



## **PSEA Health & Welfare Fund Background**

The PSEA Health and Welfare Fund was created in 1979 by the Pennsylvania State Education Association. The Fund is a not-for-profit organization formed to develop, market and service certain benefit plans that are tailored to the needs of PSEA members and other school district employees where PSEA is the recognized bargaining agent.

The Fund has been ruled a tax-exempt organization under Section 501(c)(9) of the Federal Internal Revenue Code, which covers "voluntary employees' beneficiary associations providing for the payment of life, sick, accident, or other benefits to beneficiaries..." According to Internal Revenue Service (IRS) definitions, a 501(c)(9) organization may provide group dental, vision, term life and AD&D insurance and disability insurance. Through these programs the PSEA Health and Welfare Fund covers approximately 30,000 active and retired school employees and their families.

The Fund is governed by a seven member Board of Trustees that is appointed by the PSEA Board of Directors and is required to include three elected officers of PSEA. PSEA serves as sponsor of the Fund. The Fund operates as a separate legal entity for the sole purpose of providing benefits to school district employees and individual members.

In addition to designing and marketing the benefit programs, collecting and processing the premiums from school districts, and servicing the needs of participants and participating school entities, the Fund also monitors the performance of its third-party administrators.

The Health and Welfare Fund is committed to providing competitive high-quality products to school district employees and individual members.

## **Why Choose the PSEA Health & Welfare Fund?**

The PSEA Health & Welfare Fund is a separate legal entity with the focus of providing benefits to Pennsylvania school employees. It is our goal to provide an opportunity for school employers and employees to purchase competitively priced programs. We understand that both school district and employee budgets are tight. The Fund can provide a tremendous opportunity for significant savings.

The Fund puts customer service as a top priority, and we believe in providing employers and employees with the same high level customer service. The Fund does not get involved in labor/management issues such as negotiating labor contracts or grievances. Our sole purpose is to provide benefits to Pennsylvania school employees.

The Fund works to customize plans to meet specific district needs. The dental, vision, life and disability plans offered by the Fund can be tailored to match the specifics of each district even if they have multiple plans covering multiple groups. Additionally, the Fund can cover all employees including administrators, bargaining unit employees and non-bargaining unit employees.

By choosing the PSEA Health & Welfare Fund, districts can optimize savings through the Funds large purchasing pool, gain the ability to cost out benefit changes, choose self-funded or fully-insured programs and receive a high level of customer service including assistance with potential carriers and/or coverage issues.

## **Products Offered Through the Fund**

### Group Dental Coverage

- Uses the United Concordia (UCCI) Network of Providers
- Self-Insured and Fully-Insured Rates Available

### Group Vision Coverage

- Uses the National Vision Administrator (NVA) Network of Providers
- Self-Insured and Fully-Insured Rates Available

### Group Life Insurance

- Coverage for employer provided benefit and/or
- Coverage for employees on a voluntary basis

### Group Disability Insurance

- Coverage for employer provided benefit and/or
- Coverage for employees on a voluntary or buy-up basis

### Flexible Spending Accounts (FSA)

- The Fund has designed and endorsed a low cost FSA product.

### Individual Voluntary Coverages

- The Fund offers individual insurance programs including a discount vision program, a retiree dental and vision program, and a disability program.

Contact the PSEA Health & Welfare Fund to see how we can help save some of your budget dollars!

..at work for you

PSEA Health & Welfare Fund

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