

April 2026

## PSEW HEALTHCARE Spring 2026 UPDATE FOR MEMBERS

### Employee Assistance Program (EAP)

- We held a virtual town hall on “Mental Health Awareness” on March 2. A recording and information are on the LU46 website. <https://ibew46.com/resource-library/mental-health-month-plus-more-resources/>
- Another virtual event is planned for May, more details to come.
- As a reminder, the EAP is available 24/7 for active and retired covered members and eligible dependents. It’s strictly confidential and no cost. Please take advantage of this benefit!
  - Eligible members can currently access 6 virtual or in-person counselling sessions per year.
  - Members can also receive legal and financial planning assistance like writing a will, looking over income taxes, and retirement or budget planning.
  - To register for the EAP:

Go to [GuidanceResources.com](https://www.guidanceresources.com)

Call 855-571-7822

**OR** download the GuidanceNow app to sign up.

Company Web ID: PSEWTRUST

### March 6 PSEW Trust quarterly board meeting:

- Trustees approved an expansion of hearing aid benefits for dependents of active members and non-Medicare Retirees. This action followed an appeal of benefits to cover a child with neurological need for hearing aids to sustain healthy development. Based on Trust consultant estimates, Trustees don’t foresee an excessive cost due to this expansion while also meeting a need for members and families.
- Kyle Butler of VECA replaced Marv Nelson as a Management Trustee. Jameson Schwetz (NECA) and Lisa Kenyon (Prime) also serve as Management Trustees.
- Two cancer care/screening providers (Cancer Navigator and Color) presented information about their programs. Trustees will consider proposals if there is evidence of potential cost savings or significant increase in benefit to members at reasonable expense. Cancer incidence is rising, especially among younger people, and early diagnosis improves outcomes for members while helping control costs.
- Trustees received reports on current PSEW vendors:
  - **Virta** addresses metabolic disorder of diabetes and pre-diabetes through nutrition and weight loss to lessen impacts or reverse these conditions. Improved metabolic conditions, weight loss, and less medication usage were documented by those enrolled via our Healthcare plans. For questions about Virta, email [support@virtahealth.com](mailto:support@virtahealth.com) or call 844-847-8216.

- **EAP** usage is at 6.8% this year, much higher than 1.6% last year. (3.5-4% is considered a good rate of member access.) The main usage is counseling, legal services, and digital resources. See above for how to access the EAP.

### **Plan Financials**

- Thank you again to construction unit members for your significant February 2026 raise allocations to Healthcare. As a self-funded Trust, we must make every effort to safeguard our finances for all members' benefit.
- We've made progress building back the Trust Reserve Fund, which covers financial emergencies when monthly contributions are insufficient. Rising medical costs and fewer hours worked continue to strain the Reserve Fund but we are on track to replenish this fund!.

### **Benefit Wish List:**

We often receive requests for expanded benefits or questions about why some health procedures are not covered, especially about GLP-1 medications for weight loss and in vitro fertilization. These benefits are in the news and on social media frequently. We're not currently in a financial position to expand benefits with such high costs as these medications or procedures would incur. We also don't want to add benefits only to take them away. We'll consider member suggestions for expanded benefits when the Healthcare Trust is in a more secure financial position in the future.

### **Update on Medicare Retiree health coverage disruptions:**

Negotiations continue toward a solution for Humana- Optum disruptions. More to come as we learn more. Medicare Retiree members can call the Retiree First number to speak with representatives 253-999-5944.

### **Stay in touch and informed...**

- ✓ We appreciate your continued support, input, and questions. Please reach out to the Trustees with questions at any time.
- ✓ Check the PSEW Website for specific details of all Plan changes.  
[www.psewtrusts.com](http://www.psewtrusts.com)

### **Happy Spring!**

Your Healthcare Trustees,  
Sean Bagsby, Nicole Grant, and Gillian Burlingham

The PSEW Healthcare Trust is a self-insured plan that covers about 3300 Plan 1 members, 1275 Plan 2 members, and 1200 total retirees. Plans include full family coverage for active IBEW 46 eligible members on Plan 1 and Plan 2, a Retiree Plan for retirees ages 55-65, and a Medicare Supplement Plan for Medicare Retirees through Retiree First. Medical care for members and families is a critical earned Union benefit; the goal of our Healthcare Trust is to provide the best possible benefits the fund can afford.