROW

SINCE 1950,
TEAMCARE HAS GROWN TO THE
LARGEST MULTIEMPLOYER HEALTH
PLAN IN THE COUNTRY

TEAMCARE[®]
A CENTRAL STATES HEALTH PLAN

75

YEARS ♥ STRONG

- **2003: 195,000** COVERED LIVES
- **2014: 373,000** COVERED LIVES
- **2025: 520,000** COVERED LIVES

A LITTLE HISTORY

II. Trustees Rulings

The Employer must remit the \$1 per week on any employee who, having served his thirty-day probationary period, earns any money during the week. If the employee does not earn any money during a particular week, the Employer need not remit. Where city cartage operations are not covered by the Health and Welfare Fund,

The Employer must remit the \$1 per week on any employee who, having served his thirty-day probationary period, earns any money during the week. If the employee

1. The maximum which will be paid in dependency maternity cases for hospital and surgery combined will be \$120.
2. The maximum which will be paid in dependent female disorder cases for hospital and surgery combined will be \$120.
3. The dependency surgical schedule is to be reduced 33-1/3 percent.

Health & Welfare Fund

29 EAST MADISON STREET • ROOM 401 • CHICAGO, ILLINOIS 60602 • TELEPHONE ST 2-8705

March 27, 1965

EMPLOYER TRUSTEES ...
JOHN SPICKERMAN
JOHN A. MURPHY
ROBERT A. HALL

UNION TRUSTEES ...
JAMES R. HOFFA
FLOYD C. WEBB
M. W. MILLER

TO ALL MEMBERS:

Your Trustees are pleased to announce the inception of the new Central States Health and Welfare Fund Dental and Vision Programs which will become effective February 1st, 1965.

Central States, Southeast and Southwest Areas

Health and Welfare Fund

EMPLOYER TRUSTEES ...
EARL N. CANNON
A. O. BUCK
CABELL CORNISH

UNION TRUSTEES ...
M. J. HEALY
JAMES R. HOFFA
GALE F. MURRIN

TRUSTEES BULLETIN No.1

Re: Central States, Southeast and Southwest Areas Health and Welfare Fund Payments

- ESTABLISHED 1950
- 1950 PARTICIPANTS 7,500 MEMBERS
- HW CONTRIBUTION RATE: \$1.00 PER WEEK
- ADD FAMILY DEPENDENTS: \$1.00 PER WEEK
- HOSPITAL/SURGERY (1955): \$120 MAX PER YEAR
- LIFE / STD ADDED: 1960
- DENTAL / VISION ADDED: 1965
- RETIREE HEALTH BENEFITS: 1970
- ORIGINAL TEAMCARE ADDED: 1985

BENEFIT IMPROVEMENTS

2012	QUEST LABCARD INTRODUCED "NO-COST" LAB BENEFITS
2013	US IMAGING NETWORK INTRODUCED "NO-COST" ADVANCED IMAGING
2015	CVS MINUTECLINICS INTRODUCED "NO-COST" MINOR URGENT CARE
2015	BARIATRIC SURGERY APPROVED AS A COVERED PROCEDURE
2016	BEHAVIORAL HEALTH BENEFITS IMPROVED
2018	ANNUAL VISION BENEFIT INCREASED –VISION BENEFIT IMPROVED
2018	ANNUAL DENTAL MAXIMUMS /LIFETIME ORTHO MAXIMUMS INCREASED
2019	RETIREE HEALTH PLAN IMPROVED ANNUAL PLAN MAX TO \$250,000
2020	TELADOC / TELEMEDICINE "NO-COST" TELEMEDICINE INTRODUCED
2022	DENTAL AND VISION ADDED TO RETIREE HEALTH PLAN
2023	INCREASED ANNUAL MAXIMUM TO RETIREE HEALTH PLAN TO \$350,000
2024	DIABETES MANAGEMENT PROGRAM INTRODUCED
2025	CHIROPRACTIC BENEFITS IMPROVED TO 24 VISITS PER YEAR PER PERSON
2025	HEARING AID BENEFIT IMPROVED TO \$3,000 PER EAR EVERY 36 MONTHS



