

August 2025

**TO: ALL ACTIVE AND RETIRED PARTICIPANTS**

**RE: CHANGES TO YOUR HEALTH & WELFARE PLAN BENEFITS**

Enclosed is important information regarding your benefits under the Sheet Metal Workers Local 104 Health Care Plan. Please read the information carefully, as your benefits have changed.

**1. RETIREE/SURVIVING DEPENDENTS — Updated Subsidized Self-Pay Rates (Open Groups)**

New retiree/surviving dependent subsidized self-pay rates will go into effect for October 1, 2025 eligibility. The following monthly retiree/widow rates will be effective with retiree self payments due in September 2025 (or deducted from your pension check in September) for October coverage:

INDEMNITY MEMBERS

| <u>Age Group</u>   | <u>Marital Status</u> | <u>New Monthly Rate</u> | <u>Old Monthly Rate</u> |
|--|-----------------------|-------------------------|-------------------------|
| 52 – 54  | Single                | \$ 894                  | \$ 880                  |
|  | Married               | 1,788                   | 1,760                   |
| 55 – 64  | Single                | 715                     | 704                     |
|  | Married               | 1,430                   | 1,408                   |
| 65 +   | Single                | 233                     | 230                     |
|  | Married               | 466                     | 460                     |
| <i>Plus the following if you have dependent children</i> |                       |                         |                         |
|  | Per child added       | \$ 292                  | \$ 284                  |

KAISER MEMBERS

| <u>Age Group</u>   | <u>Marital Status</u> | <u>New Monthly Rate</u> | <u>Old Monthly Rate</u> |
|--|-----------------------|-------------------------|-------------------------|
| 52 – 54  | Single                | \$ 711                  | \$ 685                  |
|  | Married               | 1,422                   | 1,370                   |
| 55 – 64  | Single                | 568                     | 548                     |
|  | Married               | 1,136                   | 1,096                   |
| 65 +   | Single                | 184                     | 166                     |
|  | Married               | 368                     | 332                     |
| <i>Plus the following if you have dependent children</i> |                       |                         |                         |
|  | Per child added       | \$ 292                  | \$ 284                  |

HUMANA MEMBERS

| <u>Age Group</u> | <u>Marital Status</u> | <u>New Monthly Rate</u> | <u>Old Monthly Rate</u> |
|------------------|-----------------------|-------------------------|-------------------------|
| 65 +             | Single                | \$ 168                  | \$ 164                  |
|                  | Married               | 336                     | 328                     |

*If you are married, you pay the married rate for the age group that applies to you, regardless of your spouse's age. Unless your spouse is age 65 and up; then you pay the sum of the single rate of your age group and the single rate of the 65 and up age group, until you reach age 65 and up.*

*Note that all retiree rates in all age brackets are subject to change from time to time, at the discretion of the Board of Trustees.*

**2. RETIREE/SURVIVING DEPENDENT — Updated Subsidized Self-Pay Rates (Closed Groups)**

New retiree/surviving dependent subsidized self-pay rates will go into effect for October 1, 2025 eligibility. The monthly retiree/widow rates will increase, effective with retiree self-payments due in September 2025 (or deducted from your pension check in September) for October coverage, as follows:

| <u>Schedule</u>                  | <u>New Rate</u> | <u>Old Rate</u> | <u>Coverage</u> |
|----------------------------------|-----------------|-----------------|-----------------|
| Schedule 2 (Family w/ Medicare)  | \$ 422          | \$ 410          | (M/D/V/Rx)      |
| Schedule 4 (Family w/ Medicare)  | 237             | 230             | (Med only)      |
| Schedule 4 (Family w/o Medicare) | 691             | 670             | (Med only)      |
| Schedule 5 (Single w/ Medicare)  | 196             | 190             | (Med/Rx)        |
| Schedule 5 (Family w/ Medicare)  | 388             | 377             | (Med/Rx)        |

**3. RETIREES — Updated Unsubsidized Non-Bargaining Rates** — The retiree rate will be based on 142 hours times the active contribution rate in effect. Effective October 1, 2025 (*with self-payments due in September 2025 or deducted from your September 1, 2025 pension check*), the unsubsidized self-pay rate for Non-Bargaining retirees will increase as follows:

| <u>Age Group</u>   | <u>Marital Status</u> | <u>New Monthly Rate</u> | <u>Old Monthly Rate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Under Age 65   | Single                | \$ 1,138                | \$ 1,057                |
|  | Married               | 2,276                   | 2,113                   |
| Age 65 and up  | Single                | 455                     | 423                     |
|  | Married               | 910                     | 845                     |
| <i>Plus the following if you have dependent children</i> |                       |                         |                         |
|  | Per child added       | \$ 292                  | \$ 284                  |

4. **RETIREES THAT WERE APPROVED TO RETURN TO WORK FOR THE GOOD OF THE INDUSTRY — Updated Rates** — The retiree rate will be based on 142 hours times the active contribution rate in effect. Effective October 1, 2025 (*with self-payments due in September 2025*), the unsubsidized self-pay rate for Non-Bargaining retirees will increase as follows:

| <u>Marital Status</u>                                    | <u>New Monthly Rate</u> | <u>Old Monthly Rate</u> |
|--|-------------------------|-------------------------|
| Single   | \$ 1,138                | \$ 1,057                |
| Married  | 2,276                   | 2,113                   |
| <i>Plus the following if you have dependent children</i> |                         |                         |
| Per child added  | \$ 292                  | \$ 284                  |

5. **ACTIVES — Updated Subsidized Self-Pay Rate** — The active rate will be based on 15% of 142 hours times the active contribution rate in effect. Effective October 1, 2025 (*with self-payments due in October 2025*), the subsidized self-pay rate for actives will increase as follows:

| <u>New Rate</u> | <u>Old Rate</u> |
|-----------------|-----------------|
| \$ 341          | \$ 317          |

*Note that the subsidized percentage is subject to change from time to time, at the discretion of the Board of Trustees.*

6. **ACTIVE — Non-Bargaining Rate** — Effective October 1, 2025 (*with self-payments due in September 2025*), the unsubsidized self-pay rate for Non-Bargaining actives will increase as follows:

| <u>New Rate</u> | <u>Old Rate</u> |
|-----------------|-----------------|
| \$ 2,276        | \$ 2,113        |

7. **COBRA — Updated Rates** — Effective October 1, 2025 coverage, the COBRA rates are as follows:

| <u>Coverage</u>                     | <u>New COBRA</u> | <u>New COBRA Disability</u> | <u>Old COBRA</u> | <u>Old COBRA Disability</u> |
|-------------------------------------|------------------|-----------------------------|------------------|-----------------------------|
| <i>CORE – Medical &amp; Rx only</i> |                  |                             |                  |                             |
| Indemnity                           | \$ 1,738         | \$ 2,556                    | \$ 1,725         | \$ 2,537                    |
| Kaiser                              | 2,108            | 3,100                       | 1,818            | 2,674                       |
| Kaiser – Utility Workers            | 978              | 1,438                       | 850              | 1,250                       |
| <i>Full Benefit Package</i>         |                  |                             |                  |                             |
| Indemnity                           | \$ 1,879         | \$ 2,763                    | \$ 1,857         | \$ 2,731                    |
| Kaiser                              | 2,250            | 3,309                       | 1,951            | 2,869                       |

*This document has been uploaded and is available on the participant website at: [www.sheet104fringe.org](http://www.sheet104fringe.org)*