NECA IBEW

FMCP®

Family Medical Care Plan

2026 Mideast & Southeast LAMPAC Joint Conference

October 15, 2026

MIDEAST LAMPAC

LABOR AND MANAGEMENT PUBLIC AFFAIRS COMMITTEE

SOUTHEAST LAMPAC

Labor And Management Public Affairs Committee





NECA IBEW

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Family Medical Care Plan

The Family Medical Care Plan (FMCP) is a **not-for-profit** healthcare plan created by the IBEW and NECA to provide benefits for electrical workers and their families. We offer high-quality and cost-effective healthcare benefits that prioritize our participants' health and wellness.

Our mission is to provide each and every member with the **premier participant experience** they deserve.

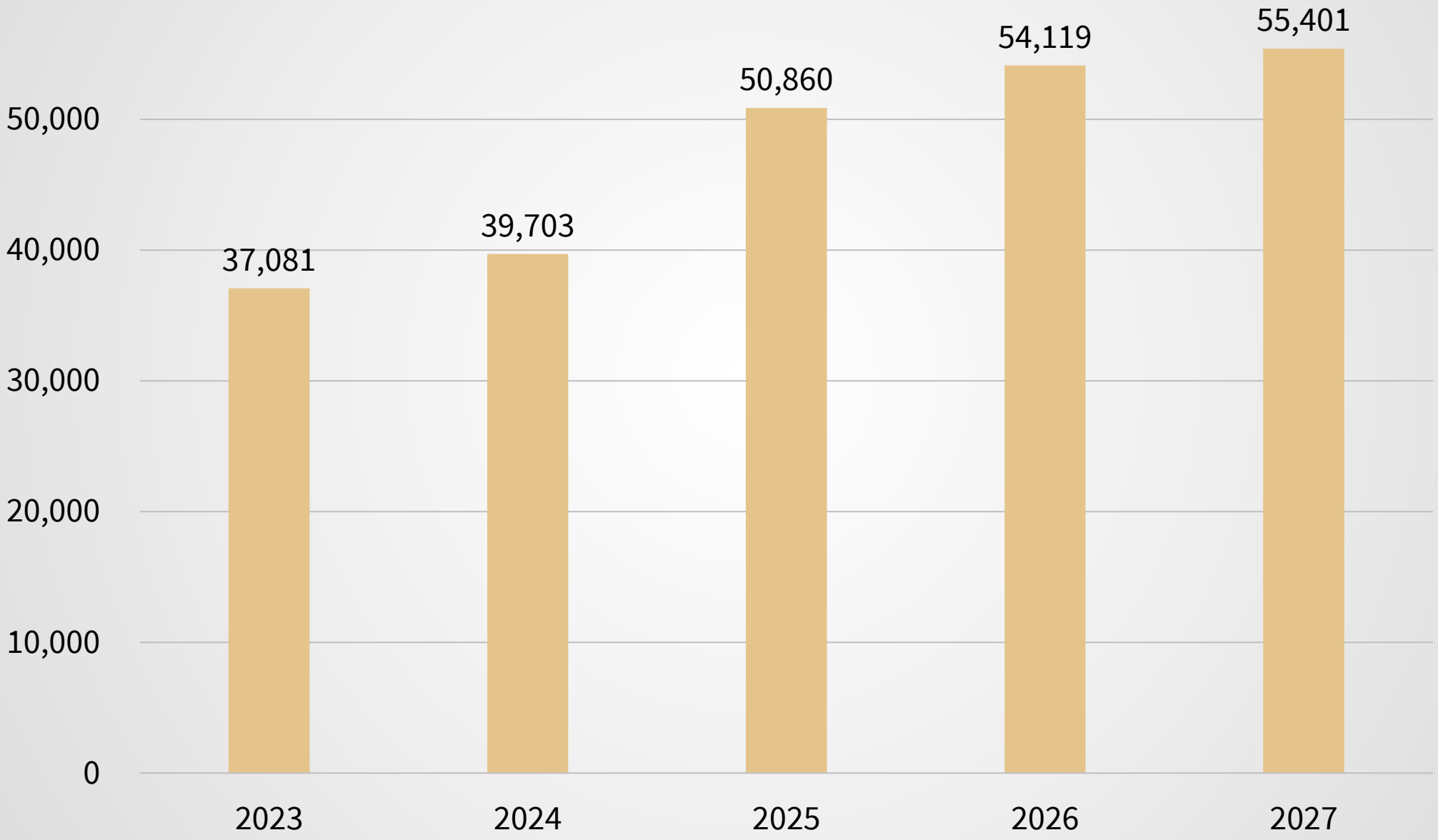
New Groups

2023-2028

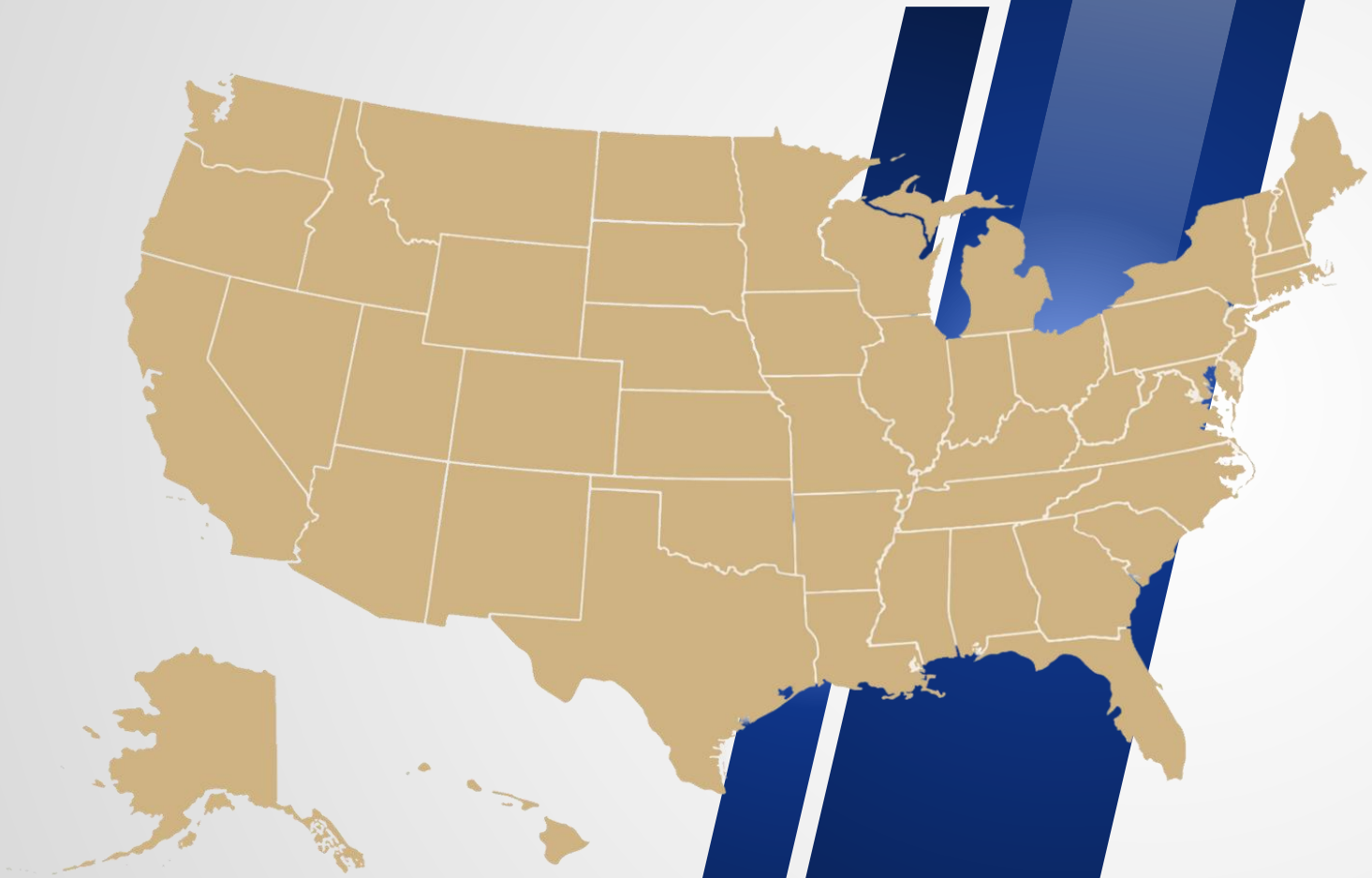
Year	New Groups Added	New Members Added
2023	8	1,776
2024	16	199
2025	15	500
2026	24	1,083
2027	5	1,282
2028	1	850

Member Growth

2023-2027



Plan Participation



- Participants: **54,119**
- Covered Lives: **125,319**
- Coverage Area:

  All 50 States & the District of Columbia



The Current Situation

Healthcare companies try to sell you the perception of control — while the **4 largest US insurance carriers control the majority of the marketplace**, including benefits, increases, and costs.