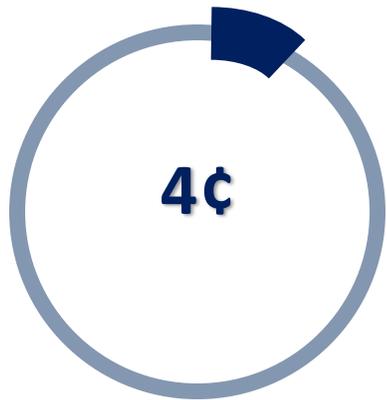
TODAY ... INDUSTRY LEADING UNION HEALTH FUND

- NATION'S LARGEST MULTI-EMPLOYER HEALTH FUND
- PROVIDES HEALTH BENEFITS TO OVER 520,000 LIVES
- OVER \$4 BILLION IN PAID CLAIMS ANNUALLY
- NO 3RD PARTY-ADMINISTRATORS ... ALL HANDLED BY TEAMCARE
- PARTNERED WITH LARGEST NETWORKS FOR OUR MEMBERS ... BCBS / CVS CAREMARK



CURBING ADMINISTRATIVE COSTS = FROZEN RATES

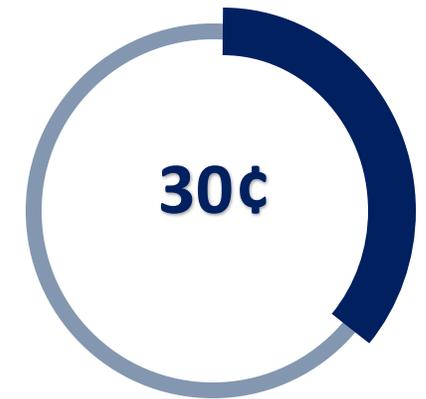
