Animation Guild Benefits Orientation

MPI
MOTION PICTURE INDUSTRY
PENSION & HEALTH PLANS™

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MPIPHP Orientation - Agenda

- Brief Introduction to Animation Guild
- Meeting designed to introduce you to MPI close to start of participation
- MPI Overview
  - Funding
  - Eligibility
  - Health Plans
  - Pension Plans
- TAG 401k Plan
- Q&A

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MPIPHP Orientation - Local 839 IATSE, TAG

- Chartered January 18, 1952
- One of two IATSE Locals representing Animation in the US and Canada
- 6,022 people working under the terms of our agreements*
- Master Agreement covers most animation work in Los Angeles county
- Agreements include participation in the Motion Picture Industry Pension and Health Plans - MPIPHP - MPI

** - Membership numbers as of 09/07/2021*

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MPIPHP Orientation - MPIPHP

- Motion Picture Industry Pension and Health Plan
- Going to provide simple overview - not all information will be here
- Comprehensive website - https://www.mpiphp.org/home
- Contact Information - https://www.mpiphp.org/home/contactus
- Participant Services Center - 855-275-4674
- Customer Service Email - service@mpiphp.org
- Reviewing website and SPDs **STRONGLY** encouraged!!!

https://www.mpiphp.org/home/health

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MPIPHP Orientation - MPI Funding

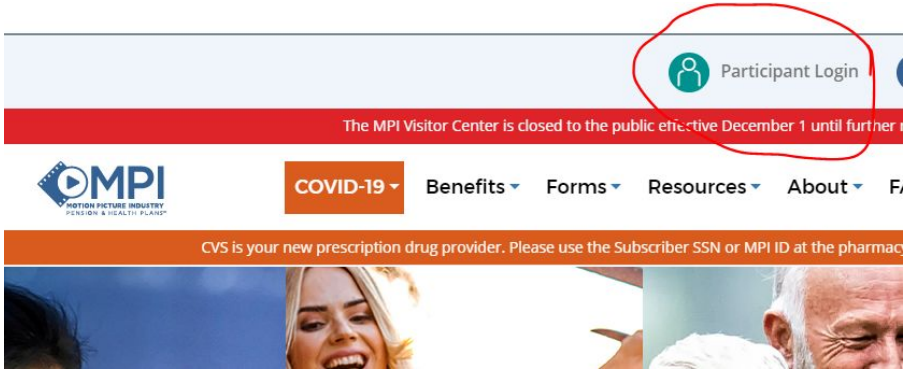
- **YOUR DUES DO NOT PAY FOR YOUR MPI PARTICIPATION!!!**
  - Your status with the Guild does not affect your MPI participation
  - Your participation is mandated by the agreement
- MPI funded by Employer Contributions, Market Returns and Residuals
  - YES! IATSE members enjoy residuals!!
- Currently, employers contribute approximately $11-12/hr for all hours worked or guaranteed
  - Funds participation in the Health Plan and both Pension Plans
- MPI funding is a major component of the IATSE Basic Agreement negotiations
  - TAG points to the Basic to include MPI - don't have to bargain it!

MPIPHP Orientation - MPI Eligibility

- https://www.mpiphp.org/home/eligibility
- Qualifying Periods vs. Eligibility Periods
- Initial participation earned after 600 worked hours
- Participation start date keyed off the day the 600th hour is worked
- Continued Participation earned after 400 hours
- Bank Of Hours
  - Capped at 450
- Premiums
  - For spouse and eligible dependents
  - $25/mo for 1, $50/mo for 2+

MPIPHP Orientation - MPI Participant Portal

- Login found at top of landing page: https://www.mpiphp.org/home
- Tool designed to provide important participant information
- Only available once participation begins
- Eligibility Page
- Pension Page
- Premiums Page



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MPIPHP Orientation - MPI Eligibility - COB

- https://www.mpiphp.org/home/health
- Coordination of Benefits
- READ SPD!! Call MPI Participant Services Center!!
- HMO - no COB. Everyone covered
- PPO - Birthday Rule
  - Children tied to parent whose birthday falls first in the calendar year
  - Call Participant Services Center .. **VERY** complex!!

