



Saint Paul Electrical Workers

BENEFITS NEWS

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Medical Plan News

Blue Cross Blue Shield is new Insurer

Effective March 1, 2006, Blue Cross Blue Shield of Minnesota became the insurer for medical and pharmacy benefits offered to IBEW Local 110 members and affiliates.

You are to **present** your **BCBS medical card** to the clinic, hospital and/or pharmacy at the time of your service. **If you do not have a card call BCBS at 651-662-5004 to obtain one.**

As a result of this change, certain benefit programs have changed, while others remain the same. Here is a list of programs and how they are affected:

DENTAL BENEFITS have not changed and are still self-insured by the Plan and administered by Delta Dental under Group Number 0063.

DISABILITY BENEFITS have not changed and are still self-insured and administered by the Plan office.

HEARING AID BENEFITS have not changed and are still self-insured and administered by the Plan office.

VISION BENEFITS have changed for the exams only. Any routine eye exams are now covered under the BCBS Plan. Benefits for materials (daily eye wear and/or contacts) have not changed and are still self-insured and administered by the Plan office.

TEAM EMPLOYEE ASSISTANCE PROGRAM (EAP) benefits have changed. All EAP contact and referrals are now covered under the BCBS Plan. All cases opened after February 28, 2006 are the BCBS EAP.

HEALTH DYNAMICS PROGRAM benefits have changed. All routine physical examination benefits are now covered under the BCBS Plan (at 100% for network providers). As of March 1, 2006, Health Dynamics physicals are not covered under the Plan.

Deductible rebates for services received in January and February 2006 will be paid under terms of the rebate program following the 2007 benefit year.

PRESCRIPTION DRUG BENEFITS have changed and are now covered under the BCBS Plan. The mail-order program also has moved to the BCBS Plan.

DISEASE MANAGEMENT PROGRAM benefits have changed and are now covered and administered under the BCBS Plan. Anyone who has been managing a chronic illness using the Cor Solution Program will be transitioned to the BCBS Plan.

As a result of these changes your point of contact for claims inquiries has changed for medical care and pharmacy benefits to BCBS at 651-662-5004 or 1-866-870-0348.

For questions on benefits that remain unchanged and administered by the Plan office call 651-776-4239 or 1-888-439-4239, extension 750.

There are many new programs available under the BCBS Plan that were not offered before. Check out the BCBS web site at www.bluecrossmn.com or the Local 110 benefits web site at www.ibew110.org/asc for more detail information and forms that can be downloaded.



MEDICAL PREMIUM REDUCTION FOR RETIREES PRIOR TO MEDICARE

The Trustees are pleased to announce a reduction in the cost of medical coverage for eligible retirees covered by the St. Paul Electrical Construction Medical Reimbursement Plan. The new rates became effective April 1, 2006 (March 1, 2006 billing) and apply to pre-Medicare eligible retirees or retirees with pre-Medicare eligible spouses only.

The amount of reduction in your monthly premium and your out-of-pocket expense is specific to your situation; however, the overall reduction in monthly premiums ranges from 47% to over 50%. The reductions may vary due to your election of coverage type, whether you or your spouse are eligible for Medicare and other factors.

The premium reductions result from the Trustees electing to use Blue Cross Blue Shield of Minnesota (BCBS) to fully insure the medical and pharmacy benefits for active employees and early retirees covered by the Plan.

The rates are guaranteed until July 2007, at which time they will be subject to change, as determined by the Trustees.

ELIGIBILITY FOR ENROLLMENT AND REINSTATEMENT

Following the change to the BCBS Plan, the Trustees have changed the requirements for eligibility of new enrollees and reinstatement of coverage for participants. Effective March 1, 2006, a new participant or a reinstating participant, will become effective on the first day of the month following the receipt of contributions for a minimum of 300 hours worked in a maximum of three consecutive months.

Example: John Q. Doe is a new enrollee and goes to work June 5, 2006. John works 160 hours in June and 160 hours in July. The Plan office will receive the July contributions for John's 320 hours worked (accumulative) in August 2006. John's effective date will be September 1, 2006.

SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB)

The Trustees are continuing the implementation of the benefit program that will provide Supplemental Unemployment Benefits to eligible participants.