TEAMCARE



4 CENTS

SPENT BY TEAMCARE ON
ADMINISTRATION

MOST U.S. HEALTH PLANS



30 CENTS

BY INSURANCE COMPANY
ON ADMINISTRATION*

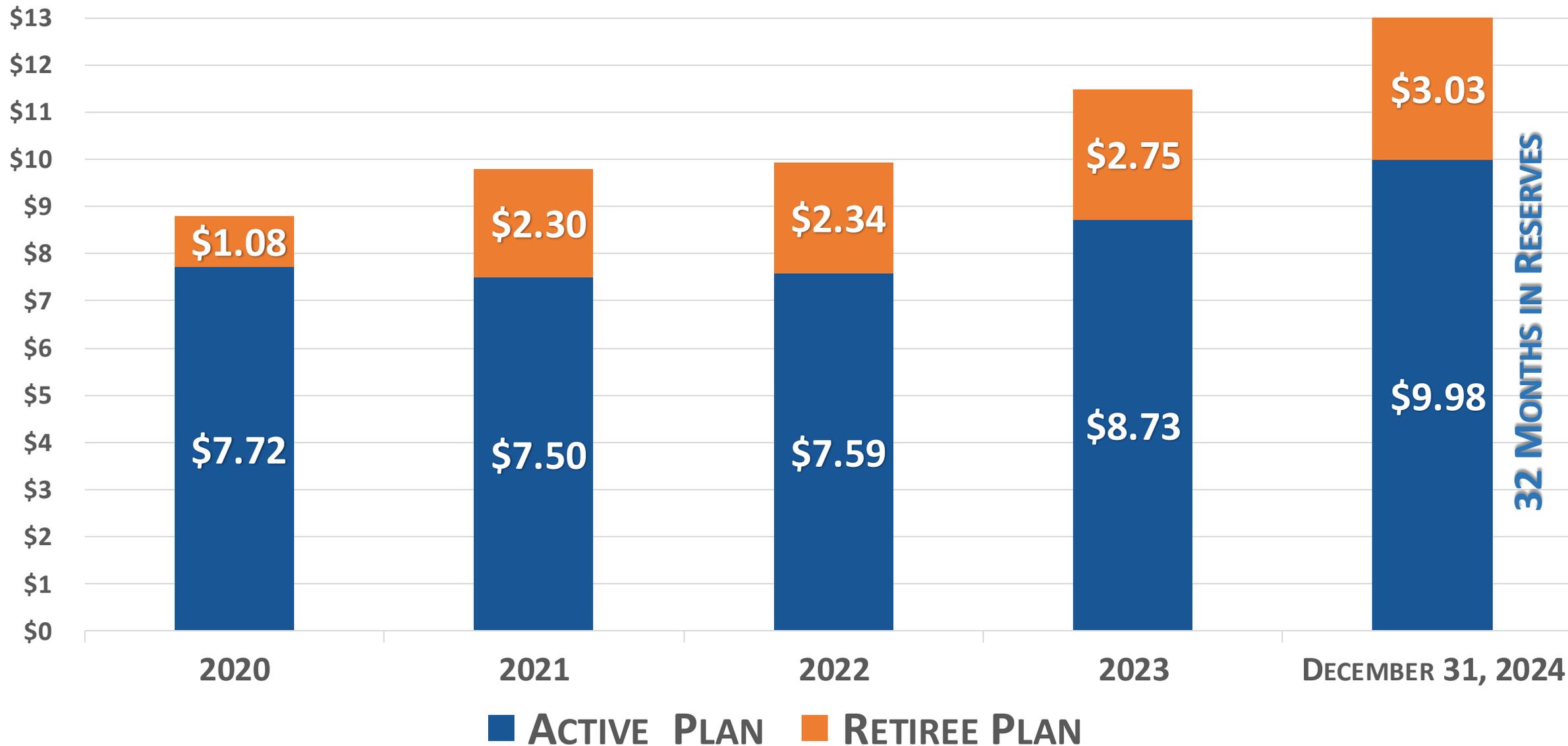


**MAINTAIN LOW CONTRIBUTION RATES FOR
EMPLOYER AND UNION**

THE LARGEST COMPONENT of higher U.S. medical spending is *the cost of healthcare administration*. About one-third of healthcare dollars spent in the United States pays for administration per Harvard Magazine June 2020

