



PENNSYLVANIA FACULTY

HEALTH AND WELFARE FUND

P.O. Box 60430
Harrisburg, Pennsylvania 17106-0430

Telephone: (717) 233-4776

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ELIGIBILITY AND BENEFITS ANNOUNCEMENT

July 1, 2009

To The Faculty:

The Board of Trustees of the Pennsylvania Faculty Health and Welfare Fund recently made changes to the Fund's rules regarding benefits eligibility for Faculty members while on a leave of absence and frequency limitations on amalgam and resin restorative procedures. The Board also clarified the interaction of the Fund's dental implant policy and the frequency of benefits rules of the Dental Plan.

A. BENEFITS WHILE ON LEAVE

The Board made certain changes to the Benefits While on Leave rules to ensure that the Fund's eligibility rules for Faculty members on leave were consistent with the eligibility rules for other benefits set forth in the Collective Bargaining Agreement. The revised Benefits While on Leave rules and FMLA policy statement take effect on July 1, 2009 and are set forth below:

1. Leaves With Pay

Eligible Faculty members who are granted an approved leave of absence with pay will continue to be eligible for Fund benefits coverage during the approved paid leave of absence on the same terms and conditions as if they were actively working.

2. Leaves Without Pay

Eligible Faculty members who are granted an approved leave of absence without pay due to sickness or parental leave will continue to be eligible for Fund benefits coverage for up to six (6) months. Eligible Faculty members who are granted unpaid family care leave will continue to be eligible for Fund benefits coverage for up to twelve (12) weeks. Eligible Faculty members who are granted an approved leave of absence without pay for any reason other than sickness, parental, or family care leave for longer than one full pay period, or who are on leave without pay due to sickness or parental leave longer than six (6) months or family care longer than twelve (12) weeks, are not eligible for continued Fund benefits coverage and instead will be given the opportunity to pay for continued Fund benefits coverage through COBRA.

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Those Faculty members who are granted a leave of absence with or without pay must notify the Fund Office in writing of the following:

1. type of leave granted;
2. the month, date and year on which the leave will begin and end; and,
3. a copy of the letter from the university administrative officer granting the leave.

This notification must be sent to the Fund Office at least 30 days, whenever possible, prior to the beginning of the leave period.

Information regarding benefits coverage while on active military leave, leave coverage by the Family and Medical Leave Act, and on educational leave is provided elsewhere in the Benefits Booklet.

Policy Statement on the Family and Medical Leave Act

The Fund will continue benefits coverage for any Faculty member on a leave of absence covered by the Family and Medical Leave Act ("FMLA"), including covered military family leave, on the same terms and conditions and pursuant to the same policies under which benefits are provided to all other Faculty members. Faculty shall provide at least thirty (30) days' advance written notice to the Fund Administrator before FMLA-covered leave is to begin if the need for the leave is foreseeable. If thirty (30) days' advance notice is not practicable (such as in the case of a medical emergency), then notice must be given to the Fund Administrator as soon as practicable.

B. LIMITATION ON FREQUENCY OF AMALGAM AND RESIN RESTORATIVE PROCEDURES

For amalgam and resin restorative procedures, the Fund will pay for no more than one procedure per tooth every twelve months and no more than four procedures per tooth every seven years.

C. CLARIFICATION ON THE INTERACTION OF DENTAL IMPLANT AND FREQUENCY OF BENEFITS RULES

When providing reimbursement for dental implants, the Fund considers the participant to have actually received the most appropriate lowest cost treatment alternative, rather than the implant, for the purposes of the frequency rules set forth in the Benefit Limitations and Benefit Exclusions sections of the Dental Plan. For example, if a participant receives an implant and is reimbursed equal to the allowance for a three-unit bridge, the participant will be considered to have received a three-unit bridge and will be ineligible for reimbursement for a crown, inlay/onlay, pontic, abutment or bridge on the tooth with the implant or on the two teeth adjacent to the implant for a period of seven years, unless one of the exceptions set forth in the Benefits Exclusion section would apply. This would include reimbursement made for the most appropriate lowest cost treatment alternative for future implants on these teeth as well.

Please communicate with your APSCUF Health and Welfare Specialist or the Fund Office if you have any questions. You can also visit the Fund's website, **pafac.com** (www.pafac.com) whenever you need information about the Fund.

Sincerely yours,

APSCUF TRUSTEES

Frederick I. Keen, Ph.D.
Carol L. Holland, DrPH.
John J. Lattanzio, Ph.D.

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James S. Dillon
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