

U.A. Local No. 393

2023 Fringe Benefits Guide

Provided by the Benefit Funds



Benefit Funds Website:



U.A. Local No. 393 Benefit Funds

PLUMBERS, STEAMFITTERS & REFRIGERATION FITTERS

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DATE: March 1, 2023
TO: New Participant
FROM: Board of Trustees

Hello & Welcome!

Welcome to U.A. Local No. 393 and its signatory contractors, who together govern the Benefit Funds established to provide fringe benefits to eligible participants. As a new apprentice or entrant, you are well on your way to becoming eligible and we would like to share what you can expect when it comes to your fringe benefits.

We are pleased to provide you with a comprehensive fringe benefits package. We know benefits, especially health insurance, can be complex and confusing. We hope this Guide will give you a brief overview, explain how to sign up and who to contact if you have questions.

Please keep this Guide handy so that you can keep track of the milestones, deadlines and requirements you need to meet in order to become eligible and enroll. You will need to provide many details, forms and signatures to the Benefit Office, and we hope to make the process as smooth as possible over the next few months.

This Guide has five sections:

1. Benefits At-A-Glance
2. Eligibility - What do you qualify for and when?
3. Short descriptions of our H&W and Retirement Plans
4. Your Checklist
5. Important Contacts

This Guide 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 Guide and the terms of the Plans, the terms of the Plans will govern. This Guide is for educational purposes only and is not a guarantee of benefits or proof of coverage.

If you have any questions or would like to ask about your eligibility, please feel free to call the Eligibility Department at the number above. Again, welcome aboard and we encourage you to make the most of your fringe benefits.

Sincerely,

Eric Mussynski

Eric Mussynski
Chairman of the Board and
Business Manager, U.A. Local No. 393



Alex Hall
Co-Chairman of the Board and
EVP, Northern California MCA

Benefits-At-A-Glance

We provide the following plans and programs for eligible participants. Eligibility rules govern each plan and are based on your particular work classification, Collective Bargaining Agreement (CBA), and hours worked. As you work your way “up the ranks” and gain years of service, you become eligible for more fringe benefits. Our programs are designed to work for everyone from a Level 1 Construction Tradesmen just starting in the field, through to Senior General Foreman, and the many classifications alongside and in-between.

Health & Welfare (H&W) Plans and Programs

1. Medical and Pharmacy Plans
 - a. Anthem Blue Cross PPO + Navitus Pharmacy Benefits
(Not available to Residential workers, Service Tradesman, and Provisional Journeymen Service Plumbers)
 - i. \$300 Individual Deductible with a \$1,800 In-Network Max Out of Pocket
 - ii. You pay 10% Co-Insurance In-Network, 40% Out-of-Network
 - iii. No Out-of-Pocket limit for non-network services
 - iv. Access to the Global 1 Surgery Centers and a \$500-\$3,000 ERA Credit
 - v. Access to Hinge Health – no cost virtual physical therapy
 - vi. Separate ID card for Navitus pharmacy benefits
 - b. Kaiser HMO Plan (includes Pharmacy Benefits)
 - i. \$0 Deductible with a \$1,500 Individual Max Out of Pocket
 - ii. You pay flat dollar Co-Payments (for example, \$20 to see a specialist)
 - iii. Non-network, non-Kaiser services generally not covered
 - iv. “One Stop Shop” for medical and pharmacy
2. Delta Dental PPO Plan
 - a. \$3,000 Annual Benefit for Building Trades & Provisional Service Plumbers
 - b. **\$2,000 Annual Benefit for Residential Plumbers**
3. Health Advocate Employee Assistance Plan (EAP) – when you just need to talk
4. Beat It! – Substance Use Disorder Assistance
5. VSP Vision Plan – Eye Exams, Frames and Lenses or Contacts
6. \$50,000 Death Benefit for actively working participants enrolled in the H&W Plan
7. Partially subsidized H&W benefits for eligible retirees. **Please note that premiums change annually, the ERA HRA is designed to help you afford the Plan's H&W coverage in retirement, and not all classifications are eligible for the retiree H&W subsidy. In addition, any hours worked at a DB contribution rate other than the current commercial journeyman rate are prorated. (see page 14)**
8. Pre-Tax: Extended Reserve Account (Health Reimbursement Account) (ERA HRA)
9. Pre-Tax: Optional Dependent Care Assistance Flexible Spending Account (FSA)

Wage Replacement Benefits

10. Supplemental Unemployment Benefit (SUB)
 - a. \$200/week for a maximum of 26 weeks for Building Trades & Provisional Service Plumbers
 - b. \$100/week for a maximum of 12 weeks (limit to 1 per lifetime) for Residential Plumbers. The 22 week benefit only applied during the CA State of Emergency, which is due to expire on 2/28/2023
11. Paid Family Leave - \$150/week for a maximum of 8 weeks per 12-month period for eligible employees
12. Short-Term Disability - \$150/week for a maximum of 52 weeks and a freeze on your hours bank
13. Long-Term Disability – For eligible employees, during each year of disability, you can receive 12 times the monthly benefit you would have received from the DB Pension Plan had you been eligible for a Disability Retirement under that Plan. **(Residential workers, Service Tradesman, and Provisional Journeyman Service Plumbers are not eligible for Long Term Disability)**
14. Employee Savings Deduction - You may choose to have wages deducted and placed in a vacation fund at the Commonwealth Central Credit Union (*contact the union for instructions*). Wages deducted in January by your employer are sent to the Benefit Office in February and sent to your Credit Union account in March. This is called “skip month” processing.