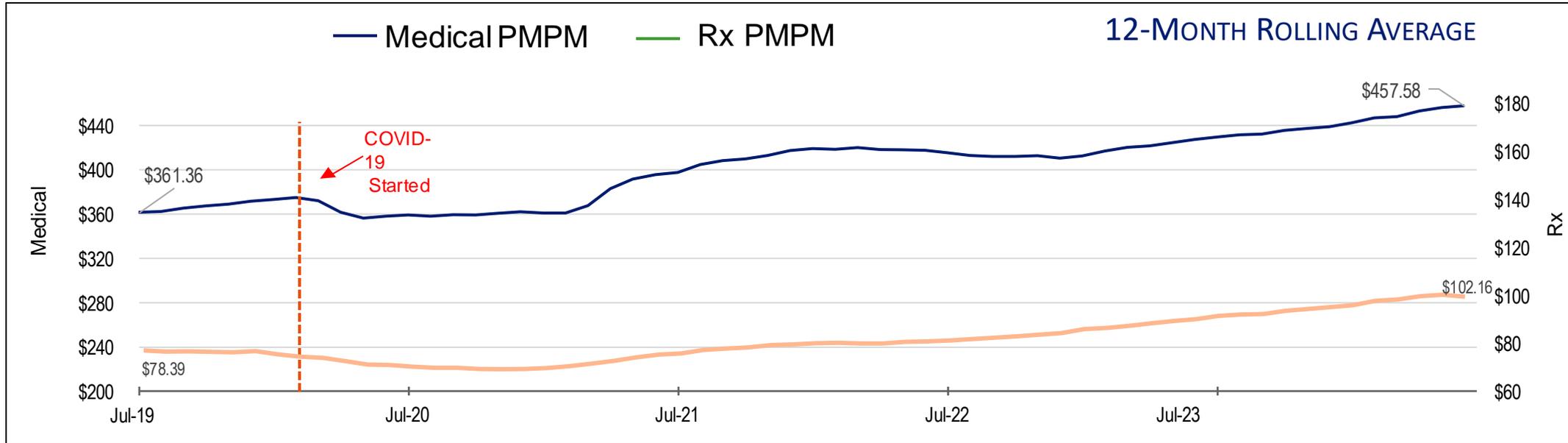
HEALTH FUND NET ASSETS

\$ IN BILLIONS



HEALTHCARE TRENDS GROW

5-YEAR FINANCIAL EXPERIENCE – FUND PAID



ANNUALIZED TRENDS OVER TIME

PERIOD	MEDICAL	Rx	TOTAL
LATEST 12 MONTHS	7.2%	10.8	7.8%
4 YEAR AVERAGE	6.3%	9.2%	6.8%
5 YEAR AVERAGE	4.9%	5.5%	5.0%

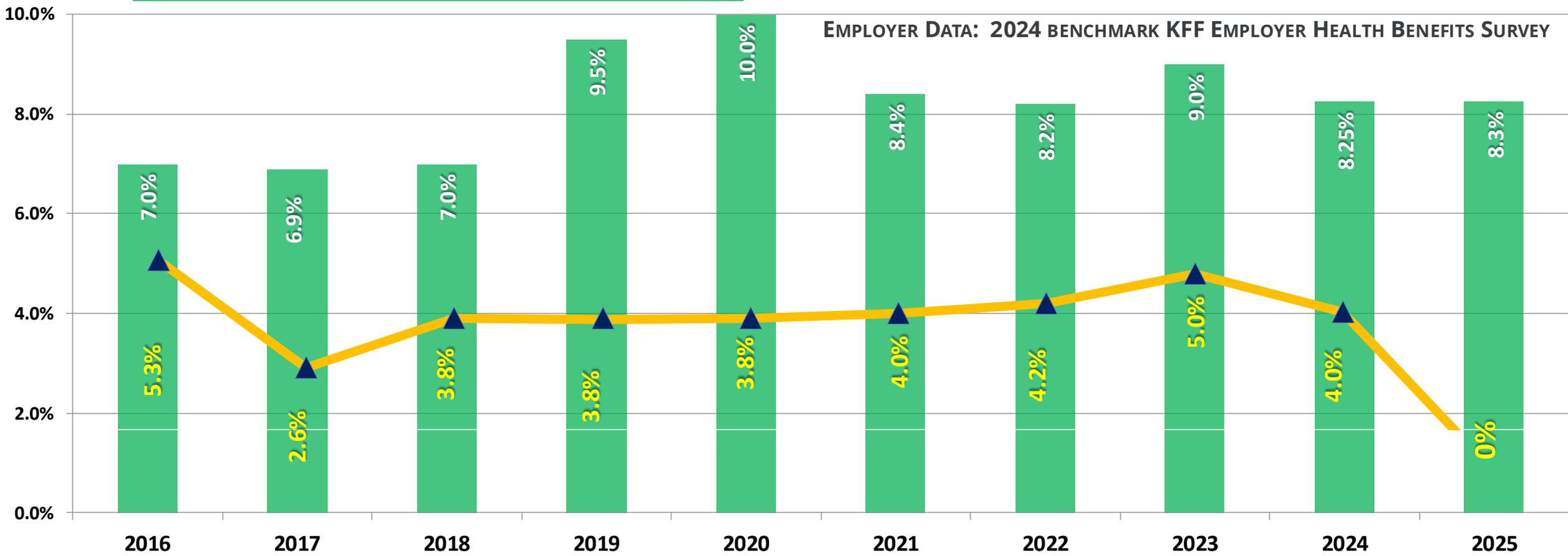
OBSERVATIONS

- ANNUALIZING TRENDS OVER A LONGER PERIOD SHOWS CONSISTENCY IN MEDICAL TRENDS.
- THE RX TREND OVER THE LATEST 36 MONTHS HAVE INCREASED.