Beginning with contributions for April 2006 hours worked, an eligible participant with over \$1,200.00 in his/her Supplemental Pension account will have their monthly contribution for Supplemental Pension diverted to the Medical Plan to begin funding an account which will provide SUB program benefits. This funding will continue until the participant's account for SUB has reached \$6,000.00 in contributions, at which time future contributions will go back to the participant's Supplemental Pension account.

The Trustees are planning educational meetings about this new program in the near future. Watch for a postcard in the mail with the dates and times. In the meantime, contact the Plan office at 651-776-4239 or go to the benefits website at www.ibew110.org/asc for more information.

PRESCRIPTION SAFETY EYEWEAR DISCOUNTS

The Trustees of the Medical Plan have made an arrangement with **Walman Optical**, beginning January 1, 2006, that allows members to purchase prescription safety eyewear at a significant discount off of the retail cost. Members are able to submit a claim for reimbursement to the Medical Plan under the normal vision coverage benefit (up to \$160.00 annually for any/all prescription eyewear).

Walman Optical has been in the eye care business since 1915 and has been providing industries with occupational eyewear services for over 25 years. Walman Optical's products meet or exceed current ANSI Z87.1-2003 Standards. Walman Optical offers a wide variety of frame selections from the industry's leading safety frame manufacturers.

Here is how the program works. First you must contact the Medical Plan office to confirm you are eligible for reimbursement under the vision coverage benefit. If you are eligible, the Plan office will send you an approved **Walman Optical Authorization Form** and a list of participating providers, or you can download the form and provider list from the benefits website at www.ibew110.org/asc. Take the Authorization Form to any participating provider and select your safety prescription eyewear, pay for your eyewear and submit the completed Authorization Form to the Plan office for reimbursement. You must use a participating provider to purchase the safety eyewear; however, you may use a provider of your choice for the eye examination.

SEMINARS AND SPECIAL MEETINGS

The Trustees have some special educational meetings planned in coming months.

On **August 10, 2006** the biennial Pre-Retirement Seminar will be held at the Prom Center in Woodbury. This Seminar is directed at members within two years of retirement eligibility (typically age 56 and over) by special invitation. Watch the mail for your invitation and don't miss this great program.

Later this fall, the Trustees will conduct a financial planning and investment strategy workshop. We need your input on what day or days would be best suited to conduct the workshop. Drop the Plan office an e-mail at Benefits@ibew110.org and tell us if you prefer weekday evenings or a Saturday morning for this type of educational program. Watch for a special meeting notice with dates and times for the workshop or check the Benefits website for updates at www.ibew110.org/asc.

COMING SOON TO THE BENEFITS WEBSITE

The benefits website will soon offer the ability for you to access interactive forms for address changes to the Local 110 Union office, the JATC office the Benefits office and the Credit Union office. Also coming soon will be interactive polling and survey capabilities to give you a chance to share your ideas and opinions with the Trustees.

Visit the benefits website at www.ibew110.org/asc to see the latest in benefits information and come back regularly for updates and new items of interest.

Pension Plan News

CONSTRUCTION PENSION BENEFIT INCREASE

The Trustees are pleased to inform you of the benefit improvement that has been made to your Pension Plan.

Effective for eligible participants retiring from Covered Employment on and after July 1, 2006, the Accrued Benefit rate has been increased from \$46.00 to \$49.00

401(k) INVESTMENT OPTIONS CHANGES

The Board of Trustees has continued to monitor the investment options available to you in the Raceway to Retirement program and is pleased to announce the following changes will be made to your investment options:

The Large Cap Growth Asset Class will be changed from Goldman Sachs Cap Growth Fund to the Calvert Large Cap Growth (CLCIX) Fund.

The Large Cap Value Asset Class will be changed from AIM Basic Value Fund to the Pioneer Cullen Value (CVFYX) Fund.

The Trustees are changing both funds due to performance below the Trustees expectations.

These fund changes will occur on June 21, 2006. Between June 19, 2006 at 3:00 p.m. CT and June 23, 2006 3:00 p.m. CT, a quiet time will be in effect for the Raceway to Retirement Program. During this quiet time, no transactions into or out of any funds will be available. Please plan accordingly for any desired changes in your portfolio.

