

Retiree Dental

Summary Plan Description



(800) 323-2732



Letter from the Chairman

Dear Retiree,

As Chairman of the CSEA Employee Benefit Fund, I respect your commitment to both public service and to this Union. Retirees are an **invaluable** resource and have helped to make our Union what it is today.

I am pleased to send you this booklet containing important information on the CSEA EBF Retiree Dental Plan.

Please take some time to review this booklet to become familiar with the benefits to maximize your payments and minimize your out of pocket expenses.

Our goal is to encourage you to maintain your health and well-being by providing benefits that are carefully designed with you and your family in mind.

I wish you success and good health in your retirement.

In Solidarity,



Danny Donohue, Chairman

Table of Contents

GENERAL INFORMATION.....	04
Enrollment	4
Retiree Dental Plan Eligibility	4-5
Returning to Work	5-6
Dependents	6-7
Appeal Procedure	7
CSEA EBF WEBSITE.....	07



RETIREE DENTAL PLAN.....	07
How to Use This Plan	7-8
Maximum Dental Plan Benefit	8-9
Pre-Authorization of Benefits	9
Schedule of Allowances	10-15
Exclusions & Limitations	15-16
Coordination of Benefits	16
Birthday Rule	17

General Information

ENROLLMENT:

Coverage under the Plan offered by the CSEA EBF is not automatic. You must first enroll yourself and your dependents in the Fund. There is one enrollment form for the program which enrolls you in the CSEA EBF Retiree Dental Plan. This must be filled out even if you have previously had dental benefits with the Fund. If you have not received an enrollment form in the mail from the Fund, please contact the Retiree Department at **(800) 323-2732**.

Access to an EBF Retiree Dental Program is contingent upon a signed employer Retiree Dental Memorandum of Agreement with the Fund.

Enrollment in the plan does not vest any right in the covered retiree except the right to receive benefits under the plan only so long as payments have been received by the Fund. Payment will be due on the 1st of each month. All payments must be paid through the Recurring Payment Program. Payment by check is not accepted.

If a monthly payment is not made, benefits will be suspended until payment is received. If there has been non-payment of the premium for 60 days, coverage will be terminated and there will be no reinstatement in the plan.

WHO IS ELIGIBLE?

Retiree Dental Plan Eligibility

You are eligible for the CSEA EBF Retiree Dental Plan if you meet all of the following criteria:

- » You were previously covered by a CSEA EBF Dental Plan on or after July 1, 2002.
- » Your previous employer has signed a retiree language side letter (Memorandum of Agreement) to its contract with the Fund.
- » You retire directly from employment with your employer during or after the term of the collective bargaining agreement in which the Memorandum was executed and you were covered by an EBF dental plan on your last day of employment.

- » You have had continuous dental coverage from retirement, through a date, not more than 90 days prior to enrolling.
- » A minimum of 12 months participation is required for all enrollees and dependents unless a qualifying event occurs.

You are **not** eligible for the CSEA EBF Retiree Dental Plan if:

- » You are covered under another CSEA EBF Dental Plan as a member or a dependent.
- » You were never an employee covered by a negotiated EBF dental plan in the contract you retired under.
- » You waited longer than 90 days from your benefits termination date to enroll in the EBF retiree dental plan.
- » **Survivor Benefits** - To be eligible for the CSEA EBF Retiree Dental Plan, you must have been an active CSEA **employee** who was previously covered for a CSEA EBF Dental Plan at the time of **your** retirement. **Your** employer must have signed the CSEA EBF's Retiree Dental Memorandum of Agreement. If you are a spouse who was covered by the Fund when **you** were employed, ask about continuing coverage. If you do not meet the above criteria, coverage terminates upon the death of the member. Please contact the Fund at **(800) 323-2732** for additional information.

Termination of coverage in the CSEA EBF Retiree Dental Plan results in non-eligibility for future coverage. Premiums will be re-evaluated annually.

NOTE: A Retiree cannot obtain coverage for himself/herself or dependents if covered under another CSEA EBF Dental Plan as a dependent. Dependents (spouse and children) cannot be covered under the Retiree Dental Plan if covered under another CSEA EBF Dental Plan.

RETURNING TO WORK

Retirees who return to active work status in a benefits eligible position that provides CSEA EBF Dental Plan coverage must notify EBF. Retiree Plan

benefits will be terminated and billing stopped until employment in the position terminates. The retiree may be reinstated in the Retiree Dental Plan the *day after* employer paid benefits terminate.

IMPORTANT: The Retiree must notify the EBF when employment has terminated.

