

New Haven Federation of Teachers

An Affiliate of the American Federation of Teachers

Local 933



AFL-CIO

*David Cicarella
President*

*Pat DeLucia
Executive Vice President*

*Jennifer Chisholm
Executive Secretary*

*Mike Pantaleo
Treasurer*

February 25, 2020

To: All New Haven Teachers

From: David Cicarella, NHFT President, and Pat DeLucia, NHFT Vice President

I. HSA Informational Workshop Reminder

Account managers from Anthem will be presenting to New Haven teachers on Thursday, March 5th. Please call the NHFT office at 203-773-0266 to sign up.

The HSA offers significant savings when compared to our other Anthem Health Plans *(see details below)

II. NHFT Re-run Election

Ballots are due in the dedicated P.O. Box by 5pm Thursday February 27th. Mail your ballots today. Ballot count will be conducted Thursday evening by MK Elections and overseen by members of the Elections Committee and Trustees.

III. Open Enrollment for Medical Plan

May 1st – June 30th

- Changes to medical plans can be made during this 2-month window.

HSA vs Century Preferred

We have written earlier about the significant savings of the HSA as compared to our other medical plans and strongly urge everyone to get accurate information on our medical plans.

For example – *SY 2019-2020 HSA vs Century Preferred Family Plans.*

- \$9,306 cost of Century Preferred Plan not including co-pays (443.15 x 21 paychecks)
- \$8,026 contractual maximum all out of pocket expenses on HSA. (includes all cost shares, co-pays, etc.)
 - \$3,176 cost share (\$151.25 x 21 paychecks)
 - \$2,000 teacher's contribution to HSA fund (to Connex Credit Union)
 - \$2,850 out of pocket maximum for the 10% of claims beyond the first \$4,000 (City contributes \$2000/year of the \$4000 total in the HSA account)

Significant Facts for SY 2019-2020

- The HSA cannot cost more than \$8,026.
- Century Preferred cannot cost less than \$9,306
- The “network” is the same for our HSA, Century Preferred, Comp Mix, and Blue Care medical plans. This includes doctors, labs, hospitals, and out of state blue card (Reciprocal Arrangement)
- The \$2,000 maximum annual contribution is tax deductible. This means if you earn \$60,000 your taxable income is only \$58,000. An additional saving.
- At age 65, the money is yours to withdraw if you choose and spend it as you please.
- If you resign and leave the NHPS, the money in your account goes with you. Once deposited by the city that money is yours.

This example is intended to provide a glimpse into some of the facts related to costs. We encourage veteran teachers to review the available information so as to make an informed decision during the upcoming open enrollment period. Newer teachers would benefit to understand the HSA plan so to best utilize its components and dispel the notion that somehow, they have a “lesser plan”.

Attend the HSA workshop next week if you are able. If your schedule does not permit you to attend, we can send information or have questions answered for you.