



SPRING | 2020

MPI

COVID-19 SPECIAL ELIGIBILITY HOURS EXTENSION

Frequently Asked Questions

The Board of Directors of the Motion Picture Industry Health Plan (MPIHP) have voted to grant hours to participants who were hardest hit by the COVID-19 production shutdown and are going to lose eligibility for health benefits. This applies to participants in the Qualifying Period (Work Period) of October 27, 2019 through April 25, 2020 for the eligibility period of July 1, 2020 through December 31, 2020.

Who does the COVID-19 special eligibility extension apply to?

At this time, this extension applies only to Active Participants who are currently enrolled in MPIHP and whose benefit period ends on June 30, 2020 (this is for the qualifying period that ends on April 25, 2020).

Active Participants in this group must have at least 100 or more total hours (worked, banked or combined) during the qualifying period of October 27, 2019 through April 25, 2020.

If you are in this group and have met the minimum number of hours, you will receive a credit of up to 300 hours to ensure eligibility continues in MPIHP for the benefit period of July 1, 2020, to December 31, 2020.

Who does the COVID-19 special eligibility extension not apply to?

This extension does not apply to the following people:

- Participants who currently are on COBRA are not eligible for the COVID-19 hours extension.
- Participants who currently are on disability are not eligible for the COVID-19 hours extension.
- Participants who are not in the qualifying period of October 27, 2019 through April 25, 2020.
- Participants who are already eligible on July 1, 2020 due to having enough hours.
- Participants who are currently not eligible in MPIHP.



Motion Picture Industry Pension & Health Plans

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Is there any action I need to take?

You do not need to take any action to obtain the hours. If you meet the qualifications above, the hours will be automatically credited to your account to enable eligibility for the period of July 1, 2020 through December 31, 2020.

How many hours will I get as a result of the eligibility extension?

Eligible Participants will receive up to a maximum of 300 hours towards the 400 hour requirement to maintain eligibility. For example if you already have 350 hours, you will only receive 50 hours.

If I already have enough hours, can I add these special hours to my bank of hours?

No, you will not receive any extra hours; these hours cannot be banked or given to anyone else.

How can I check to see my hours and if the needed hours have been added?

Credited hours will be processed in early May and will be posted on the MPIHP website at www.mpiphp.org. To access hours information, login to your personal account through the participant portal and visit the Eligibility page of the site. In addition, you may find eligibility criteria at <https://www.mpiphp.org/home/eligibility>. The hours information will be updated the week of May 4th.

Do these credited hours apply to the Motion Picture Industry Pension Plan or the Motion Picture Industry Individual Account Plan?

No, these hours do not factor into the Motion Picture Industry Pension Plan or the Motion Picture Industry Individual Account Plan.

If I meet the criteria to get these hours and remain eligible, does it include my spouse and dependents?

Yes, but only if you are up-to-date on your premium payments.

What if I do not qualify for this extension, but I am in danger of losing future coverage due the COVID-19 work shutdown?

The Board of Directors continues to monitor the situation with COVID-19 production shutdowns and will evaluate the extension of health eligibility for other groups of participants.

It is important to note that employees of MPIHP have no authority to extend hours or eligibility without approval from the Board of Directors.

For additional information at this time, check the MPI COVID-19 homepage for further updates from our Board of Directors. If you have further questions, please send your inquiry to service@mpiphp.org.

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Can I appeal to the Board of Directors if I have special circumstances?

Yes, you have the right to appeal. Please see your Motion Picture Industry Health Plan *Summary Plan Description* (https://www.mpiphp.org/assets/files/yourbenefits/health/SPD_Active_2019.pdf) for information about your appeal rights.