DEPENDENTS

If you opt for 2 person coverage or family coverage, your dependents become eligible at the same time you do. If you elect individual coverage, your dependents can be added at a later date. Eligible dependents must remain on the plan for 12 months unless a qualifying event occurs making them ineligible. Dependents who are removed are ineligible for reinstatement. Prompt notification to the Fund of dependent changes will ensure dependents receive the appropriate coverage and avoid charges incurred by an individual after he or she has ceased to be your dependent.

Dependents Include:

- » Your spouse. This includes a person of the same sex to whom the covered employee was married in a jurisdiction permitting same sex marriages. A spouse can be removed upon entry into a legal separation. If you become divorced, you **must remove** your ex-spouse upon finalization of divorce.
- » Domestic Partner. If the employer you retired from allowed coverage for Domestic Partners, you are eligible to keep your Domestic Partner eligible provided you have opted for 2 Person or Family level coverage.
- » Unmarried children, under the age of 19, including legally adopted children and stepchildren who permanently reside with you.
- » Legal wards, under the age of 19, who permanently reside with you pursuant to a court order awarding legal guardianship to you, and are supported by you and your spouse.
- » Child or ward described above, regardless of age, who is incapable of self support by reason of mental or physical disability provided he or she became so disabled prior to reaching the age of 19.

- » **Any child or ward described above under the age of 25 who is a full time student** (minimum of 12 undergraduate or 6 graduate credit hours) enrolled in a regionally accredited college or university and working toward a Bachelor Degree (e.g., B.A. or B.S.), Masters Degree (e.g., M.A. or M.S.) or Associate Degree (e.g., A.A. or A.S.). Technical courses of short duration do not qualify, even if a diploma is awarded. The EBF requires that **current proof of student status be provided annually by completion of a Student Status form available from the CSEA EBF.**

APPEAL PROCEDURE

- » If you feel that you did not receive full benefits, you may appeal to the Fund. Please call customer service at 1-800-323-2732 and request a dental claim appeal form which can be emailed or mailed to you. Include copies of supporting documentation.
- » ALL appeals must be submitted within 60 days of the determination being appealed.
- » Please note the appeal process could take up to 4-6 weeks.
- » This appeal procedure is not designed to cover services not covered by the Plans.

CSEA EBF Website

- » Find the most up to date information on dental benefits by visiting our website at **www.cseaebf.com**
- » Save valuable time by printing dental plan information, provider listings and EBF forms.

Retiree Dental Plan

HOW TO USE THIS PLAN

- » You may use any licensed dentist for dental care.
- » The Fund contracts with participating dental offices to accept the fee schedule as payment in full for covered dental services whether payment is made by you or the Fund.

- » If you would like to view our current Directory of Dental Care Providers, you can request a copy by calling us at (800) 323-2732 or visit our website at **www.cseaebf.com**. Click the **Provider Search** button to search for participating dentists in the program.
- » Specialists within participating general practices may have the right to bill members for the difference between the specialist's customary charge and the allowance which the CSEA Employee Benefit Fund pays under the Retiree Dental Plan. The Specialist must inform the Fund and the member that he/she will not be accepting the plan allowance as payment in full and must provide proof of specialty status to the Fund.
- » If you choose a non-participating provider, and are charged more than the amount listed under the Schedule of Allowances you must pay the difference.
- » A universal American Dental Association (ADA) claim form, available through your dental provider or a CSEA claim form, found on the **Download Forms** link of **www.cseaebf.com** must be used to submit for completed services. Electronic claims are also accepted.

The Fund does not recommend that you use any particular dentist, either participating or non-participating.

Submit ALL Dental Claim Forms To:
CSEA EMPLOYEE BENEFIT FUND
P.O. Box 489 | Latham, NY 12110-0489

MAXIMUM DENTAL PLAN BENEFIT

- » There is an annual maximum of \$2,000.00 a year on dental benefits for each member and dependent.
- » For year 2014 and on, there is no annual maximum for children under the age of 19, per the Affordable Care Act guidelines.
- » This maximum is on a calendar-year basis (January through December).
- » Under this maximum, the Fund is assuming

liability for up to the first \$2,000.00 of covered dental work per year.

- » We encourage those about to undergo extensive dental treatment to discuss those plans with the dentist beforehand. There are often less expensive alternatives available which will provide high quality dental care.

