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November 6, 2015

## **RE: Changes to Your AFL-CIO Health & Welfare Plan Prescription Drug Benefits**

Dear Participant:

Beginning January 1, 2016, there will be important changes to the Plan's prescription drug coverage provided through UnitedHealthcare for all participants. The changes will allow the Plan to continue providing high-quality prescription drug benefits that are more cost-effective and improve safety. This package provides an overview of the changes, who will be affected, the timing and next steps.

### **Summary of the Changes**

- **All UnitedHealthcare prescription drug coverage under the Plan will include certain drug management programs and requirements starting January 1, 2016.** There are two documents attached to this announcement that will give you more information – a summary of the new programs and requirements, a list of drugs subject to prior authorization and a UnitedHealthcare brochure that provides general information about your prescription drug plan, including the new features.
- **Retirees and their spouses and dependents who are Medicare-eligible (and for whom Medicare is primary), will be enrolled in the UnitedHealthcare MedicareRx for Groups (PDP) plan effective January 1, 2016.** As Medicare-eligible active employees retire, and current retirees reach Medicare eligibility, they will be notified by the Plan Administrator of their prescription drug coverage changes and will be transferred to the UnitedHealthcare MedicareRx plan.

### **What's Not Changing**

- These prescription drug changes will have **no effect on your medical, dental and vision** benefits.
- **Your copay structure, pharmacy network and the formulary (or tier levels for all covered drugs) will remain the same.**

For the UnitedHealthcare MedicareRx coverage, the copay structure, pharmacy network and drug formulary have been matched as closely as possible to the current coverage.

## Reasons for Changes

After much review and consideration, the Board of Trustees has approved implementation of these prescription drug coverage changes under the Plan as an essential part of providing comprehensive, quality care to all the Plan's participants while working to maintain the long-term health of the Plan. With so many medications available today—and more and more people taking them—managing safety, use and costs has become increasingly complex. The drug management programs that will be implemented will help ensure that:

- the prescriptions covered are appropriate based on FDA guidelines and best clinical practices;
- participants taking complex specialty drugs receive appropriate support and care; and
- prescription drugs are available to participants, but provided in a cost-effective manner.

Prescription drug claims costs are a real concern for the Plan. These costs have increased far above the medical inflation rate, with no sign of slowing down. These projections, along with other cost challenges faced by the Plan, threaten our ability to continue to provide the exceptional prescription drug benefits we enjoy today.

It is important for every participant in the Plan to be aware of the high costs involved in providing coverage under the Plan. While we want all participants to get the care that they need – that is what the Plan is here for – it is also important to understand the need to manage Plan costs. A focus on controlling costs will help ensure that appropriate care can be provided into the future. Disagreements with any drug management program decision can be appealed to UnitedHealthcare by you or your physician.

By implementing UnitedHealthcare's prescription drug management programs, we can improve safety, medication usage *and* help manage the costs in a way that enables the Board to continue to provide comprehensive, high-quality prescription benefits to you and your family. Implementing MedicareRx coverage for Medicare-eligible participants also allows the Plan to take advantage of government subsidies available under the Medicare structure.

## Next Steps

- **Read the enclosed material. It provides more information about prescription drug coverage changes that apply to you and your dependents.**
- **Call in to a UnitedHealthcare webinar to learn more.** United Healthcare will be hosting two webinars to review the prescription drug benefit management programs. See below for dates, times and dial-in information. There is no need to register in advance – simply use the web address to sign on from your computer, or if you prefer, call in by phone. A handout of the webinar will be available on or about November 16 on the Plan's website: [www.aflciotpa.org](http://www.aflciotpa.org).

Date	Time	Link to Webinar/Call-in Information
Wednesday, November 18	10:30 a.m. to 11:30 a.m. ET	Go to <a href="https://uhc.webex.com/uhc">https://uhc.webex.com/uhc</a> Meeting number: 826 728 833 Meeting password: uhc  Join by Phone: 1-763-957-6400 Enter meeting number 826 728 833 and # when prompted; press # again and you will be connected to Webex meeting via phone
Friday, November 20	10:30 a.m. to 11:30 a.m. ET	Go to <a href="https://uhc.webex.com/uhc">https://uhc.webex.com/uhc</a> Meeting number: 825 963 096 Meeting password: uhc  Join by Phone: 1-763-957-6400 Enter meeting number 825 963 096 and # when prompted; press # again and you will be connected to Webex meeting via phone

Note: For accommodation of persons with special needs, call UnitedHealthcare at the number on your ID card.