Retirement Plans

We sponsor both a defined benefit pension plan (DB Pension Plan) and a defined contribution 401(k) plan (DC Plan). It takes several years to become vested and eligible for the Defined Benefit plan, while with the Defined Contribution plan, you are vested immediately.

Both plans are designed to provide you with income when you retire and there are strict rules for eligibility and early withdrawals.

While you are working in CBA covered employment, employers contribute to the Defined Benefit plan on your behalf. For the Defined Contribution Plan, both you and your employer can contribute.

Not all work classifications qualify for the Defined Benefit plan.

Eligibility – What do you



Health & Welfare Plans: Enrollment in the H&W Plan is based on Basic Reserve Account credits, which you receive for working: 1 hour = 1 credit. As a new member, you will become eligible to enroll once you complete **440 hours*** of covered work within a 12-month period. For example, if you start work on January 1st and work 20 hours per week, you will accumulate 440 hours after 22 weeks, on May 31. This work would qualify you for H&W coverage effective July 1st (see Skip Month Accounting below). If you don't complete the required number of hours by December 31 (the end of the initial 12-month eligibility period), the eligibility period would extend. The hours you worked 13 months ago would no longer count towards the requirement. You would become eligible to enroll as soon as you complete the required hours of work within 12 consecutive months.

Residential members, service tradesmen, and provisional service plumbers (Levels 1-3) must complete **480 hours of covered work within a 12-month period.*



Skip Month Accounting: Hours accumulated for Plan eligibility are reported by your employer the month following the work month in which you worked and accumulated the hours. You will see the hours reflected

in your H&W Basic Reserve Account on the first day of the second month after you worked the hours.

For example, the 440 hours accumulated by June are reported to the Benefit Office by the employer in July, then are used for coverage beginning August 1. July is the "skip" month for June's hours. You can think of this as three different months:

- Work Month – Month 1, the month you work on the job site
- Payment Month – Month 2, your employer sends in the contributions
- Coverage Month – Month 3, when your coverage is available for use



Basic Reserve Account (Hours Bank): A Basic Reserve Account will be opened once the hours from your first month of work are reported to the H&W Plan. Reserve hours may be used to satisfy all or part of the H&W Plan's continuing enrollment requirement (currently 110* hours a month). A maximum of 660 hours may be reserved in your Hours Bank.

For example, a member working 100 hours per month will draw 10 hours of reserves to maintain continuous enrollment. A member working 0 hours per month will draw on 110* hours of reserves. After your Basic Reserve Account is used up, other alternatives like Self-Payment may be available to continue enrollment from month-to-month.

For residential members, service tradesmen, and provisional service plumbers (Levels 1-3), the monthly hours required for H&W Plan coverage is **120 hours and the maximum you can reserve in your Hours Bank is **720 hours**.*

qualify for and when?



Enrollment: Once your Basic Reserve Account reaches 440 (or 480) hours, you will be automatically defaulted into the Kaiser HMO Plan. Please send your H&W enrollment application, all accompanying documents, and your choice of medical plans to the Benefit Office at this time. **You have 90 days to submit your enrollment form and switch to the Anthem Blue Cross PPO. The only way to enroll your dependents is to return your application to the Benefit Office.**

All residential members, service tradesman, and provisional service plumbers (level 1-3) will be enrolled in the Kaiser HMO for their group (the PPO is not available).



Retirement Plans:

Defined Benefit Pension Plan – No action is required for you to enroll in the DB Pension Plan. The Benefit Office will begin tracking your vesting credit based on the monthly hours your employer reports and pays. Please see the chart on the following pages that shows eligibility by classification. Annual statements showing your accrued benefit will be sent to you every Spring. **Not all classifications are eligible.**

Defined Contribution Plan –

401(a) – For the Building Trades, the Plan requires that your employer fund 401(a) contributions into your retirement account on your behalf that is equal to at least 3% of your gross wages starting with your first hour of work. Actual amounts vary as per the CBA.

401(k) – You can start deferring your wages into your retirement account starting with your first hour of work. There is no waiting period. To start, fill out a 401(k) Deferral Election Form and return it to the Union Hall. Remember, these funds are meant for your retirement, and there are IRS tax penalties for withdrawing them early. Quarterly statements will be sent to you. You can also register to view your account online.

Monthly Benefit Statement

Your Monthly Benefit Statement will be mailed to you around the second week of each month. Please read the monthly news and announcements to help you learn about your fringe benefits. Your Monthly Benefit Statement informs you about your eligibility for health care coverage and which of your dependents are covered.

It also shows the following details related to your other benefits:

Please make a habit of looking at your statement – if anything looks off, please notify the Benefit Office.

- Hours worked in the most recent work month reported to the Benefit Office by your employer(s),
- Employer contributions made to the ERA and the DC Plan
- Employee Savings Account (vacation fund) amounts received,
- The status of your Supplemental Unemployment Benefits, if applicable.