PRE-AUTHORIZATION OF BENEFITS

- » Whenever the estimated cost of a recommended dental treatment exceeds \$500.00, we advise the submission of a preauthorization before the work begins.
- » Use a dental claim form for this submission and include the related x-rays.
- » After review, the Fund will notify the member and the dentist of the benefits payable based on the treatment plan.
- » In determining the amount of benefits payable, consideration will be given to alternate procedures that will accomplish a professionally acceptable result.
- » If the member and the dentist agree to a more expensive method of treatment than that pre-authorized by the Fund, the amount exceeding the pre-authorization will not be paid by the Fund even if it would otherwise be a covered service. If we recommend alternate benefits, you should also discuss this with your dentist.
- » **For Example:** If your dentist submitted a pre-authorization for a crown which would cost \$645.00 and review by our dental consultant showed that an amalgam restoration for \$96.00 would give an acceptable result, the Fund would pay only \$96.00. If the member decided to have the crown, he or she would pay the difference of \$549.00 (\$645.00-\$96.00).

A pre-authorization is not a guarantee of benefits. Payment is always subject to eligibility at the time of service.

Retiree Dental Plan Schedule of Allowances for Covered Services

DIAGNOSTIC SERVICES

CONSULTATION (1 per calendar year)..... \$100

Clinical Oral Evaluation (Examination)

Evaluation - periodic, comprehensive, limited or detailed (3 evaluations per calendar year) \$32

Dental Radiographs

Intraoral complete series, including bitewings

(1 per 3 years)..... \$65

or

Panoramic (1 per 3 years)..... \$65

There is a 3 year limitation for complete series and/or panoramic radiographs. Periapical and bitewing x-rays are not covered if performed within the same 12 month period as a complete series. Periapical x-rays are not covered within the same 12 month period as a panoramic image.

Periapical x-ray, each image

(Maximum 10 per calendar year).....\$6

Bitewing x-ray, each image

(Maximum 4 per calendar year).....\$8

Occlusal image (2 per 3 years)..... \$20

PREVENTIVE SERVICES

Prophylaxis, adult-12 and over

(3 per calendar year)..... \$65

Prophylaxis, child-under age 12

(3 per calendar year)..... \$50

Fluoride, child-under age 19

(2 per calendar year)..... \$12

Sealants, child-under age 19, per tooth, covered on bicuspid and molars in the permanent dentition

(1 per 3 years)..... \$25

Space maintainers, child-under age 19

(Once per lifetime)

Unilateral space maintainer..... \$97

Bilateral space maintainer.....\$146

RESTORATIVE SERVICES

Amalgam Restorations (1 per each surface per tooth per 12 month period). Includes tooth preparation, all adhesives, liners and bases and polishing to restore a tooth to proper form and function.

PERMANENT OR PRIMARY TEETH

Amalgam-one surface.....\$60

Amalgam-two surfaces.....\$80

Amalgam-three or more surfaces..... \$96

Resin-Based Composite Restorations - (1 per each surface per tooth per 12 month period). Includes tooth preparation, acid etching, adhesives, liners, bases, curing and the broad category of materials included in the group called resin-based composites.

PERMANENT OR PRIMARY TEETH

(Anterior or Posterior)

Resin based one surface	\$82
Resin based two surfaces	\$102
Resin based three surfaces	\$118
Resin based four or more surfaces or involving incisal angle	\$118

Crowns and Inlays/Onlays

- » Crowns and inlays/onlays are covered for the restoration of permanent teeth which, as the result of extensive decay or fracture, cannot be restored with an amalgam or resin-based composite filling.
- » The treatment plan must be accompanied by radiographs and will be professionally reviewed for necessity and appropriateness of the planned treatment taking into account the exclusions and limitations of the Plan.
- » Any type of crown restoration that has been in place for 12 months is considered permanent and subject to the frequency limitation.
- » Benefits are payable upon insertion of the crown or inlay/onlay.
- » **Pre-op radiographs are required for the review of this procedure.**

Crowns (1 per 5 years)

Resin (permanent, anterior teeth only)	\$200
Resin fused to metal	\$490
Porcelain/ceramic	\$645
Porcelain fused to metal	\$645
3/4 cast metal	\$280
Full cast metal	\$525

Implant/Abutment Supported Crowns (1 per 10 years)

Implant/abutment supported, porc/ceramic	\$645
Implant/abutment supported, porc fused to metal	\$645
Implant/abutment supported, full cast metal	\$525

Inlays/Onlays (1 per 5 years)

Inlay/onlay, one surface	\$178
Inlay/onlay, two surfaces	\$208
Inlay/onlay, three or more surfaces	\$250

OTHER RESTORATIVE SERVICES

Recement crown, implant crown (1 per calendar year)	\$32
---	------

Stainless Steel crowns, deciduous teeth only (1 per tooth per 3 years).....	\$80
Pin retention, per tooth (1 per calendar year).....	\$20
Post and core, cast or prefabricated, per tooth (1 per 5 years).....	\$100