- **Watch your mail!** If you are taking a prescription medication that will be affected by these changes, you will receive a letter from UnitedHealthcare in December with more details on how you will be affected and what you may need to do.
- **Questions?** If you have any questions about *the prescription drug management programs*, please call UnitedHealthcare at the number on your ID card. If you have questions about your *eligibility*, call the Plan Administrator at 1-877-4AFLCIO (1-877-423-5246).

If you are near eligibility for Medicare and have questions about the MedicareRx coverage, call UnitedHealthcare at 1-866-691-8209 ( TTY is 711).

Thank you for your help and understanding as we transition to a safer, more cost-effective prescription drug plan.

Sincerely,

The Board of Trustees

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**Further Information About UnitedHealthcare Clinical Drug Management Programs  
Effective January 1, 2016  
for Active Employees and Retirees Not Medicare Eligible  
(and Non-Medicare Eligible Spouses and Dependents of Retirees)**

**Specialty Pharmacy** – Specialty medications are those that may require special storage and handling. Because participants who take specialty medications may have special conditions, they may need more than just a medication. The UnitedHealthcare Specialty Pharmacy program provides a comprehensive care system where patients with complex illness receive therapy management and support tailored to their individual needs.

As part of providing this support and care management for participants, UnitedHealthcare may require that specialty medications be filled through a UnitedHealthcare Specialty Pharmacy starting January 1, 2016. A list of UnitedHealthcare Specialty Pharmacies is available at [www.UHCSpecialtyRx.com](http://www.UHCSpecialtyRx.com).

About half of the specialty medications filled in the last 12 months by participants were already filled through a UnitedHealthcare Specialty Pharmacy. If you are currently taking a specialty drug and have not been having the prescription filled through the UnitedHealthcare Specialty Pharmacy network, you will receive a letter from UnitedHealthcare in December alerting you to this new requirement. You will be able to get one more fill of that medication or a new medication after January 1, 2016 at the network pharmacy as a “grace “ fill, but the second fill will need to be through a UnitedHealthcare Specialty Pharmacy.

**Supply limit** – Certain medications will have limits on the quantity that can be dispensed per prescription fill or during a certain period of time, based on clinical protocols and best care practices. These limits are called “supply limits.” If you have been taking a drug that will be subject to a supply limit starting January 1, 2016, UnitedHealthcare will notify you in December.

**Prior Authorization (sometimes referred to as Notification)** – Certain medications will require a prior authorization by UnitedHealthcare before they will be filled at the pharmacy. If you are already taking a drug that will require a prior authorization on and after January 1, 2016, you will receive notification from UnitedHealthcare in December with instructions on how to obtain prior authorization.

There is a 30-day “grandfathered” period from January 1 to January 30, 2016. During this period, you will be prompted about getting prior authorization, but your prescription will be filled immediately. After January 30, prior authorization requirements will need to be met before the prescription can be filled.

**Excluded Medications** – Excluded medications may include certain medications when they are first launched after FDA approval. The exclusion is often temporary, to allow UnitedHealthcare time to review the FDA guidelines, establish its internal clinical protocols for coverage, and to negotiate pricing with the manufacturer.

In addition, certain prescription drugs may be excluded generally from coverage by UnitedHealthcare. Drugs may be excluded from coverage for various reasons, including when the drug is available over-the-counter, or if it is a drug made up of two or more over the counter drugs or drugs that are significantly less expensive when not combined, or if several prescription medications work the same way, but one or more of them is significantly more expensive.

You may contact the Plan Administrator or UnitedHealthcare for information on the list of excluded drugs and/or access the list through [myuhc.com](http://myuhc.com). If you are currently taking a drug that will be excluded effective January 1, 2016, you will be notified by UnitedHealthcare in December.

# UnitedHealthcare - Pharmacy Benefit Notification

The following is a comprehensive list of medications that require notification/prior authorization meaning physicians must provide additional clinical information to verify member benefit coverage.