This information can also be found by logging into your account at www.ulocal393benefits.org.

Health & Welfare Plans

Medical Plan Choices – Blue Cross PPO or Kaiser Permanente HMO

Depending on your work classification, you may choose between two options for your medical coverage: the Blue Cross PPO or the Kaiser Permanente HMO. When thinking about your choice, consider if you would like a choice of seeing any doctor (PPO), or if you prefer the HMO managed care model, where most of your healthcare needs (including pharmacy benefits) are handled at a Kaiser Permanente facility. The HMO is only available to members living within the HMO Service Area. If you do not submit your enrollment form within 90 days of becoming eligible, you will be automatically enrolled in the Kaiser HMO and you may not switch plans until 12-months after your enrollment date.



Hinge Health Virtual Physical Therapy – *Only available to Blue Cross PPO Participants*

 Recover from a recent or past injury. Prepare for surgery. Overcome back and joint pain. Stay healthy and pain free. And do it all at home, on your schedule. Hinge Health is available at no cost—100% covered by the Plan, to you and eligible family members and provides the tools to help you move freely again. Get virtual care that may include your own care team and 1-on-1 physical therapy. Space is limited.

Global 1 Ambulatory Surgery Centers – *Only available to Blue Cross PPO Participants*

 **Global 1** If you use the Global 1 network for a covered surgery, you pay no deductible and no coinsurance. In addition, you can receive **\$500-\$3,000 credit in your ERA**, depending on the covered surgery:

- Cardiology (pacemaker)
- Orthopedic (bones and joints)
- Women's Health (hysterectomy)
- Spine (back surgery)
- ENT (ear, nose and throat)
- General Surgery (hernia repair)

Navitus Pharmacy Benefits – *Only available to Blue Cross PPO Participants*

 You can use Navitus to fill a prescription at a network pharmacy or by mail order. Generally, prescriptions cost a minimum of \$10 and a maximum of \$50 (as long as you use the generic drug when one is available) and you are protected with an individual maximum annual out of pocket cost of \$1,800 for in-network medical and pharmacy services (as long as you use a generic drug when one is available). Log onto the secure member portal to see which drugs are on the formulary, the schedule of benefits, a list of network pharmacies, a cost estimator, and other tools.

VSP Vision Plan



VSP provides eligible participants an affordable eyecare plan that covers exams, frames, contacts and lenses. You have a choice of providers – local VSP doctors or retail chain affiliate providers, including Costco. You can also use www.eyeconic.com to get more bang for your buck.

Delta Dental PPO Plans



There are 2 plans – Commercial has a \$3,000 annual maximum benefit for each person covered, and **Residential has a \$2,000 annual maximum**. There are 3 tiers of dental providers in the network: **PPO, Premier, and Out-Of-Network**. You can visit any licensed dentist, but you will get the most savings (including free cleanings) if you go to a **Delta Dental PPO dentist**. PPO network dentists have agreed to reduced contracted rates and can't "balance bill" you for additional fees. If you choose Premier or Out-of-Network, you will have a wider choice of dentists, but will not experience as much savings.

Health Advocate Employee Assistance Plan (EAP)

HealthAdvocate™
We make healthcare easier

As of January 1st, active participants have access to our Employee Assistance Plan for short-term counseling and support. **It's Free** - up to 3 sessions per issue for in-person, video, telephonic, chat or text-based counseling. Health Advocate can help you or your family with personal, family, financial and work/life issues including parenting and relationships, stress management, grief and loss, mental health, substance abuse and depression.

Beat It! Substance Use Disorder Assistance



You and your enrolled family members are eligible for medically necessary alcohol, drug, and chemical dependency treatment through Beat It! Call (800) 828-3939 to refer a family member or yourself. Within 24 hours, a confidential meeting will take place to discuss the case and any follow up that may be needed with appropriate in- or out-patient services.

H&W Plan Death Benefit

All covered actively employed H&W Plan participants are eligible for a \$50,000 minimum lump sum death benefit plus an additional benefit equal to \$2,000 times the number of years of Benefit Credit under the DB Pension Plan earned on or after January 1, 2022. This benefit is payable to their designated beneficiary through the H&W Plan, should they die while actively working, not yet retired, and before reaching age 65.

Dependent Care Assistance Flexible Spending Account (DCA FSA)

The DCA FSA is an optional pre-tax benefit account used to pay for dependent care services for your eligible children (age 13 and under) and your eligible adult dependents. It's a simple way to save money (lower your taxable income) while taking care of your loved ones so that you can continue to work. Eligible expenses include preschool, summer day camp, before or after school programs, and child or adult daycare. You may elect \$1, \$2 or \$3 per hour to be deferred pre-tax into your account. This is a "use it or lose it" plan - if you don't use the funds in the calendar year you sign up for, then they will be forfeited back to the Plan. *This Plan requires an annual enrollment in November - the form can be downloaded from the union website.*

Fringe Benefits Eligibility

On this chart, you can see a high-level benefits summary with some of the key features CBA is different and that you should consult the Formal Plan Documents, the Master L detailed definitions and eligibility rules.

