

United Food and Commercial Workers Union Local 1529 and Employers Health and Welfare Plan and Trust

Administrative Office

Administrative Consulting Services of Tennessee
1680 Bonnie Lane, Suite 101
Cordova, TN 38016
Telephone: 901-758-3000 or 1-800-874-8499

Board of Trustees

Leon E. Sheppard
Kathy Miller
Rufus Wilson
Rick Slayton

March 23, 2009

TO: All Active Eligible Health and Welfare Plan Participants

FROM: The Board of Trustees

RE: Plan Benefit Improvements: Preventive Care

The Board of Trustees is pleased to announce that effective April 1, 2009 the UFCW Union Local 1529 and Contributing Employers Health Fund will begin covering certain preventive medical care at 100%. By covering these preventive care services at 100%, you and your eligible dependents are encouraged to seek regular annual physical exams with an In-Network Provider.

The following are preventive care services that will be paid at 100%:

- Well-baby and well-child care
- Annual pap smear and pelvic exam
- Bone density test for women age 65+
- Annual mammogram for age 40+
- Immunizations: Hepatitis A-B, Diphtheria, Tetanus, Pertussis, Haemophilus Influenza type B, Polio, Pneumococcal conjugate, Varicella, Measles, Mumps, Rubella and annual flu shot
- Annual routine office visit physical exam
- Tetanus/Diphtheria Booster every 10 years after age 18
- Total Cholesterol screening once every 5 years
- Colorectal cancer screening:
 - ✓ Annual fecal occult blood test plus flexible sigmoidoscopy once every 5 years for age 50+;or
 - ✓ Colonoscopy every 10 years for age 50+; or
 - ✓ Double contrast barium enema every 5 years for age 50+
- Annual digital rectal exam and prostate specific antigen test for age 45+
- Labs, pathology, chest x-ray, and EKG (when processed in a Physician's Office and as preventive care)

Refer to your benefit plan materials or call the toll-free number listed on your medical ID card for more information about how these services are covered and paid by your plan. Services must be coded as preventive care and any services provided as part of a diagnostic or treatment plan are subject to the copay or deductible and coinsurance. Plan limits apply to all services.

In today's environment this benefit improvement did not come easy. Where most companies are cutting healthcare benefits & raising cost, you should thank the Local 1529 Union and your contributing Employer for making very costly benefit improvements for you and your eligible dependents at a minimal cost to you. This benefit increase far outweighs the small amount you will be contributing on a weekly basis thus making your Plan one of the best Plans in the Country.

Sincerely,

Rufus Wilson
Rufus Wilson
Company Trustee

Sincerely,

Rick Slayton
Rick Slayton
Union Trustee