ENDODONTICS

Root Canal Therapy (1 per tooth per lifetime) <i>Benefits for root canal therapy are limited to permanent teeth and are payable upon completion.</i>	
Root canal therapy, anterior	\$450
Root canal therapy, bicuspid	\$475
Root canal therapy, molar	\$550

Other Endodontic/Periradicular Services

Pulpotomy, deciduous teeth only (1 per tooth per lifetime).....	\$31
Apicoectomy, 1st root (1 per tooth per lifetime)....	\$350
Apicoectomy, each additional root	\$100
<i>(General Anesthesia/IV Sedation covered with Apicoectomy)</i>	
Retrograde filling, per root, in conjunction with apicoectomy (1 per tooth per lifetime).....	\$75

PERIODONTICS

*Gingivectomy, Osseous Surgery and Bone Replacement Graft will be professionally reviewed for necessity and appropriateness of the planned treatment, taking into account the exclusions and limitations of the Plan. **The treatment plan must be accompanied by x-rays and periodontal charting.** Benefits will be paid for only the most comprehensive surgical procedure necessary in each site. The allowance for gingivectomy and osseous surgery will be made on a quadrant or sextant basis. Periodontic benefits are not usually paid for procedures performed on patients under 19 years of age Exceptions can be made based on documented medical necessity.*

Gingivectomy or gingivoplasty, per quadrant (1 per 5 years).....	\$250
Osseous surgery, per quadrant (1 per 5 years).....	\$475
Bone replacement graft, per tooth (D4263) (2 per calendar year).....	\$250
Periodontal scaling and root planing, per quadrant (2 per calendar year, limited to 2 quadrants per visit).....	\$65
Periodontal maintenance procedure	\$65
<i>(3 per calendar year, either prophylaxis or periodontal maintenance procedure)</i>	

PROSTHODONTICS (REMOVABLE)

A benefit will be paid for a permanent denture replacing

*an interim denture after 6 months but no longer than 12 months from the date the interim denture was inserted. If a permanent denture is not inserted prior to 12 months, the interim denture will be considered a permanent denture. This plan will pay for no other installation within the next **5 or 10** year period. Benefits are payable only upon insertion of denture. Allowance includes post-delivery care, relines and adjustments for 6 months.*

Complete Dentures (1 per 5 years)

Full upper or lower denture, permanent..... \$625

Full upper or lower denture, interim\$144

Partial Dentures (1 per 5 years)

Partial upper or lower denture, permanent \$625

Unilateral partial upper or lower denture, permanent..... \$300

Interim partial denture, upper or lower (anterior teeth only)\$120

Implant/Abutment Supported Dentures

(1 per 10 years)

Implant/abutment supported full upper or lower denture, permanent..... \$625

Implant/abutment supported partial upper or lower denture, permanent..... \$625

Repairs to Full/Complete Dentures

Replace missing or broken teeth

(limited to 4 per calendar year)..... \$50

Repairs to Partial Dentures

Repair, replace or add clasp to existing partial denture *(limited to 4 per calendar year)* \$50

Replace or add tooth to existing partial denture *(limited to 4 per calendar year)*..... \$50

Rebase Full Denture (1 per 2 years)

Rebase-upper or lower..... \$235

Reline of Dentures, Upper or Lower (1 per 2 years)

Reline full denture..... \$150

Reline partial denture \$150

PROSTHODONTICS (FIXED)

Services are limited to permanent teeth replacement. The treatment plan must be accompanied by radiographs and will be professionally reviewed for necessity and appropriateness of the planned treatment, taking into account exclusions and limitations of the Plan. Benefits are payable upon insertion of the fixed bridge.

Pontics (1 per 5 years)

Cast metal\$350

Porcelain fused to metal\$455

Porcelain/ceramic.....	\$455
Resin fused to metal.....	\$260

Abutment Crowns for Fixed Bridge Retainers

(1 per 5 years)

3/4 cast metal.....	\$280
Full cast metal.....	\$525
Porcelain fused to metal.....	\$645
Porcelain/ceramic.....	\$645
Resin fused to metal.....	\$490
Retainer for Maryland-type bridge.....	\$220

Implant/Abutment Supported Crowns for Fixed

Bridge Retainers (1 per 10 years including pontics part of implant fixed bridge retainer)

Implant/abutment supported, cast metal.....	\$525
Implant/abutment supported, porc fused to metal.....	\$645
Implant/abutment supported, porcelain/ceramic.....	\$645