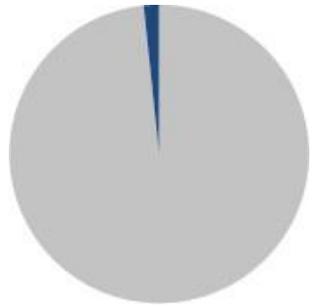
EMPLOYER SPONSORED HEALTH PLAN PREMIUMS ANNUAL INCREASES COMPARED TO TEAMCARE (PLAN C6) RATE PREMIUM

AVERAGE INDUSTRY INCREASE: 8.2%

AVERAGE TEAMCARE (C6) INCREASE: 3.67%

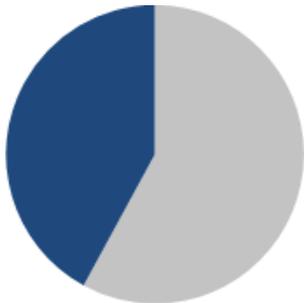


HIGH COST CLAIMANTS — PATIENTS WITH > \$50K IN SPEND



1.65%
OF MEMBERSHIP

8,997 HIGH COST CLAIMANTS



42.0%
OF TOTAL PAID



Age/Gender Band	Leading Diagnosis	Inpatient Paid	Outpatient Paid	Professional Paid	Total Paid	Prior Period Paid
Female <1-19	Respiratory failure; insufficiency; arrest	\$3,073,901	\$11,123	\$143,954	\$3,228,978	NA
Male <1-19	External cause codes: poisoning by drug	\$2,998,925	\$24,154	\$185,864	\$3,208,943	\$11,145
Female <1-19	Liveborn	\$2,591,605	\$15,008	\$372,932	\$2,979,545	NA
Male <1-19	Liveborn	\$2,419,783	\$2,333	\$169,330	\$2,591,446	NA
Male <1-19	Respiratory failure; insufficiency; arrest	\$2,114,431	\$6,779	\$113,822	\$2,235,032	\$38,321
Female <1-19	Cardiac and circulatory congenital anomalies	\$1,752,607	\$49,295	\$386,734	\$2,188,636	NA
Male <1-19	Cardiac and circulatory congenital anomalies	\$1,704,650	\$6,043	\$298,186	\$2,008,879	\$692,827

OBSERVATIONS ON HEALTH FUND



	CURRENT PERIOD	PRIOR PERIOD
PAID CLAIMS	CLAIMANTS	CLAIMANTS
\$100,000 - \$500,000	5,349	4,718
\$500,000 - \$1,000,000	203	162
\$1,000,000 - \$2,000,000	46	35
\$2,000,000 +	7	2

- 3 MEMBERS HAD \$3,000,000+
- 5,602 MEMBERS HAD \$100,000+

DEPENDENT VERIFICATION REVIEW – FUND WIDE



- ASSURE **ALL** DEPENDENTS IN TEAMCARE ARE ELIGIBLE FOR COVERAGE
 - ON AVERAGE, 3-5% OF ALL DEPENDENTS UNDER HEALTH INSURANCE PLANS, ARE INELIGIBLE FOR COVERAGE
 - FUND HAS FIDUCIARY RESPONSIBILITY TO OPERATE ACCORDING TO PLAN DOCUMENT WHICH ONLY PERMITS THE PLAN TO PAY ON ELIGIBLE PARTICIPANTS
- THIS TYPE OF A DEPENDENT REVIEW IS STANDARD IN THE INDUSTRY
- ENSURING DEPENDENTS MEET ELIGIBILITY REQUIREMENTS ALLOWS TEAMCARE TO MAINTAIN INDUSTRY LOW HEALTH RATES