Contribution investments in June will be deposited into the existing fund choices and contribution investments in July will be deposited into the new fund choices.

If you have retirement assets in either of these investment options on June 21, 2006, these assets will be transferred to the replacement investment option. If you prefer not to have this happen you must make a change to your investments in these funds prior to June 19, 2006, 3:00 p.m. CT.

IBEW LOCAL 110 TRUST FUND BENEFICIARY INFORMATION

Do you know what would happen to the fringe benefits you have earned in the event of your death? Do you know who your beneficiary would be? Although we seldom think of these issues, they are important in your estate planning process. The following discussion will help you understand what benefits are available from each Trust Fund and who the beneficiary of any benefits would be.

MEDICAL COVERAGE

Your medical coverage is continued for your surviving spouse and dependent children until the later of the last day of the month following the month in which you die, or the last day of the month for which sufficient contributions have been made to the Plan. The latter of these two events would occur if you were working in Covered employment at the time of your death because the medical coverage eligibility is determined on the "work month plus two" basis. In other words, if you worked sufficient hours for the eligibility calculation, your surviving spouse and dependent children would be covered for two months following your death. Then your surviving spouse is offered a "conversion" plan where she may continue to participate in the plan until age 65 provided the monthly cost of coverage is paid to the Plan. This conversion coverage would include dependent children.

PENSION PLAN

For the Pre-retirement death of a Plan participant who is actively engaged or actively seeking to be engaged in Covered Employment, the Plan provides a lump sum death benefit as follows:

Years of Service	Benefit
Less than 5 years	\$5,000.00
5 years to 10 years	\$7,500.00
Over 10 years	\$10,000.00

This benefit is payable to the surviving spouse, if there is no spouse then the surviving children, if there are no surviving children then the benefit is paid to the estate. You may elect a beneficiary other than those mentioned by completing the appropriate forms available at the Plan office.

Additionally if you are fully vested in the Plan and you and your spouse were married at least one year prior to your death, your surviving spouse is entitled to receive a fifty-percent (50%) Joint Survivor Annuity beginning at the time you would have reached the earliest retirement age under the Plan. This Joint and Survivor annuity would continue then, from that time until the death of the surviving spouse.

SUPPLEMENTAL PENSION

In the event of your death, your total account balance in the Supplemental Pension, including all contributions earned but not yet received by the Plan, would be payable in the form of a lump sum death benefit.

This lump sum death benefit would be payable to your surviving spouse, or if none, to your surviving children, or if none, to your parents, or if none, to your brothers and sisters, or if none, to your personal representative (executor), or if none, to the personal representative of the last to die of the beneficiaries listed above. You may elect a beneficiary other than those mentioned by completing the appropriate forms available at the Plan office

401(k) PLAN

In the event of your death, the 401(k) Plan would make a lump sum death benefit payment in the same manner as described for the Supplemental Pension Plan.

Again, you may elect a beneficiary other than those mentioned by completing the appropriate forms available at the Plan office.

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*Best wishes
from the Trustees and Staff
for a safe and fun summer*

BENEFICIARY INFORMATION continued

REGULAR VACATION

In the event of your death all current unused regular vacation benefits would be payable to your surviving spouse, or if none, to your surviving children, or if none, to your parents, or if none, to your brothers and sisters, or if none, to your personal representative (executor), or if none, to the personal representative of the last to die of the beneficiaries listed above. You may elect a beneficiary other than those mentioned by completing the appropriate forms available at the Plan office.

Future regular vacation benefits and any holiday benefits accrued in the fiscal year of your death would be payable to the beneficiary described above at the time the vacation or holiday benefits would normally become payable.

PLAN DISTRIBUTIONS

In order for the Trust Funds to distribute the benefits discussed above to your beneficiary, the Plan office would need one certified copy of the death certificate as well as having your beneficiary complete various distribution applications. This process can be simplified by having the beneficiary or executor of the estate call the Plan office.

NOW AVAILABLE ON THE BENEFITS WEBSITE

The benefits website is continually updated to give you access to the most current benefits and Plan information. We just have added another way for you to contact the Benefits Office with your questions and/or comments. You can now send an e-mail to Benefits@ibew110.org. Your e-mail will be routed to the correct benefits specialist and you should receive a response within 1 business day.