Other Fixed Partial Denture Services

Recement bridge, implant bridge

(1 per calendar year)..... \$42

ORAL SURGERY

EXTRACTIONS (1 per tooth per lifetime)

Extract coronal remnants, primary tooth.....	\$65
Erupted tooth or exposed root.....	\$95
Surgical removal.....	\$140
Soft tissue impaction.....	\$171
Partial bony impaction.....	\$245
Full bony impaction.....	\$355
Surgical removal of residual roots.....	\$140

OTHER SURGICAL PROCEDURES

Biopsy of oral tissue, hard or soft

(tissue removal)..... \$100

Alveoloplasty in conjunction with extractions,

per quadrant (1 per lifetime)..... \$120

Alveoloplasty not in conjunction with

extractions, per quadrant (1 per 5 years)..... \$90

Removal of odontogenic cyst or tumor..... \$150

Removal of exostosis or torus, per site..... \$200

Incision and drainage, intraoral (1 per calendar year)

(general anesthesia/IV sedation not covered with this procedure)..... \$125

Frenulectomy (3 per lifetime)..... \$190

Excision of lesion (1 per calendar year)..... \$150

Bone Graft at time of implant placement

(1 per tooth position per 10 years / 2 per calendar year: D6104)..... \$350

Implant placement remains a non-covered benefit

Bone replacement graft for ridge preservation

(1 per tooth per lifetime / 2 per calendar

year: D7953\$250

ADJUNCTIVE GENERAL SERVICES

General anesthesia/deep sedation-each 15 minute increment with a maximum benefit of \$300.00

(per covered oral surgery visit)..... \$150

or

Intravenous sedation -each 15 minute increment with a maximum benefit of \$300.00

(per covered oral surgery visit)..... \$150

Palliative (emergency) treatment of dental pain

(2 per calendar year)..... \$45

Exclusions and Limitations

- » There is a coverage for replacement of an existing crown, partial or full removable denture or replacement of fixed bridgework by a new denture or bridgework, or the addition of teeth to an existing partial removable denture or to bridgework to replace extracted natural teeth, but only if the Plan is furnished satisfactory evidence that:
 - (a) The existing denture or bridgework was inserted at least **five** years prior to its replacement and that the existing denture or bridgework cannot be made serviceable by a dentist or
 - (b) In the case of a crown, that at least **five** years have elapsed since the crown was inserted or
 - (c) The existing implant supported crown, bridge or denture was inserted at least **ten** years prior to it's replacement and that the existing implant supported crown, bridgework or denture cannot be made serviceable by a dentist.

In addition to the Exclusions and Limitations as stated in the CSEA EBF Retiree Dental Plan Schedule of Allowances and those listed above, this plan does not cover:

- » charges for any type of service or appliance not described in the Schedule of Allowances
- » treatment by other than a licensed dentist or dental hygienist acting within the scope of licensure

- » services and supplies that are primarily cosmetic in nature
- » replacement of a **lost** or **stolen** prosthetic appliance
- » duplicate prosthetic appliances or services
- » dentures, crowns, inlays, bridgework or appliances to change or maintain vertical dimension
- » precision or other elaborate attachments or features for dentures, bridgework or any other dental appliances
- » surgical implants
- » any service rendered or appliance inserted before the eligibility date or after the termination date under this Plan
- » splinting
- » mini implants
- » treatment covered by Workers' Compensation or similar law
- » charges for expenses which are reimbursable through "no-fault" automobile insurance
- » any claim or appeal that is submitted after a period that exceeds one year from the calendar year in which dental services were rendered
- » temporary dental services which are determined by the Fund to be an integral part of the final dental service rather than a separate service
- » orthodontics is not covered under this plan

Coordination of Benefits

Since it is not intended that the patient receive greater benefits than the actual expenses covered, the amount of benefits payable under the CSEA EBF Retiree Dental Plan will take into account any coverage the employee (or eligible dependent) has under other group plans. In other words, the benefits under the CSEA EBF Retiree Dental Plan will be coordinated with the benefits of the other group plans.

NOTE: An employee may not be covered both as an employee and as a dependent of an employee. A member who has a spouse eligible for coverage is not eligible to cover a domestic partner. If member and spouse/domestic partner are Fund members, coverage for children may not be claimed under both.

Birthday Rule

Coordination of benefits regulation states that the primary payer of benefits for dependent children is determined by the parent who has the earlier birth date by month and day, without regard to year of birth (other determining factors may apply).

Notes

Notes

CSEA EMPLOYEE BENEFIT FUND

Danny Donohue, Chairman
One Lear Jet Lane, Suite 1
Latham, NY 12110-2395

1-800-323-2732
www.cseaebf.com

7/19

UB