Fringe Benefit	Construction Tradesman Level 1	Construction Tradesman Level 2 - 4	Construction Tradesman Level 5	Mechanical Electrical Service Tradesman (MEST)
Type of work:	Constructing new commercial buildings		HVACR Service, Construction, and Controls	
WAGES	eff 8/1/2022-6/30/2023		eff 1/1-12/31/2022	
Hourly Straight Time Base Rate	\$23.40	\$23.91-\$30.79	\$33.28	\$22.80
Employee Savings Account (optional, added to wages if declined)	\$0.25	\$1.00	\$1.50	-
UNEMPLOYMENT				
SUB Employer Hourly Contribution	-	-	-	-
SUB Weekly Benefit	-	-	-	-
HEALTH & WELFARE				
Employer H&W Hourly Contribution	-	\$10.70	\$10.70	\$9.00
Paid Family Leave Weekly Benefit	-	\$150	\$150	\$150
Short Term Disability Weekly Benefit	-	\$150	\$150	\$150
Hours Needed within 12 months for Initial Eligibility	-	440	440	480
Max Balance in Hour Bank	-	660	660	720
Hour Cost for 1 month of Coverage	-	110	110	120
Medical Plan Choice	-	PPO or HMO	PPO or HMO	HMO only
Delta Dental PPO Plan Maximum	-	\$3,000	\$3,000	\$2,000
Health Advocate Employee Assistance Plan (EAP)	-	Yes	Yes	Yes
Beat It! Mental Health Substance Abuse	-	Yes	Yes	Yes
VSP Vision Plan	-	Yes	Yes	Yes
H&W Long Term Disability	-	Varies	Varies	-
Death Benefit (while actively working)	-	Yes	Yes	Yes
Retiree H&W (if meet 9 out of 10 years)	-	Subsidized****	Subsidized****	Self Pay
PRE-TAX ACCOUNTS				
Employer HRA Hourly Contribution	-	-	-	\$0.25
Additional HRA	-	Yes	Yes	Yes
Dependent Care Assistance FSA Option	Yes	Yes	Yes	Yes
PENSION PLAN				
Employer DB Hourly Contribution	-	\$0.50	\$2.25	-
DB Ad Hoc Check once retired and meets eligibility? (not a vested or guaranteed benefit)	-	Yes****	Yes****	-
401(k) PLAN				
Employer 401(a) Hourly Contributions	-	-	-	\$1.00
Voluntary Employee 401(k) Contributions Allowed?	Yes	Yes	Yes	Yes

* Rates are the same for Residential and Provisional Residential

** working under the U.A. National Plumbing Service Agreement

Wage Chart By Classification

and programs available to our most common work classifications. Please note that each Labor Agreement, your labor agreement and/or your participation agreement for more

Residential Plumber Apprentices Level 1-8 (Including Provisional)*	Residential Plumber Journey Level (Including Provisional)*	Provisional Service Plumber Level 1**	Provisional Service Plumber Level 2 - 3**	Service Journey Level Plumber**	Building Trades Apprentice Period 1 - 10	Building Trades Journeypersons ***
Constructing and installing plumbing for new residential buildings		Maintaining existing commercial buildings through service calls				Construction, installation, and service of commercial buildings
eff 1/1/2022-11/11/2022		eff 7/1/2021				eff 7/1/2022
\$19.40-\$34.05	\$36.92 Journeyman, \$41.75 Foreman	\$19.61	\$24.49 - 29.12	\$45.28	\$31.81-\$69.24	\$70.98-\$94.05
1-4 \$0/5-8 \$1	\$1.00	\$1.00	\$1.00	\$2.00	\$1.13-\$2.48	\$2.75
-	-	\$0.50	\$0.50	\$0.50	\$0.30-\$0.50	\$0.50
\$100	\$100	\$200	\$200	\$200	\$200	\$200
\$8.85	\$8.85	\$12.00	\$12.00	\$15.71	\$15.96	\$15.96
\$150	\$150	\$150	\$150	\$150	\$150	\$150
\$150	\$150	\$150	\$150	\$150	\$150	\$150
480	480	480	480	440	440	440
720	720	720	720	660	660	660
120	120	120	120	110	110	110
HMO only	HMO only	HMO only	HMO only	PPO or HMO	PPO or HMO	PPO or HMO
\$2,000	\$2,000	\$2,000	\$2,000	\$3,000	\$3,000	\$3,000
Yes	Yes	Yes	Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes	Yes	Yes	Yes
-	-	-	Varies	Varies	Varies	Varies
Yes	Yes	Yes	Yes	Yes	Yes	Yes
Self Pay	Self Pay	Self Pay	Self Pay	Subsidized	Subsidized	Subsidized
-	-	-	\$1.50	\$1.50	\$0.00 - \$1.00	\$1.50
Yes	Yes	Yes	Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes	Yes	Yes	Yes
-	-	-	\$17.97	\$17.97	\$18.47	\$18.47
-	-	-	Yes	Yes	Yes	Yes
-	-	-	-	-	\$2.00 - \$4.00	\$10.00
Yes	Yes	Yes	Yes	Yes	Yes	Yes

*** For Foreman, General Foreman and Senior General Foreman, Wage Rates differ but Fringe Benefits are the same

**** Unlikely to qualify due to proration of Benefit Credit

Health & Welfare Plans

Extended Reserve Account (Health Reimbursement Account)