MPIPHP Orientation - MPI Health Plans

- https://www.mpiphp.org/home/health
- Choice of 1 PPO plan and 2 HMO plans
  - PPO - Preferred Provider Organization
  - HMO - Health Maintenance Organization

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MPIPHP Orientation - MPI Health Plans - PPO

- https://www.mpiphp.org/home/health
- 90% of U/C for In-Network visits
- $30 Co-Pay
- Anthem: https://www.anthem.com/
- Access to UCLA Health Center

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MPIPHP Orientation - UCLA Health Centers

- https://www.uclahealth.org/eimg/
- Entertainment Industry Health Centers - **PPO Plan Only!**
- $5 Co-Pay for visits
- Six centers in LA County
  - Bob Hope (Hollywood), Calabasas, Santa Clarita, Toluca Lake, West LA, Woodland Hills

UCLA Health

MPTF

MPIPHP Orientation - MPI Health Plans - HMOs

- https://www.mpiphp.org/home/health
- $15 Co-Pay
- Most costs managed within the Network
- Kaiser: https://healthy.kaiserpermanente.org/
- Health Net: https://www.healthnet.com/

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MPIPHP Orientation - MPI Dental Plans

- https://www.mpiphp.org/home/health
- Choice of 1 PPO plan and 1 HMO plans
  - PPO - Delta Dental PPO
  - HMO - Delta Care USA
- http://deltadentalins.com/mpihp

MPIPHP Orientation - MPI PPO/HMO Switching

- https://www.mpiphp.org/home/health
- People can move from one to another
- PPO ⇨ HMO: Once a year during open enrollment (July)
- HMO ⇨ PPO: Beginning of any month
- Forms to fill out
- Contact Participant Services Center for more details

MPIPHP Orientation - MPI Vision Plan

- https://www.mpiphp.org/home/health
- Vision Service Plan (VSP)
- Glasses/Contacts once per year - $20 co-pay
- Frames once every other year - $145 allowance
- VSP: https://www.vsp.com/

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MPIPHP Orientation - MPI Behavior Health

- https://www.mpiphp.org/home/health
- PPO - Optum, HMO - Internal
- PPO - $5 co-pay
- Check with HMO plan to see specifics
- Optum offers much more support
- Optum: https://www.liveandworkwell.com/public/

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MPIPHP Orientation - MPI Prescription Drug

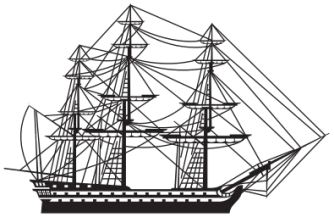
- https://www.mpiphp.org/home/health
- $10 - Generic // $40 Brand Name
- Recurring needs - Caremark Mail Order - 90 Day supplies per order
- Not available in Kaiser pharmacies - must take prescription out
- CVS Caremark: https://www.caremark.com/

MPIPHP Orientation - MPI Pension Plans

- https://www.mpiphp.org/home/pensioniap
- Two Retirement Plans - Defined Benefit and IAP
  - Defined Benefit - Like Social Security
    - Vestment: 5 “qualified” years
    - Will provide monthly checks in retirement
    - Amount of checks tied to years and hours worked under agreement
    - Per hour contributions
  - Individual Account Plan - Like 401k
    - Vestment: 1 “qualified” year
    - Collects money in an account invested in the market
    - Choices on distribution in retirement
    - 6% of scale wage per pay-period

MPIPHP Orientation - TAG 401k Plan

- https://animationguild.org/benefits/401k-get-started/
- Available after 90 days worked under agreement
- Optional additional retirement savings administered by the Guild
- Vanguard currently the plan custodian
- Defer 2-40% of gross wages up to annual maximum
- 24 funds to choose from
- New Studio - Must re-enroll



Vanguard®

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IATSE Local 839, The Animation Guild

Membership questions: membership@tag839.org
401k questions: 401k@tag839.org

Business Representative: Steve Kaplan - steve.kaplan@tag839.org
Field Representative: Leslie Simmons - leslie.simmons@tag839.org
Member Programs Coordinator: Jackie Huang - jackie.huang@tag839.org
Office Manager: Lyn Mantta - lyn@animationguild.org

Phone: 818-845-7500
Fax: 818-843-0300

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