U.A. Local No. 393 Benefit Funds

HEALTH & WELFARE, SUB, DEFINED BENEFIT PENSION AND DEFINED CONTRIBUTION

6293 San Ignacio Ave ▪ San Jose, CA 95119 ▪ P.O. Box 2460 ▪ San Jose, CA 95109-2460
(408) 588-3751 ▪ (408) 436-8210 fax ▪ Staff@ualocal393benefits.org ▪ www.ualocal393benefits.org

Retiree Death Benefits Overview

1. What death benefits are available from the Defined Benefit (DB) Pension Plan?

It depends – it could be:

- A survivor benefit,
- the remainder of the guaranteed benefit, or
- nothing.
- In addition, some surviving spouses may receive a **1 time** Ad Hoc (13^{th}) check.

If you aren't sure which option you elected at retirement, our office can verify that for you. You can't change your form of benefit or your beneficiary, except retirees who elected the Single Life Annuity may name a new beneficiary for the guaranteed benefits, with spousal consent (if applicable).

- **Joint & Survivor Annuity:** if you elected a Joint & Survivor Annuity when you retired, your spouse at the time of your retirement is entitled to receive a survivor benefit upon your death. The amount your spouse will receive will be 50%, 75%, or 100% of the amount you received while living, depending on which option you elected.

  Example:

Benefit You Receive	50% J&S – Spouse Benefit	75% J&S – Spouse Benefit	100% J&S – Spouse Benefit
$1,000	$500	$750	$1,000
$2,000	$1,000	$1,500	$2,000
$3,000	$1,500	$2,250	$3,000

- **Single Life Annuity:** if you elected a Single Life Annuity when you retired, your spouse or designated beneficiary will receive the *remainder* of the minimum number of guaranteed benefit payments in the same amount you received while living.
  - That minimum is generally the number of months it takes to pay out the total contributions that were made on your behalf while working (counting payments made to you while living, and payments made to your beneficiary following your death).
  - If you already received the minimum number of guaranteed payments while living, no further benefits are payable upon your death.

  Example:
  - If total contributions made into the Plan while working were $150,000, and your monthly benefit is $1,000, the guaranteed number of payments would be $150,000 ÷ $1,000 = 150 months.
  - If you died after receiving 100 monthly payments, your beneficiary would be eligible to receive 50 monthly payments.

If you would like to know if you have already been paid your minimum number of guaranteed benefits, please contact our office.

- **Ad Hoc Benefit (13th Check):** In the past, surviving spouses of eligible retirees have been eligible for **one** Ad Hoc benefit payment following the retiree's death. However, this is not a guaranteed benefit. "Eligible retiree" means that you, the member, would have been eligible to receive the Ad Hoc benefit payment in that year if you were living.

2. What death benefits are available from the Defined Contribution (DC) Plan?

If you have a balance remaining in your DC account upon your death, your spouse or beneficiary will be eligible to receive it.

- Spouse beneficiary: Your spouse can elect to receive death benefits in any form of benefit offered under the Plan (i.e., total lump sum, partial lump sum, monthly payments).
- Non-spouse beneficiary: Your beneficiary can elect to receive death benefits in any form of benefit except a Joint and Survivor Annuity.
- In most cases, your account needs to be distributed within 10 years of your death.

3. How does my beneficiary file for the DB and DC benefits?

When you die, your next of kin should contact our office as soon as possible, either by phone, email, in writing, or in person. Our office will research what benefits are available and contact your beneficiary in writing.

4. Where do we find the forms?

Death benefit forms are not available online. The Death Benefit Application will be provided to your beneficiary by our office upon notification of your death.

5. Who do we email them to?

Completed forms, copies of death certificates, and other documentation should be

- Emailed to staff@ualocal393benefits.org, or
- Mailed to P.O. Box 2460, San Jose, CA 95109, or
- Dropped off in person: 6293 San Ignacio Ave, San Jose, CA 95119.

6. What do we have to provide for documentation?

- If there are no further benefits payable from either plan, only a copy of your death certificate is needed (photocopy is fine)
- If there are further benefits payable and there is a beneficiary form on file, a Death Benefit Application will be sent to the appropriate beneficiary(ies) and once completed should be submitted along with the following items:
  - Copy of current Photo ID
  - Copy of Birth Certificate (if not already on file)
  - Copy of Marriage Certificate (if not already on file)

- In cases where a beneficiary form is not on file and there is no surviving spouse, the Plan will require an Affidavit of Survivorship to determine the appropriate beneficiary(ies).

7. What is the timeline to receive a payment?

Payment will generally be issued within 30 days from receipt of a completed Death Benefit Application and supporting documentation.

8. What benefits are available to my survivors from the Health & Welfare Plan?

- Surviving eligible dependents will be provided with health and welfare coverage at no charge for the first 6 months following your death.
    - "Surviving eligible dependents" means your spouse and/or dependent children who are eligible and enrolled in the Plan at the time of your death.
    - After the 6 months of free coverage, surviving dependents may continue coverage by making monthly self-payments at the same rate you paid before your death.
- Surviving spouses of retired members may continue coverage until they remarry or become covered under another group health plan.
    - Surviving spouses will be asked to verify that they have not remarried annually.
- Surviving dependent children may continue coverage until they cease to qualify as an eligible dependent (typically age 26).
- If you die with a remaining balance in your Extended Reserve Account, your account will be transferred to your surviving eligible dependents.
- Retirees are not eligible for the death benefit for active employees ($50,000, plus $2,000 × years of Benefit Credit in the Pension Plan earned after 1/1/2022).

9. What H&W forms do my survivors need fill out to get the benefits described above?

Your surviving dependents will need to complete a Continued Coverage form and return it to our office with a copy of your death certificate (if a copy of the death certificate was already provided to the Pension Department, that is sufficient).

This Overview is intended to give you basic information. Eligibility and enrollment for participants and their eligible dependents are governed by the applicable Plan rules defined in the Formal Plan Texts and Summary Plan Descriptions. In the event of a conflict between this Overview and the terms of the Plans, the terms of the Plans will govern. This Overview is for educational purposes only and is not a guarantee of benefits or proof of coverage.