The Extended Reserve Account, also known as the Health Reimbursement Account, (ERA HRA) is an account used to help defray some of your out-of-pocket health care costs. Each eligible participant will have an account based on hours worked under the CBA. You may use the ERA HRA to pay bills for qualified medical, dental, vision or prescription expenses which would otherwise not be covered under the Health and Welfare Plan. Services must be IRS approved expenses and claims may be submitted up to 12 months from the date of service. Eligible expenses include:

- All or part of co-payments required, or amounts in excess of usual, customary and reasonable limits, on covered Medical, Dental or Vision services
- Qualified expenses for other or denied Medical, Dental, and Vision services
- Prescription drug program co-payments
- Monthly Self Payments for H&W
- COBRA continuation coverage
- Menstrual care products
- Personal Protective Equipment
- Medications/drugs with or without a prescription, including OTC medications
- **Excluded: medical marijuana & most massage**

Using the ERA in Retirement

When you retire, you may draw on your Extended Reserve Account to pay for the monthly premiums for medical and/or dental coverage through the H&W Plan. You may also use the funds to pay for co-payments, deductibles, and reimbursement of qualified medical expenses which are not covered under the Plan. You and your spouse will still be permitted to use your ERA HRA for reimbursement of qualified medical expenses if you opt out of retiree coverage because you are covered under another group health plan.

Forfeiting the ERA if you work Non-Union in the Pipe Trades Industry

You will permanently forfeit your account if you go to work in the in the plumbing and pipefitting industry for a non-union employer in the pipe trades industry.

ERA HRA funds received after January 1, 2014 **cannot** be used to pay premiums for individual health plan coverage.



Supplemental Unemployment Benefits (SUB)

This benefit supplements the State of California's Unemployment Insurance benefits and waiting periods apply. A SUB account is opened in your name once your employer begins making SUB contributions. Your account may receive a maximum of two SUB credits per month:

- 1 SUB credit for the first 40 hours of covered employment during the month, plus
- 1 SUB credit for performing more than 80 hours of covered employment during the month.

You can accrue a maximum of 26 SUB credits. One SUB credit can be used for 1 weekly payment. No benefit credits are available to you until you have accumulated 26 SUB credits in a 24-month period. To claim your SUB credits, you must submit an application along with proof of receipt of State Unemployment (showing the weeks that you were paid for) and a W-4. You may receive \$200 per week up to a maximum of 26 weeks, depending on the number of SUB credits accrued. **For Residential Plumbers, the credits are valued at \$100 per week and can be claimed for up to 12 weeks (one-time benefit).** The 22 week benefit only applied during the CA State of Emergency, which is set to expire on 2/28/2023.

Paid Family Leave

This benefit supplements the State of California's Paid Family Leave Program and is designed to assist participants with wage replacement income while caring for a family member. The Plan will pay eligible participants a weekly benefit of \$150 for up to 8 weeks per 12-month period and requires proof of benefits from the State of California. To be eligible for this benefit, you must be eligible in the H&W Plan through drawdowns of your Basic Reserve Account Hour Bank (but not through self-payment or COBRA payments).

Short-Term Disability Benefits

This benefit is designed to assist participants with wage replacement income who, due to sickness or injury, are unable to work. The benefit begins as of the first day of an accident or the eighth day of an illness that has you under the care of a physician and keeps you from performing your regular work. You do not have to be confined to your home to receive benefits. The weekly Short Term Disability benefit is \$150 per week for up to 52 weeks after a 7-day waiting period. This benefit is in addition to any payments from Workers' Compensation, State Disability Insurance, or similar law. This benefit freezes your hours reserve bank and provides members with up to 12 months of health coverage. If you are receiving benefits from the SUB Plan, then you are not eligible for this benefit. To be eligible for this benefit, you must be eligible in the H&W Plan through drawdowns of your Basic Reserve Account Hour Bank (but not through self-payment or COBRA payments).

Long-Term Disability Benefits

This benefit is designed to provide wage replacement income, as though you were retired, while you are totally and permanently disabled before age 55. Eligibility for benefits requires that you have been awarded Social Security disability benefits and meet various pension vesting and enrollment criteria. Please refer to the Summary Plan Description for more details. **This benefit is only available to Building Trades Apprentices and Journeymen, Provisional Service Plumbers Levels 2, 3 and Journey Level, and Construction Tradesmen Levels 2 through 5.**

Retirement Plans

Defined Benefit Pension Plan

Our Defined Benefit Pension Plan, historically called the “Part A Plan”, is designed to provide you with income when you retire. It has been providing meaningful lifetime retirement income to eligible participants since the 1950s. “Defined Benefit” means that once you are vested and meet the eligibility requirements and retire, you can look forward to a receiving a fixed benefit every month until you die. For hours of work performed in 2022, the future monthly benefit is \$0.12/hour. (For example, if you work 1,500 hours in 2022, your monthly benefit during your retirement for those specific hours would be $1500 \times \$0.12 = \180 .)

The key features to remember about the pension plan are:

- The Plan is not available to all work classifications.
- The Plan does not benefit those who are unable to get to vested status.
- The formulas and rules can be difficult to understand.
- The Plan provides guaranteed retirement income – you bear no investment risk.
- The retirement income it provides is not dependent on your ability to save money now.

