

December 30, 2011

MPA Members:

Based on the court action taken on December 28, 2011, the City of Milwaukee, Department of Employee Relations, is immediately taking steps to provide all MPA members who have elected health care coverage for 2012 under either the City-sponsored UHC Choice Plan or the UHC Choice Plus Plan with the co-pays, deductibles, etc. established in the 2010-2012 City/MPA labor agreement. Unfortunately, not all steps necessary to fully-effectuate this change will be in place prior to January 1, 2012, which is why the City wants to notify you of what to expect and how the City will rectify the situation.

In the last two weeks, each of the MPA's members should have received their new health care cards from UHC and Medco to be used in 2012. The City will need to cause UHC and Medco to reprogram their systems so that MPA members utilizing these cards are charged in accordance with the provisions of the current labor agreement. In order to do so, the City is sending a computer file of only MPA members -- without any other City employees' names included-- to UHC and Medco with MPA members' information relative to 2012 enrollment. UHC will need to reprogram its cards; Medco will need to reprogram its cards as well. We have been advised by UHC that this process could take as long as 30-60 days.

UHC has advised the City that in the interim it will "pend" the bills it receives from providers who have furnished health care to MPA members. This action will last until the UHC cards are reprogrammed. This administrative act by UHC will not in any fashion affect an MPA employee's (or family member under family coverage) ability to receive health care services in the ordinary course. This is a billing issue. When UHC "pends" an invoice it has received from a health care provider, this means that bill will be held until the cards are reprogrammed to reflect the applicable co-pays, deductibles, etc, set forth in the 2010-2012 labor agreement.

As for Medco, it will make every effort to attempt to promptly reprogram its cards so MPA members pay the three tier \$5/\$17/\$25 co-pay for prescription drugs (with UHC Choice) or at 20% co-insurance for prescription drugs (with UHC Choice Plus); these are the prescription drug payments required of you in the past. Please be advised, however, that there may be a period early in this process when MPA members who need prescriptions refilled (using Medco cards) will initially be required to pay at the \$5/\$25/\$50 level the City had previously notified Medco would be required of MPA members. If an MPA member is advised he/she must make this payment with a Medco card (before the reprogramming has been accomplished), the City will arrange to reimburse for any such overpayments. Again, MPA members should proceed to obtain the prescription medication they need with the knowledge that the payments will be straightened out after the initial implementation of the recently-required change.

I will continue to keep the union and its members notified as soon as the reprogramming is complete for both plans. Again, this action has been taken because of an initial court determination. When there is a final decision regarding the dispute between the City and the MPA, additional adjustments may be required in light of those future events.

Finally, for those MPA members who have elected coverage under the UHC Choice Plan, until further notice you will not be subject to the \$500 deductible and the \$500 co-insurance provision for single coverage; you will be responsible for the \$10 office visit co-pay and any other charge required of you in the past for the HMO-styled plan. Those MPA members who have elected the UHC Choice Plus Plan will not, until further notice, be subject to the \$750 deductible per member or the \$750 co-insurance per member; you will be responsible for the \$100 deductible (single)/\$300 deductible (family) and the 20% co-insurance charges as in the past.

If you have questions you can go to [www.milwaukee.gov/der](http://www.milwaukee.gov/der) and click on employee benefits 2011, then click on health insurance, and print out the old 2011 blue open enrollment booklet, pages 8-12.

Thank you.  
Michael Brady  
Employee Benefits