Medication Name	Therapeutic Use
Absorica®	Acne
Abstral®	Cancer Pain
Actemra® (subcutaneous formulation)	Rheumatoid Arthritis/Biologic/Immune System
Actimmune®	Virus
Actiq®	Cancer Pain
Adcirca™	Pulmonary Arterial Hypertension
Adderall XR®**	ADHD***
Adderall®	ADHD***
Adempas®	Pulmonary Arterial Hypertension
Afinitor®	Cancer
Amitiza®	Gastrointestinal Conditions
Amnesteem	Acne
Ampyra™	Multiple Sclerosis
Aptiom®	Seizures
Arcalyst™	Immune System
Atralin™	Dermatological Agents/Retinoids
Aubagio®	Multiple Sclerosis
Avita®	Dermatological Agents/Retinoids
Avodart®	Benign Prostatic Hyperplasia (BPH)
Avonex®	Multiple Sclerosis
Banzel®	Seizures (Anticonvulsants)
Berinert®	HAE Agents
Betaseron®	Multiple Sclerosis
Bethkis®	Cystic Fibrosis
Bosulif®	Cancer
Brilinta™	Blood Clotting
Bunavail™	Opioid Dependence
Caprelsa®	Cancer
Cayston®	Cystic Fibrosis
Cerdelga™	Gaucher's Disease
Cholbam	Bile Acid Disorder
Cimzia®	Rheumatoid Arthritis/Biologic/Immune System
Cinryze®	HAE Agents
Claravis	Acne
Cometriq™	Cancer
Compounds and Bulk Powders*	Compounds*
Concerta®	ADHD***
Copaxone®	Multiple Sclerosis

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Medication Name	Therapeutic Use
Cosentyx	Rheumatoid Arthritis/Biologic/Immune System
Crinone®	Hormone Replacement
Cystaran™	Ophthalmic Agents
Daklinza	Hepatitis
Daliresp™	Chronic Obstructive Pulmonary Disease
Daraprim	Malaria
Daytrana®	ADHD***
Desoxyn®	ADHD***
Dexedrine®	ADHD***
Dextrostat®	ADHD***
Differin®	Dermatological Agents/Retinoids
Egrifta™	HIV/AIDS
Elidel®	Dermatological Agents (non-retinoid)
Eligard®	Hormone Replacement
Eloctate	Hemophilia
Enbrel®	Rheumatoid Arthritis/Biologic/Immune System
Endometrin®	Hormone Replacement
Entresto	Heart failure
Epanova®	High Cholesterol
Erivedge®	Cancer
Esbriet®	Pulmonary Fibrosis
Evekeo®	ADHD***
Exjade®	Iron Chelators
Extavia®	Multiple Sclerosis
Fabior™	Dermatological Agents/Retinoids
Farydak	Cancer
Fentanyl citrate compounds	Cancer Pain
Fentora®	Cancer Pain
Ferriprox®	Iron Chelators
Firazyr®	HAE Agents
First Progesterone®	Hormone Replacement
Focalin®	ADHD***
Focalin® XR	ADHD***
Forteo®	Osteoporosis Therapy
Fulyzaq™	HIV/AIDS Anti-diarrheal
Fycompa™	Seizures (Anticonvulsants)
Gattex®	Endocrine
Genotropin® (excluded)	Growth Hormones



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Medication Name	Therapeutic Use
Gilenya™	Multiple Sclerosis
Gilotrif™	Cancer
Gleevec®	Cancer
Grastek®	Allergies
H.P. Acthar®	Adrenal Agents
Harvoni®	Hepatitis
Hetlioz™	Sleep/Wake Disorder in the Blind
Humatrope® (excluded)	Growth Hormones
Humira®	Rheumatoid Arthritis/Biologic/Immune System
Hycamtin®	Cancer
Ibrance	Cancer
Iclusig®	Cancer
Imbruvica™	Cancer
Increlex®	Growth Hormones
Infergen®	Hepatitis
Inlyta®	Cancer
Intron® A	Hepatitis
Iressa	Cancer
Jadenu™	Iron Overload
Jakafi™	Cancer
Jublia®	Fungal Infections
Juxtapid™	High Cholesterol
Kalydeco	Cystic Fibrosis
Kerydin™	Fungal Infections
Kineret®	Rheumatoid Arthritis/Biologic/Immune System
Kitabis Pak™	Cystic Fibrosis
Korlym	Miscellaneous
Kuvan®	Miscellaneous
Kynamro™	High Cholesterol
Lazanda®	Cancer Pain
Lenvima	Cancer
Letairis®	Pulmonary Arterial Hypertension
Linzess™	Gastrointestinal Conditions
Lotronex®	GI Agents
Lovaza®	Cholesterol/Lipid Lowering
Lynparza™	Cancer
Mekinist™	Cancer
Metadate®	ADHD***

