



Local Union No. 598 Plumbing & Pipefitting Industry Health & Welfare Plan & Trust

ARE YOU READY TO RETIRE?

Considering your health insurance is an important part of any retirement planning. You need to be aware of how you move from the Active Plan benefits to the Retired Plan benefits when you retire.

Am I eligible for Retiree Health and Welfare coverage?

Effective August 1, 2019 - To be eligible for enrollment on the Retiree Plan you must:

- (a) Be retired and receiving a monthly pension from the Washington State Plumbing and Pipefitting Industry Pension Plan
- (b) Submit an application to enroll in the Retiree Plan with the Plan Administrator within sixty (60) days of Your Pension effective date with the Washington State Plumbing and Pipefitting Industry Pension Plan;
- (c) Have health and welfare coverage through the Employee Plan in the month immediately prior to Your pension effective date;

And Meet the Requirements of either (d) or (e)

- (d) Have health and welfare coverage through the Employee Plan for at least thirty-six (36) of the sixty (60) months immediately preceding Your pension effective date, and have fifteen thousand (15,000) or more hours of Employer Contributions (which can include reciprocity contribution hours) contributed to the Trust preceding Your pension effective date;

OR

- (e) Have twenty-five thousand (25,000) or more hours of Employer Contributions (which can include reciprocity contribution hours) contributed to the Trust preceding Your pension effective date

I am ready to retire, what are my next steps? – It's as Easy as 1-2-3

- ✓ **Step 1** – Contact the Washington State Plumbing & Pipefitting Pension Plan by calling 1-888-406-3246 for information about your pension benefits. If applicable, they will provide you a pension plan application.
- ✓ **Step 2** - Notify the Trust Office: BeneSys, Inc. by calling Toll-Free 1-800-205-7002. We will review Plan information with you and provide you with the forms you need to complete if you wish to continue coverage on the Retiree Plan.
- ✓ **Step 3** - Complete the Retiree Health and Welfare application and the Authorization for Pension deduction or the automatic withdrawal from your bank account and return to The Trust Office:

Local Union 598 Health and Welfare Plan
PMB# 116, 5331 SW Macadam Avenue, Suite 258
Portland, OR 97239
Fax: 503-228-0149



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Frequently Asked Questions (FAQs)

Q. What happens to my Active dollar reserve bank when I retire?

A. You can either (1) run out your dollar bank staying on the Active plan, or (2) if you are eligible for the Non-Medicare or Medicare Retiree plan coverage, you may transfer your Dollar Bank to your HRA Health Reimbursement Account to pay for your eligible expenses.

Q. Can I defer coverage in the Retiree Plan?

A. No, but you are able to defer coverage in the Dental and Vision coverage, provided your spouse is currently receiving Active Benefits including Dental and Vision, and you continue coverage in the Early Retiree Plan immediately following the termination of your Active Benefits. You are eligible to re-enroll in Dental and Vision benefits if you contact the Trust Office within 60-days of your spouse retiring or losing Active Benefits.

Q. If I am a Non-Medicare eligible member how much am I eligible to receive in my Health Reimbursement Account

A. You will receive the full HRA monthly contribution if you have accrued 37,500 or more hours of employer contribution and reciprocity contributions prior to your enrollment. If you have not accrued this amount please refer to the Chart below for your eligible contribution:

Total Hours of Employer & Reciprocity Contributions	Percentage of the Full HRA Contribution	Monthly Retiree HRA Contribution	Monthly Retiree & Spouse HRA Contribution
15,000 to 22,499 hours	25%	\$125	\$200
22,500 to 29,999 hours	50%	\$250	\$400
30,000 to 37,499 hours	75%	\$400	\$600
37,500 or more hours	100%	\$500	\$800

Q. Can I retroactively enroll into the Retiree Plan from the Active plan?

A. The effective date of coverage is on a go forward basis and can't be retroactive.

Q. What is the cost of the Retiree Plan?

A. There are several options available to Retired persons, please contact the Trust Office at 1-800-205-7002 to receive the current Retiree rates.

Q. I am eligible for Medicare, can I still enroll onto the Retiree Plan?

A. Yes, The plan offers group plan coverage through UnitedHealthCare, however you must be enrolled in Medicare Parts A and B, and not enrolled in a Part D drug Plan. Please contact



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the Trust Office at 1-800-205-7002 to receive the current Plan information. You may also be eligible for dental and vision plan coverage.

Q. I have a supplemental pension – what happens to those funds?

A. Please contact NW Plan Services with questions regarding your Supplemental Pension Plan. You can reach them Toll-Free at (206) 933-1500, by email at info@nwp401k.com, or visit their website at www.nwp401k.com

Please contact the Trust Office if you have questions regarding the Retiree Health and Welfare Plan at 1-800-205-7002.