As a new entrant, you are subject to the age and service criteria established as of May 1, 2017, depicted on the right-hand side of the chart below. Please keep these criteria in mind as you begin working, since it takes many years to become eligible for a pension benefit. All types of retirement require that you stop working in the Plumbing and Pipefitting Industry. Furthermore, you are not eligible for Early Retirement benefits if you work in Industry Service for a non-signatory employer in any capacity during your career. The requirements for each form of retirement benefit are summarized in the chart below.

For Employees First Working Under the Plan...	
... Prior To May 1, 2017	... On or After May 1, 2017
Normal Retirement	
<ul style="list-style-type: none">• Age 65 or if later, your age on the 5th anniversary of your participation, and retired under the Plan• Vested	
Unreduced Early Retirement	
<ul style="list-style-type: none">• Age 55 with 25 years of Benefit Credit• Age 62 with 10 years of Vesting Credit	<ul style="list-style-type: none">• Age 60 with 25 years of Benefit Credit
Reduced Early Retirement (reduction formulas apply)	
<ul style="list-style-type: none">• Age 52 with 25 years of Benefit Credit• Age 55 with 10 years of Vesting Credit	<ul style="list-style-type: none">• Age 57 with 15 years of Benefit Credit• Age 57 with 25 years of Benefit Credit
Disability Retirement (reduction formulas apply)	
<ul style="list-style-type: none">• 10 years of Benefit Credit and disabled from the trade at any age	

Please watch your mail for the **Summary Plan Description** – it explains the rules for:

- What it means to be vested and how proration may decrease your Benefit Credit
- How your age and years of credited service determine your eligibility for a benefit.
- How the hours you work in the industry determine the monthly amount of pension benefit you can expect when you retire.

In addition, you will receive annual statements describing your status with the Plan, including hours worked, pension credits earned, and an estimate of your accrued benefit.

Defined Contribution 401(k) Plan



Our Defined Contribution Plan, historically called the “Part B Plan,” is a Profit-Sharing Plan with a 401(k) component to provide you with income when you retire. With a DC plan, your employer contributes an hourly amount (if required by a CBA) and you can make additional contributions from your wages. The amount you receive at retirement depends on investment returns. You assume the risk of not investing well and outliving your account balance.

Your Contributions – 401(k): This Plan qualifies as an income tax-deferred plan. This means that you do not pay Federal or State income taxes on the money you contribute — or on any gains, interest, or dividends the plan produces — until you withdraw from the Plan.

- Taxes Your contributions are subject to withholding for Social Security FICA (Federal Insurance Contributions Act) and Medicare before they are contributed to the Plan, currently set at 6.2% of gross wages for Social Security (FICA) and 1.45% of gross wages for Medicare.
- Choices You have the option to contribute any whole dollar amount. Your election can be changed up to 3 times per year.

Employer Contributions – 401(a): The contributions made by employers are 100% tax deferred, meaning you will pay income taxes on this money, and any associated gains, interest, or dividends it produces, *when* you take distributions from the plan in retirement. These contributions are *not* subject to Social Security FICA or Medicare withholdings. As of July 1, 2022, for the Building Trades Apprentice Program and Journeypersons, the employer contributions are as follows.

- | | |
|---------------------------------------|--------------------------------------|
| ○ 1st -- 4th periods: \$2.00 per hour | ○ 9th –10th periods: \$4.00 per hour |
| ○ 5th – 8th periods: \$3.00 per hour | ○ Journeyman hours: \$10.00 per hour |

Not all classifications have mandatory employer contributions.

Investments: There are a number of mutual funds to choose from. You need to attend an educational seminar (or sign a waiver) to begin self-directing your account. If you don't pick your investment funds, your money is defaulted into the Balanced Pooled account which generally is invested in 50% stocks and 50% bonds.

Other Features: The plan has additional features - hardship withdrawals and plan loans - that allow you to access your funds before retirement, in limited circumstances.

The key features to remember about this plan are:

- Tax deferred savings - great way to save for retirement and lower your *current* taxable wages.
- You decide how much you want to save through regular payroll deductions.
- No waiting period - you are 100% vested at all times. Vested means you own the account and the funds cannot be taken back from you for any reason.
- You can monitor your account and change your investments online.
- Unlike the pension plan, you will receive quarterly statements in the mail.
- You own the investment risk, the plan doesn't.

Please watch your mail for the **Summary Plan Description**. This document will help you understand the Plan rules around contributions, eligibility, distributions, self-directing your investments, plan fees and other features.

H&W in Retirement

Retiree Health & Welfare Coverage and Subsidy

The H&W Plan provides coverage for you once you retire from covered employment. The monthly premium is paid by you, not your employer. To be eligible, you

- must have been covered as an active employee under the H&W Plan during at least 9 out of the last 10 years (108 out of 120 months),
- you must be receiving either monthly benefits under the DB Pension Plan or monthly installments under the DC Plan, and
- you must be a member in good standing of UA Local 393.

The monthly premiums prior to becoming enrolled in Medicare are significant and decrease once you enroll in Medicare. The Plan updates the Retiree Self-Pay Rates annually. The Plan provides a subsidy to lower the monthly premium you will owe, based on your age and the number of career hours you have at the time you retire.