Fully insured health plans are what most employers default to and are under more pressure today than ever.



Healthcare Cost Drivers

Healthcare systems all across the country are renegotiating **higher reimbursement rates** with the carriers.

The cost of **specialty prescription drugs** continues to climb.

Newer and more costly treatment plans such as **gene therapy** are key drivers of your healthcare spend, and overall utilization remains elevated in the wake of **pandemic-era delays in care**.

All of that is baked into the premium renewals that you have or will soon see!



The Bottom Line

If you think your health insurance premium is going straight toward paying for healthcare costs, you are wrong.

In a fully insured plan, a significant portion of your premium, often 25% or more, is allocated for **risk margins** and **profit** padding. This helps carriers make money, but it does nothing to protect your bottom line.

Fully insured plans give you almost no visibility into what you're actually paying for and even fewer options when it comes to reducing overall costs.

FMCP Puts Our Participants Over Profit

We prioritize our participants' health and unique needs above all else.

That's why **97 cents of every dollar** contributed to the FMCP goes directly toward providing the benefits that help keep our participants healthy and encourage them to take care of their overall health and wellbeing.



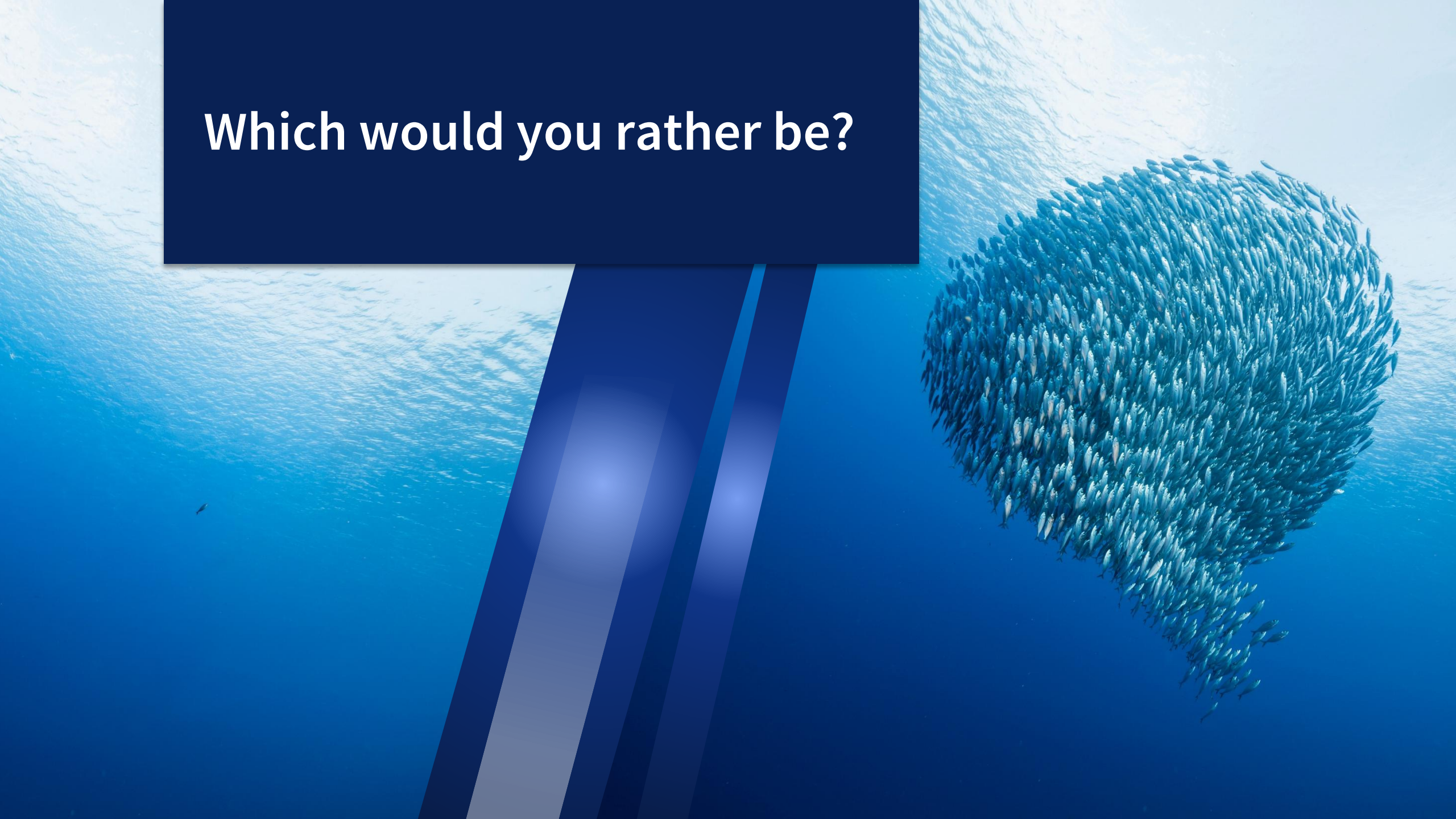
There is Strength in Numbers

As part of the FMCP, **you benefit as the Plan grows**.

We leverage our increasing size and resources to provide high-quality healthcare at a lower cost.



Which would you rather be?



Our Largest Participating Utility Employers





















Healthcare Costs Continue to Increase

Health plans are projecting the highest medical cost trend in nearly two decades, with commercial healthcare cost trend **expected to rise to 9% in 2027.**



**Source: PricewaterhouseCoopers' Health Research Institute*

FMCP Annual Contribution Rate Increases

2024	**2.4%**
2025	**2.4%**
2026	**2.3%**
2027	**2.5%**
2028	**3.85%**

- FMCP average annual increase since inception: **3.98%**

vs

- National average annual increase from 2025-2026: **7.9%***

