

Eligibility Reminder

The Fund wants to remind those members who have recently gone back to work and are uninsured and working towards their 600 hours, to be reinstated. The plan document requires that the Fund receive the hours and contributions for your benefits before you are able to be reinstated. If you have any questions about your eligibility please contact the Fund office for details specific to your situation. Below, we provide a description of eligibility rules as described in the Summary Plan Document. Please remember that the current month contributions are not due until the 15th day of the following month.

Section Three – Eligibility

Eligibility is based upon hours worked under the Collective Bargaining Agreements which obligate Employers to report and pay contributions to this Fund on your behalf, and for which contributions have been received.

If the Employer contributions remitted are less than the required number of hours to maintain eligibility or if you have terminated your active employment due to retirement or disability, you may continue your coverage under the Plan by making monthly payments under certain circumstances. An active employee may make monthly payments for coverage provided under COBRA Continuation Coverage for a limited period of time. Retired and Disabled Employees are allowed to continue their coverage by making self-payments.

Hours which you work under a Collective Bargaining Agreement are not credited and, therefore, eligibility is not granted unless the contributions are actually received by the Plan. In addition, hours will be credited if you are on a leave of absence under the provisions of the Family and Medical Leave Act of 1993 ("FMLA"). The FMLA entitles Employees eligible under the Act to take up to 12 weeks of unpaid job-protected leave each year for the Employee's own illness, or to care for a seriously ill child, Spouse or parent. In addition, the FMLA provides leave for the birth or placement of a child with the Employee in the case of adoption or foster care. Employees eligible for leave under the FMLA are those who have been employed at least 12 months by an Employer and who have provided at least 1,250 hours of service to the Employer. Contact the Fund Office if you are planning to take FMLA leave so that the Fund is aware of your Employer's responsibility to report the period of your absence. In addition, if you have any questions about the FMLA, you should contact your Employer or the nearest office of the Wage and Hour Division, listed in most telephone directories under the U.S. Government, Department of Labor, Employment Standards Administration.

This Fund also has reciprocal agreements with certain other U.A. welfare funds. When contributions are received by this Fund from a reciprocal fund, the greater of the actual hours worked or the reciprocated contributions divided by the contribution rate of this Fund will be credited for eligibility purposes under this Plan. Contributions made to this Fund, which are forwarded to a reciprocal fund, will not be counted for eligibility purposes for this Plan.

Your eligibility is based on payroll reports, with monthly cut-off dates determined by each Employer. Contribution reports with hours worked are not due and processed until later in the following month. The Fund Office, therefore, cannot certify in advance when benefits will start or end. Notices are sent as soon as eligibility can be determined.

You should keep track of the hours you work each month. The Fund Office can advise you of your eligibility status if you have a record of your hours worked. However, the final determination of eligibility will be based upon contributions actually received by the Fund Office.