



Retirement & Insurance Committee

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ABA Coverage for FDX Pilots Obtained Through Pilot Benefit Review Board (PBRB) Settlement

The Pilot Benefit Review Board (PBRB), which was established under Sections 27.T and Section 28.G of the Collective Bargaining Agreement, is a joint ALPA- Company board that considers appeals of denied claims from the FDX Pilot Insurance Plans and Retirement Plans. A pilot, former pilot, retired pilot, spouse, child, beneficiary or their authorized representative may appeal a claim which is denied through the claims and appeals process of the applicable plan. The most common type of claim received by the PBRB are appeals from the medical plans involving two internal appeals an independent medical review by persons who are not employed by Anthem or any of its affiliates. If a medical claim is denied by the claims administrator after an independent medical review, the denial may be appealed to the PBRB. A denial letter from the claims administrator will include information about how to initiate a PBRB claim. Any person who seeks PBRB review of a denied claim must make a request in writing no later than 120 days following the date of the denial. If you find yourself in this position, we recommend contacting the FDX MEC Benefits Specialists at (901)752.8749.

During the mediation of a recent PBRB claim, the Company agreed to add Applied Behavior Analysis (ABA) coverage effective January 1, 2019. This is significant because the pilot's entire claim for ABA coverage was paid and ABA coverage was added to the Federal Express Corporation Group Health Plan for Pilots, which includes the Buy Up Plan and CDHPs. To those who are not aware, ABA is a therapy to treat individuals with Autism Spectrum Disorder and related disorders. We encourage you to spread the word that ABA is covered under our plans when the treatment is medically necessary. To learn more about this new coverage and its application please contact Anthem at (866) 406-0982.