**Source: 2026 Milliman Medical Index*

FMCP Current Plan Offerings

	Plan 15 (Good)	Plan 17 (Better)	Plan 16 (Best)
Deductible (In-Network)	$350 Per Person $1,050 Per Family	$500 Per Person $1,000 Per Family	$200 Per Person $400 Per Family
Deductible (Out-of-Network)	Combined w/ PPO —	$500 Per Person $1,000 Per Family	$400 Per Person $800 Per Family
Out-of-Pocket Limit (In-Network)	$1,900 Per Person $3,800 Per Family	$2,100 Per Person $4,200 Per Family	$1,400 Per Person $2,800 Per Family
Out-of-Pocket Limit (Out-of-Network)	No Limit	$5,100 Per Person $10,200 Per Family	$1,400 Per Person $2,800 Per Family
Plan Payment Percentage	85%	90%	100%
Member Co-insurance	15%	10%	0%

Our Vendor Partners

























What FMCP Brings to the Table

FMCP is a **true national health plan** for IBEW members and their signatory employers.

We place **people over profit**. Every penny we save goes back into the Plan.

We **leverage our collective strength across all industries** to lower costs and improve care for our participants.

We believe in the **power of advocacy** for all of our participants.



The Premier Participant Experience

We deliver the benefits and concierge level customer support that our participants deserve — advocating for their needs during their careers and beyond.

The **premier participant experience is more than just a tagline** — it's a reflection of our values as an organization. Our staff is dedicated to doing meaningful work that has a positive impact.



The Power of Advocacy

FMCP believes in the **Power of Advocacy**. FMCP's Participant Advocacy Committee (PAC) members are situated at the top of our escalation process.

They are clinical experts and healthcare benefit professionals who are adept at navigating and resolving the various complex and challenging situations that may arise when participants seek healthcare services.

Participant Advocacy Committee (PAC)

PAC members serve as a vital link between FMCP's healthcare vendor partners and our participants' healthcare providers.

PAC is dedicated to helping participants navigate the many complexities of the healthcare system while ensuring that they receive the support, assistance, and guidance they deserve.



Thank You!



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www.nifmcp.com