
May 2025

**IMPORTANT
PLEASE READ**

Health Care Reimbursement Account ("HRA") Funding Notice

Dear Health Care Participant:

For those eligible for the Annual Health Care Reimbursement, funds totaling the amount of **\$869.81 for retirees and \$426.20 for actives** have been applied to your Benny Card, on separate deposit dates, for 2024 hours and/or eligibility.

Additionally, for those with a balance in your Health Care Reimbursement account in **2024, 1.50% interest** has been applied to your Benny Card. The 1.50% is calculated on your average balance for **2024**.

IF YOU ARE ELIGIBLE FOR A DISBURSEMENT, IT WILL BE REFLECTED ON THE TWO RECENT MONTHLY BENEFIT STATEMENTS. The following are the eligibility requirements to receive a HRA disbursement:

- Actives: You will receive a credit from the pooled account if contributions were made on your behalf for at least 435 hours by June 30, 2024. This credit will be 50% of the credit made to eligible retirees for the entire 2024 calendar year. For July 1, 2024, through December 31, 2024, you will receive an hourly contribution for each hour worked under a collective bargaining agreement with Sheet Metal Workers Local 104, based on the wage and fringe schedule and your classification.
- Retirees: If you are retired as of December 1, 2024, and participate in the Retiree Plan, you will receive a credit from the pooled account.
- Disabled Participants: If you received at least six (6) months of coverage in 2024 because of your disability, you will receive a credit from the pooled account.
- Non-Bargaining Unit Employees: You will not receive a credit from the pooled account.

This document has been uploaded and is available on the participant website at
www.sheet104fringe.org.