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Medication Name	Therapeutic Use
Metadate® CD	ADHD***
Metadate® ER	ADHD***
Methylin™	ADHD***
Methylin™ ER	ADHD***
Movantik	Constipation
Myalept™	Endocrine
Myorisan	Acne
Natpara	Miscellaneous
Nexavar®	Cancer
NordiFlex™	Growth Hormones
Norditropin® (excluded)	Growth Hormones
Nutropin AQ®	Growth Hormones
Nutropin AQ® NuSpin™	Growth Hormones
Nutropin®	Growth Hormones
Nuvigil®	CNS Stimulant/Narcolepsy
OFEV®	Pulmonary Fibrosis
Olysio™	Hepatitis
Omnitrope® (excluded)	Growth Hormones
Omtryg™	Cholesterol/Lipid Lowering
Onfi®	Seizures (Anticonvulsants)
Opsumit®	Pulmonary Arterial Hypertension
Oralair®	Allergies
Orencia® (subcutaneous formulation)	Rheumatoid Arthritis/Biologic/Immune System
Orenitram™	Pulmonary Arterial Hypertension
Orkambi	Cystic Fibrosis
Otezla®	Rheumatoid Arthritis/Biologic/Immune System
Peg-Intron® / Pegasys®	Hepatitis
Plegridy™	Multiple Sclerosis
Pomalyst®	Cancer
Potiga™	Seizures (Anticonvulsants)
Praluent	Cholesterol/Lipid Lowering
ProCentra®	ADHD***
Procysbi®	Amino Acid Disorder
Promacta	Hemostatic
Protopic®	Dermatological Agents (non-retinoid)
Provigil®	CNS Stimulant/Narcolepsy
Pulmozyme®	Cystic Fibrosis
Quillivant XR™	ADHD***

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Medication Name	Therapeutic Use
Ragwitek™	Allergies
Ravicti™	Hyperammonemia Agent
Rebif®	Multiple Sclerosis
Rebif® Rebidose®	Multiple Sclerosis
Rectiv®	Anal Fissures
Regranex®	Diabetic Ulcers
Repatha	High Cholesterol
Restasis®	Ophthalmic Agents
Retin-A Micro®	Dermatological Agents/Retinoids
Retin-A®	Dermatological Agents/Retinoids
Revatio®	Pulmonary Arterial Hypertension
Revlimid®	Cancer
Ritalin®	ADHD***
Ritalin® LA	ADHD***
Ritalin® SR	ADHD***
Ruconest®	HAE Agents
Saizen®	Growth Hormones
Sandostatin®/octreotide	Endocrine
Selzentry®	HIV/AIDS
Serostim®	Growth Hormones
Signifor®	Endocrine
Simponi™	Rheumatoid Arthritis/Biologic/Immune System
Sotret	Acne
Sovaldi™	Hepatitis
Sprycel®	Cancer
Stelara™	Rheumatoid Arthritis/Biologic/Immune System
Stivarga®	Cancer
Suboxone®/Subutex®	Opioid Dependence
Subsys™	Cancer Pain
Sutent®	Cancer
Sylatron™	Cancer
Tafinlar®	Cancer
Tarceva®	Cancer
Tasigna®	Cancer
Tazorac®	Dermatological Agents/Retinoids
Tecfidera™	Multiple Sclerosis
Technivie	Hepatitis
Temodar®	Cancer

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Medication Name	Therapeutic Use
Thalomid®	Cancer
TOBI®	Cystic Fibrosis
TOBI® Podhaler	Cystic Fibrosis
Tracleer®	Pulmonary Arterial Hypertension
Tretinoin cream	Dermatological Agents/Retinoids
Tretinoin gel	Dermatological Agents/Retinoids
Tretin-X™	Dermatological Agents/Retinoids
Sirturo™	Tuberculosis
Syprine®	Endocrine
Tykerb®	Cancer
Tyvaso®	Pulmonary Arterial Hypertension
Valchlor™	Cancer
Vascepa®	Cholesterol/Lipid Lowering
Vecamyl™	High Blood Pressure (refractory)
Ventavis®	Pulmonary Arterial Hypertension
Vitreolis™	Hepatitis
Viekira Pak™	Hepatitis
Vimpat®	Seizures (Anticonvulsants)
Votrient™	Cancer
Vyvanse®	ADHD***
Xalkori®	Cancer
Xeljanz®	Rheumatoid Arthritis/Biologic/Immune System
Xtandi®	Cancer
Xyrem®	CNS Stimulant/Narcolepsy
Zelboraf®	Cancer
Zenatane	Acne
Zenzedi™	ADHD***
Zontivity™	Blood Clotting
Zorbtive®	Growth Hormones
Zubsolv®	Opioid Dependence
Zydelig	Cancer
Zykadia™	Cancer
Zytiga™	Cancer

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