For example, if you retire today at age 60 with 50,000 career hours (30 years x 1,667 hours) the Plan will subsidize 50% of the monthly premium. As of July 1, 2022, the monthly premium is \$2,685, so your monthly cost would be \$1,342.50 for U.A. Local 393's Retiree H&W. The monthly cost for the Dental Plan is \$160 and cannot be reduced through your retiree subsidy. **Please note that premiums change annually, the ERA HRA is designed to help you afford the Plan's H&W coverage in retirement, and not all classifications are eligible for the retiree H&W subsidy. In addition, any hours worked at a DB contribution rate other than the current commercial journeyman rate are prorated.**

Career Hrs in LU 393	52-54	55	56	57	58	59	60	61	62	63	64+
< 26,000	100%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%
26,000	100%	72%	70%	68%	66%	64%	62%	60%	58%	56%	54%
28,000	100%	71%	69%	67%	65%	63%	61%	59%	57%	55%	53%
30,000	100%	70%	68%	66%	64%	62%	60%	58%	56%	54%	52%
32,000	100%	69%	67%	65%	63%	61%	59%	57%	55%	53%	51%
34,000	100%	68%	66%	64%	62%	60%	58%	56%	54%	52%	50%
36,000	100%	67%	65%	63%	61%	59%	57%	55%	53%	51%	49%
38,000	100%	66%	64%	62%	60%	58%	56%	54%	52%	50%	48%
40,000	100%	65%	63%	61%	59%	57%	55%	53%	51%	49%	47%
42,000	100%	64%	62%	60%	58%	56%	54%	52%	50%	48%	46%
44,000	100%	63%	61%	59%	57%	55%	53%	51%	49%	47%	45%
46,000	100%	62%	60%	58%	56%	54%	52%	50%	48%	46%	44%
48,000	100%	61%	59%	57%	55%	53%	51%	49%	47%	45%	43%
50,000	100%	60%	58%	56%	54%	52%	50%	48%	46%	44%	42%
52,000	100%	59%	57%	55%	53%	51%	49%	47%	45%	43%	41%
54,000	100%	58%	56%	54%	52%	50%	48%	46%	44%	42%	40%
56,000	100%	57%	55%	53%	51%	49%	47%	45%	43%	41%	39%
58,000	100%	56%	54%	52%	50%	48%	46%	44%	42%	40%	38%
60,000	100%	55%	53%	51%	49%	47%	45%	43%	41%	39%	37%
62,000	100%	54%	52%	50%	48%	46%	44%	42%	40%	38%	36%
64,000	100%	53%	51%	49%	47%	45%	43%	41%	39%	37%	35%
66,000	100%	52%	50%	48%	46%	44%	42%	40%	38%	36%	34%
68,000	100%	51%	49%	47%	45%	43%	41%	39%	37%	35%	33%
70,000	100%	50%	48%	46%	44%	42%	40%	38%	36%	34%	32%
72,000	100%	49%	47%	45%	43%	41%	39%	37%	35%	33%	31%
74,000	100%	48%	46%	44%	42%	40%	38%	36%	34%	32%	30%
75,000+	100%	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%



Your Checklist

In the next few months, you will need to fill out a lot of forms and provide the Benefit Office with certain documents for your benefits to begin. Please use this checklist to keep track of these tasks.

What to do now...

- Start to gather all your **important documents**. We will need copies of your birth certificate, marriage certificate or certificate of domestic partnership (if applicable), and your spouse and children's birth certificates (if applicable) in order to enroll you and your dependents in coverage. We will also need Social Security Numbers for you and your dependents.
- For those who are given a choice, start thinking about the plan you want: **HMO or PPO?**
- Start thinking about **how much** of your wages you want to defer into your 401(k) account. There is no waiting period and it's never too early to start saving for retirement. To start, fill out a 401(k) Form and return it to the Union Hall. You can download it at www.ualocal393.org/fringe-benefits

In the first few months...

- **Register** as a new user at www.ualocal393benefits.org to have your personal benefits information at your fingertips – your monthly contributions, coverage information, useful links and resources, paid PPO medical claims, and much more.
- **Register** as a new user at www.kandg.com to start learning about the Defined Contribution Plan. You will get a mailing with your username and password about 2 months after you complete your first work month.

2 months after your 1st hour of work...

- Watch your mail for your **U.A. Local No. 393 Monthly Benefit Statement** – these will show you the contributions we have received on your behalf from your employer(s) for working in covered employment. If you see errors, please call us.
- If you have health insurance through Covered California or elsewhere, you may want to cancel that coverage when our coverage begins.

Once you reach your 440 or 480 of hours worked in your Basic Reserve Account...

- Watch your mail for the fringe benefits **enrollment package** from the Benefit Office. **Do not ignore this package!** There are many forms to fill out and return. For those who are given a choice, decide if you would like to enroll in the Kaiser HMO or the Blue Cross PPO Plan. If you have any questions, please call us.
- If we do not hear from you, you will be **defaulted into the Kaiser HMO Plan and your eligible dependents will not be enrolled**. You have 90 days to submit your enrollment form and switch to the Blue Cross PPO.

All residential members will be enrolled in the Kaiser HMO (the PPO is not available).

Two months after you qualified for coverage by reaching 440 or 480 hours...

