HCTC REAUTHORIZATION & SUBSIDIES FOR 2020

eBlast

Call to Action* HCTC Reauthorization and DSRA-BT Subsidies for 2020   <mark>Last Updated: 07 November 2019</mark>

Dear Delphi Retiree or Eligible Dependent:

To date, the Health Coverage Tax Credit (HCTC) has not been extended and will expire 12/31/19. Therefore, the Open Enrollment period will start later to allow more time for Congress to act on the two Bills currently introduced.

The open enrollment period will depend on your age as follows:

PRE-65 & PRE-65 MEDICARE DISABLED - November 1st – November 15th

POST-65 - November 1st – December 7th

Senate Bill #2414 to extend the HCTC is currently sponsored by Sen. Rob Portman (R-OH), Sen. Sherrod Brown (D-OH), Sen. Robert Casey, Jr. (D-PA) and Sen. Debbie Stabenow (D-MI) and has been referred to the Senate Finance Committee. House Bill #1939 which extends the HCTC subsidy is currently in the House Ways and Means Committee and sponsored by Rep. Michael Turner (R-OH), Rep. Tim Ryan (D-OH), Rep. Jared Golden (D-ME), Rep. Guy Reschenthaler (R-PA), Rep. Veronica Escobar (D-TX), Rep. Lloyd Smucker (R-PA), Rep. Andre Carson (D-IN), Rep. Elissa Slotkin (D-MI) and Rep. Susan Brooks (R-IN).

It is very important that you continue to contact your Senators and Representatives to let them know the importance of the reauthorization of this vital healthcare benefit, Senate Bill #2414 and House Bill #1939. If your Senator or Representative is listed above, please thank them for their support of the HCTC program and ask for their continued efforts to have the HCTC program reauthorized. If you do not see your Congressional representatives above, please contact them and make them aware of your reliance on this program and how it will affect you if not reauthorized. You may reach your Senators and Representatives by phone through the U.S. Capitol Switchboard at (202)224-3121 or online at www.Senate.gov or www.House.gov. Every call and every email will make a difference so take the time to contact your Senators and Representative today and often.

If Congress extends the HCTC after the pre-65 election deadline, the DSRA-BT will reopen enrollment to allow you to make elections based on the extension. More information will be communicated at that time.

Because the HCTC has not been extended, there is only ONE distinct and separate subsidy program you may be eligible for, DSRA- BT subsidy from the Trust. In the absence of a reauthorized HCTC program for 2020, the DSRA Benefit Trust has established a medical insurance subsidy you may be eligible to receive. The Trust provided subsidy will be offered for 2020 on a monthly basis until the HCTC is reauthorized. Due to limited Trust funds, the subsidy we can offer will be substantially smaller than the 72.5% credit the HCTC provided.

DSRA-BT SUBSIDY

Eligibility for a Trust subsidy is generally defined as being a Delphi Salaried Retiree (including spouse and eligible dependents) who retired on or before April 1, 2009. The DSRA-BT will continue to provide a health premium subsidy to eligible pre-65 salaried retirees, spouses and dependents who purchase medical insurance from the trust in 2020.

For 2020, the Board of Directors has determined the subsidies as follows:

Plan Option	2020 Monthly DSRA-BT Subsidy Amount (HCTC Not Reauthorized)		
	Single	Two Person	Family
Under Age 65	$240	$480	$710
Under Age 65 & Medicare Disabled	$660	$1320	N/A
Under 65 QFM	$240		N/A
Post-65	No subsidy available for post-65 members		N/A

2020 Monthly DSRA-BT Subsidy Amount (HCTC Not Reauthorized)

NOTICE of CHANGE for 2 PERSON Contracts: Effective January 1, we are directing all households with 2-person contracts to re-enroll as 2 individual contracts which creates considerable cost savings for the members and allows more flexibility in plan choices since both individuals will be able to select different plans if desired. This change will also eliminate the difficulties experienced by our members when one person on the contract ages up to 65. Re-enrollment letters will be sent to all couples and must be completed and then received by Benistar, our plan administrator, by November 15th in order to make the change. For questions or assistance with conversion to two individuals in 2020, please call Cone Retiree Healthcare Group at (713)446-3501. Additional instructions will be provided in the Open Enrollment material.

To meet the Trust requirements for subsidy eligibility, the retiree must satisfy the following requirements:

1. Delphi Salaried retiree

2. Retirement date on or before April 1, 2009

3. Be the Age of 55 through age 64

4. Drawing their PBGC pension

5. In some cases, provide proof of lump sum distribution or agreement between both parties to a defined time period of pension payments.

EXCEPTION: There are Pre-65 salaried retirees that retired on or before 4-1-09 that have not initiated their PBGC pension payout. This makes them ineligible for the Trust subsidy. We cannot approve a subsidy for these retirees.

Under Age 65 QFM - The provision limiting eligibility to 24 months for the pre-65 spouse/dependents of a post-65 retiree remains in effect. The DSRA-BT is again offering an additional maximum of 24 months subsidy paid from the DSRA Benefit Trust funds to eligible QFM's of retirees that are age 65, 66, 67 or 68 (24 months in a 4 year time period).

■ Eligibility for this subsidy ends in all cases the first of the month the retiree achieves age 69.

■ To receive this subsidy, you must be a QFM of a salaried retiree who retired on or before April 1, 2009

■ You must submit a new enrollment form to our pre-65 medical plan administrator, Benistar, to qualify for this subsidy.

■ Those who are currently getting a QFM subsidy do not need to submit a new enrollment form unless you are changing plans.

The change in premium will automatically be adjusted January 1, 2020.

Further details about our benefits will be posted to our website – www.dsrabenefittrust.net. We will send an email blast when it's available. Stay tuned for more information!

DSRA-Benefit Trust Board of Directors