



Saint Paul Electrical Workers

BENEFITS NEWS

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New Life Insurance Benefit

The Trustees are pleased to announce that a Group Term Life Insurance policy has been added to the Medical Reimbursement Plan. Effective December 1, 2006 all active participants and retired participants under age 65 will be covered by a \$10,000 term life insurance policy. The insurance is underwritten by Union Labor Life Insurance Company and is paid for by the Medical Reimbursement Plan with no direct cost to you as a participant. More information on the new benefit will appear in future newsletters and on the benefits website: www.ibew110.org/ASC.

NEW ELIGIBILITY PROGRAM BEGINS

The Trustees have conducted educational seminars on the new eligibility program this summer, and the Union has included information about the program in its newsletter and on its website, as well.

Effective December 1, 2006 the Trustees will begin the Eligibility Bank Program as described below.

Eligibility: In order to be eligible to participate in the Eligibility Bank program, you must be an active covered participant in the Medical Plan at the time the program begins. You must be engaged or actively seeking to be engaged in Covered Employment where hourly contributions are made on your behalf to the Medical Plan by your employer. You are not eligible to participate in the Eligibility Bank program if medical premiums are paid in a fixed dollars-per-month amount to the Medical Plan (i.e. the Limited Energy Agreement).

Funding: Funding for the Eligibility Bank program will occur, at the beginning of the program, and on an ongoing basis as determined by the Trustees as described below.

Initial Contributions: The Trustees will add to your personal eligibility bank account, the equivalent of three months of medical premiums, at the start of the program. The current monthly premium amount is \$770.00; therefore an eligible participant will receive \$2,310.00 as the initial funding contribution.

Retroactive Hourly Contributions: The Trustees will retroactively calculate the monthly cost of your medical coverage from May 2006 worked hours forward and place any contributions made on your behalf by your employer, in excess of \$770.00 per month in your personal eligibility bank account.

EXAMPLE: Your May 2006 hours worked totaled 160 hours. The total employer contribution amount was \$1,025.60 ($\6.41×160). Your eligibility bank will be credited with \$255.60 for May 2006 excess contributions. Your eligibility bank account will be \$2,565.60 ($\$2,310.00 + \255.60) through May 2006 worked hours.

Special Contributions: You may be eligible to receive special contributions to your eligibility bank account within the first twelve months of the Eligibility Bank program. If you have exhausted all of the initial contributions and retroactive contributions (as noted above) the Trustees may add up to an additional three months of premiums to



New Benefit Added to Supplemental Unemployment Benefit Program (SUB)

The Trustees are pleased to announce that another benefit has been added to the SUB program.

Effective immediately eligible participants may file claims for reimbursement of out-of-pocket medical expenses as described below:

When a participant has established eligibility in the SUB Fund and his/her SUB account value is greater than zero, the Trustees will reimburse out-of-pocket medical expenses incurred (as defined in the Internal Revenue Code (IRC) Section 213(d)) from his/her SUB Fund account.

Eligible expenses for reimbursement are:

- 1) Annual deductible expenses for a covered participant or dependent, up to the contract benefit limitations for individual and family maximum deductible amounts.
- 2) Co-insurance expenses for a covered participant or dependent, up to the contract benefit limitations for individual and family maximum out-of-pocket amounts,

including expenses for hospitalization, surgery, physician services and prescription drugs and other services that may be covered under the contract subject to IRC 213(d).

- 3) Insurance premium expenses for a covered participant or dependent (i.e. spousal insurance co-pay, or participant's required payment to maintain coverage).

Filing a claim for reimbursement from the SUB for the above noted expenses must be done on a form approved by the Trustees (available at the Plan office) and include documentation that substantiates the expense actually incurred and its specific nature.

All claims for medical expense reimbursement must be submitted within twelve months of the date the expense was incurred. The amount reimbursed from a participant's SUB account shall not exceed the balance of the account on the date the claim for reimbursement was filed.

NEW ELIGIBILITY PROGRAM *continued*

your account. You must remain in compliance with all administrative procedures and policies established by the Referral Office in order to receive the special contributions and the Trustees must approve your request for the special contributions.

Ongoing Hourly Contributions: The Trustees will add to your personal eligibility bank account, hourly contributions that exceed the monthly medical cost on a month-to-month basis. The hourly contribution rate is based on the bargaining agreement you are working under. The monthly medical cost is based on factors as determined by the Trustees from time to time, at their discretion.

Benefits: The Trustees have established the following benefits you may receive from your eligibility bank account.

Medical Premium Payment for Active Participants: As an active participant in the Medical Plan, each month, the Trustees will deduct the monthly premium amount from your eligibility bank balance. If you have not worked sufficient hours to maintain your eligibility bank balance, you may receive a bill from the Medical Plan to continue your medical coverage, or, if you are eligible, you may direct the Trustees to deduct the monthly premium amount from your SUB account (if available).

Medical Premium Payment for Retired Participants: You may use your eligibility bank account to pay for continued medical coverage as a retiree in conjunction with the Retirement Medical Funding Plan.

Medical Premium Payment for Surviving Spouse and/or Dependents: If you die and have not used all of your eligibility bank account for the benefits noted above, and have an eligible spouse or dependent, the account balance may be used to pay for continued medical coverage for the surviving spouse or dependent.

The contributions made on your behalf into the eligibility bank account do not vest and may be forfeited to the Trust in certain circumstances.

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 have just added a new page with ten different calculators you may use for retirement planning. For example: How a change in your 401(k) contribution amount will affect your paycheck; how much you might expect to receive from Social Security; how much your 401(k) or Supplemental Pension can grow over time or how much monthly income these plans may provide at retirement and for how long. Go to www.ibew110.org/ASC and look for the article on calculators and click on the link.

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 Mid Cap Value Asset Class will be changed from Lord Abbott Mid Cap Value Fund to First American Mid Cap Value Fund

The Mid Cap Growth Asset Class will be changed from Evergreen Mid Cap Growth Fund to Thornburg Core Growth Fund

The Trustees are changing both funds due to performance below the Trustees expectations. A more detailed notice will be sent in December with dates and time of the changes.

BENEFITS OFFICE HOLIDAY CLOSINGS

The office will be closed for the Holidays on:

December 25, 2006	Christmas
December 26, 2006	Christmas
January 1, 2007	New Years

Best wishes for a safe and joyous holiday season.