

To: All Employees, Dependents and COBRA Participants enrolled in the Harrison Electrical Workers Trust Fund Flexible Benefits Plan

From: Board of Trustees

Date: July 2022

Re: Summary of Material Modifications to Flex Plan Benefit Booklet

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### Introduction

The June 2015 Benefit Booklet for the Flexible Benefits Plan is amended to address reallocation of the Premium Reserve Account to the Medical Expense Reimbursement Account for participants enrolled in Medicare Parts A and B. If you cannot locate your Benefit Booklet, call or write the Administrative Office.

### Description of the Changes

1. Effective July 1, 2022, on page 7 of the booklet the material below the heading **Semi-Annual Election Period** is amended to read as follows:

#### **Semi-Annual Election Period**

You may make an election between the Premium Reserve Account and the Wage Replacement Account each February and August for future monthly Contributions. You may also make an election to allocate Premium Reserve Account balances into the Dependent Care Reimbursement Account.

Employees who are not Travelers may make a second election each February and August to transfer future monthly Contributions from the Premium Reserve Account to the Medical Expense Reimbursement Account on a monthly basis. Employees who are not Travelers may also allocate existing Premium Reserve Account balances into the Medical Expense Reimbursement Account. However, you must have Harrison Health Plan coverage, or be enrolled in Medicare Parts A and B, on the date funds are scheduled to be reallocated from the Premium Reserve Account to the Medical Expense Reimbursement Account. If you do not have Harrison Health Plan or Medicare Parts A and B coverage on this date, the money will remain in your Premium Reserve Account.

Election forms will be mailed with your June 30 and December 31 quarterly statements. If you are an Employee and you wish to begin participation or modify existing elections, you must return an election form. The election form will become effective on the first day of the month after the Administrative Office receives the election form.

2. Effective July 1, 2022, the material below the heading **Reallocation of Contributions** is amended to read as follows:

#### **Reallocation of Contributions**

If you direct all or part of employer Contributions to the Premium Reserve Account and you are not a Traveler, you may allocate these funds into (but not out of) the Medical Expense Reimbursement Account and/or Dependent Care Reimbursement Account during the semi-annual election period. There are two allocation options for the Medical Expense Reimbursement Account. First, you may elect to allocate all, or a portion of your future monthly Contributions allocated to the Premium Reserve Account to the Medical Expense Reimbursement Account on a monthly basis. The monthly Contributions will be transferred from the Premium Reserve Account to the Medical Expense Reimbursement Account on the first day of the month after your employer is obligated to contribute to the Plan so long as you have Harrison Health Plan coverage on the first day of the month. For example, if the employer Contribution is paid on June 15, the funds will be transferred to the Medical Expense Reimbursement Account on July 1 so long as you have Harrison Health Plan coverage on July 1. If you do not have Harrison Health Plan coverage on July 1, the money will remain in the Premium Reserve Account. Second, during the semi-annual election period, you may allocate existing funds in the Premium Reserve Account to the Medical Expense Reimbursement Account and/or Dependent Care Reimbursement Account. The Contributions will be transferred on the first day of the month after the Administrative Office receives and processes the election form. However, the funds can be reallocated from the Premium Reserve Account to the Medical Expense Reimbursement Account only if you have Harrison Health Plan coverage or are enrolled in the Medicare Parts A and B on the re-allocation date.

If you are a Traveler and direct all or part of employer Contributions to the Premium Reserve Account, you may allocate these funds into (but not out of) the Dependent Care Reimbursement Account during the semi-annual election period. You may not allocate these funds into the Medical Expense Reimbursement Account.

Amounts allocated to the Wage Replacement Account cannot be reallocated.

3. Effective July 1, 2022, the material below the heading **Premium Reserve Options for Everyone but Travelers** is amended to read as follows:

#### ***Premium Reserve Options for Everyone but Travelers***

During the semi-annual Election Period, you may allocate funds from the Premium Reserve Account to the Medical Expense Reimbursement Account and/or Dependent Care Reimbursement Account. You may also allocate future monthly Contributions from the Premium Reserve Account

to the Medical Expense Reimbursement Account. However, for either election to the Medical Expense Reimbursement Account to be effective, you must have Harrison Health Plan coverage, or be enrolled in Medicare Parts A and B, on the date the funds will be allocated from the Premium Reserve Account to the Medical Expense Reimbursement Account. If you do not have Harrison Health Plan or Medicare Parts A and B coverage on the allocation date, the funds will remain in the Premium Reserve Account.

## **Conclusion**

If you have any questions concerning the changes in this notice, contact the Administrative Office. Please keep this notice with your June 2015 Benefit Booklet for the Harrison Electrical Workers Trust Fund Flexible Benefits Plan.