

# Theatrical Stage Employees Health & Welfare Trust

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Administered by  
Welfare & Pension Administration Service, Inc.

November 13, 2020

**TO: All Plan Participants**  
**Theatrical Stage Employees Health & Welfare Trust**

**RE: New COBRA Options – Available Effective January 1, 2021**

At their recent meeting, the Board of Trustees (Trustees) of the Theatrical Stage Employees Health & Welfare Trust (the “Trust”) reviewed potential ways to continue to support Plan participants and subsidize health coverage. The Trustees made the determination to provide a Medical only COBRA premium subsidy. The subsidy will be based on the core plan medical only rate and be applied at 50% subsidy for member and 25% subsidy for dependent COBRA.

Effective January 1, 2021 through April 30, 2021, the Trust will offer subsidized alternate COBRA options in addition to the current HMO Core and PPO Buy-Up Options. The new COBRA options will be re-evaluated at the renewal of the plan year, May 1, 2021.

If the federal government enacts a COBRA subsidy as part of its COVID pandemic response, the Trust will be entitled to terminate the Trust COBRA subsidy prior to April 30, 2021, and transfer the premium subsidy to that government program.

The following tables show the current COBRA options as well as the new COBRA options for comparison and consideration.

## Current COBRA Options

### Current Core HMO Plan

Core Plan	Monthly Premium	Member Cost for Medical Only Coverage
Employee Only	\$481.21	\$240.60
Employee & Spouse	\$1,082.73	\$451.14
Employee & Child	\$866.18	\$288.73
Employee & Children	\$866.18	\$288.73
Employee & Family	\$1,467.70	\$739.87

### Current Buy-Up PPO Plan

Buy-Up Plan	Monthly Premium	Member Cost for Medical Only Coverage
Employee Only	\$726.84	\$486.23
Employee & Spouse	\$1,635.39	\$758.17
Employee & Child	\$1,308.31	\$485.23
Employee & Children	\$1,308.31	\$485.23
Employee & Family	\$2,311.83	\$1,338.37

## NEW additional COBRA Options

### NEW Low Option HMO Plan: \$1,500 Deductible

HMO 1500 2	Monthly Premium	Member Cost for Medical Only Coverage
Employee Only	\$370.24	\$129.63
Employee & Spouse	\$833.05	\$312.43
Employee & Child	\$666.44	\$199.96
Employee & Children	\$666.44	\$199.96
Employee & Family	\$1,129.24	\$512.38

### NEW Low Option PPO Plan: \$1,000 Deductible

PPO 1000 W4	Monthly Premium	Member Cost for Medical Only Coverage
Employee Only	\$604.09	\$363.48
Employee & Spouse	\$1,359.21	\$604.74
Employee & Child	\$1,087.37	\$387.04
Employee & Children	\$1,087.37	\$387.04
Employee & Family	\$1,921.42	\$1,070.71

Participants will continue to have the option to elect vision and dental coverage alongside the medical coverage, but the subsidy will only apply to the medical portion. Participants may **not** elect standalone dental and vision only COBRA coverage.

Dental and Vision Coverage	Member Premium
Employee Only	\$45.76
Employee & Spouse	\$83.85
Employee & Child	\$84.02
Employee & Children	\$119.45
Employee & Family	\$124.36

### Other Coverage Options Besides COBRA

Instead of enrolling in COBRA continuation coverage, there may be other, more affordable coverage options for you and your family through Washington Healthplanfinder, Apple Health (Medicaid), Medicare, or other group health plan coverage options (such as a spouse's plan) through what is called a "special enrollment period." Some of these options may cost less than COBRA continuation coverage.

Washington Healthplanfinder is an individual marketplace for Washington State residents. Open enrollment starts November 1, 2020 and will end January 15, 2021. You should compare your other coverage options with COBRA continuation coverage and choose the coverage that is best for you. Visit [www.wahealthplanfinder.org](http://www.wahealthplanfinder.org).

If you have any questions regarding the contents in this notice contact the Administration Office at (800) 732-1121 or (206) 441-7574, option 6.

### **Board of Trustees Theatrical Stage Employees Health & Welfare Trust**