- Your coverage will be effective, and you will receive your **ID cards** and other benefits information from the carriers (VSP, Delta, Kaiser, Blue Cross, Navitus, WEX, etc.)

In the future when you experience a significant life event (marriage, divorce, a new baby, etc.)...

- You must contact the Benefit Office within 30 days of the event to properly update your benefits and coverage. This is also a good time to revisit the beneficiaries you have on file with the Benefit Office.

Once you become vested in the DB Plan...

- Revisit the beneficiaries you have on file with the Benefit Office. Consider if you want to enroll in the 100% Pre-Retirement Survivor Annuity (*for a cost: future benefit reductions*).

The U.A. Local No. 393 Benefit Office

1731 Technology Drive, Suite 570, San Jose, California, 95110

Effective April 1, 2023 the Benefit Office will be located at
6293 San Ignacio Ave, San Jose, CA 95119

www.ualocal393benefits.org

staff@ualocal393benefits.org

Phone: (408) 588-3751 [\(press 2 for Members\)](#)

Fax: (408) 436-8210

BeneSys is the third-party administrator that administers your benefits through our comprehensive Benefit Office. They aim for ***always-friendly service*** so please do not hesitate to reach out for assistance. There are four departments within the Benefit Office – see below for a brief description. If you are a new participant, they will not have your information from the Union Hall until about two months after you start working.

(408) 588-3751 www.ualocal393benefits.org

Member Services [\(press 1\)](#)

- Medical, Dental, Vision and Prescription Claims and Services
- ERA HRA and BennyCard Services
- Dependent Care FSA Claims
- Preauthorization for PPO medical procedures
- Reimbursement for claims paid
- Coordination with other insurance
- Injury detail forms for potential third-party liability claims

Pension Department [\(press 3\)](#)

- DB Vesting Credit and Benefit Credit
- DB Pension Estimates
- Applying for your DB or DC Pension
- Applying for a DC Hardship Distribution or Loan

Eligibility Department [\(press 2\)](#)

- Healthcare Eligibility Status
- Adding or Removing Dependents
- New Enrollments and Reinstatements
- Ordering ID cards
- Change of Address
- Hours Bank, COBRA, Self-Payments
- Supplemental Unemployment Benefits (SUB)
- Paid Family Leave
- Short-Term & Long-Term Disability

Contributions Department [\(press 4\)](#)

- Hours Reported by your Employer
- Employee Savings Account
- UA Reciprocity (Travelers)
- Annual Dues Statements
- Monthly Benefit Statement

Phone - Please call the main number between **8:00 am and 4:00 pm PST Monday - Friday** and [press 2 for Members](#). Then press the number above associated with the department you need.

- If you call outside these hours, you may leave a voicemail.
- Spanish and other language translations services are available – just ask!

Email - Don't have time to call? Email your question to the Benefit Office at any time.

Website - On the website, you can review your personal benefit elections, work history detail, download forms, check claims status and access Plan documents. You may also communicate with the Benefit Office via e-mail, find helpful benefit links and read about recent changes or other announcements.

In Person - The Benefit Office is open Monday through Friday **7:30 - 4:30 pm PST**, but will be closed for lunch from **12:00 - 1:00 pm**.

Important Contacts

Contact	Website	Phone Number
U.A. Local No. 393	www.ulocal393.org	(408) 225-3030
<i>Business Agents & Staff, Membership Meetings, Dispatch, Dues Payment, and more</i>		
Pipe Trades Training Center	www.pttc.edu	(408) 453-6330
<i>Training, certifications, and continuing education</i>		
Commonwealth Central Credit Union	www.wealthcu.org	(800) 564-1588
<i>Employee Savings Deductions (a.k.a. vacation funds) are deposited into this account</i>		
UA Local No. 393 Benefit Office		
staff@ulocal393benefits.org	www.ulocal393benefits.org	(408) 588-3751
ERA HRA – Email receipts@ulocal393benefits.org	or fax to (248) 556-2597	fundoffice.lh1ondemand.com
STD Claims – Email to sanjosedisb@benesys.com	or fax to (408) 436-8210	
SUB Claims – Email to sanjosesub@benesys.com	or fax to (408) 493-0232	
State of California		
Division of Workers Compensation	www.dir.ca.gov/dwc/	(844) 522-6734
<i>Apply for State Workers Compensation Benefits</i>		
Employment Development Department – EDD		(800) 300-5616
www.edd.ca.gov/File_and_Manage_a_Claim.htm		
<i>Apply for State Unemployment Benefits, Disability Insurance, Paid Family Leave</i>		
PPO Plan		
Anthem Blue Cross - Prudent Buyer Network	www.anthem.com/ca	(800) 688-3828
<i>Member log in, find a doctor, claim status, prior authorizations</i>		
Navitus Pharmacy Benefits	www.navitus.com/members	(844) 268-9789
<i>24/7 order prescriptions, find a pharmacy</i>		
Costco Mail Order Pharmacy	www.costco.com/home-delivery	(800) 607-6861
Costco Specialty Pharmacy		(866) 443-0060
Sydney Mobile App	www.sydneyhealth.com	
<i>Find in-network doctors, claims, deductible, symptom checker, wellness action plan</i>		
24/7 Nurse Line - Talk with a Nurse 24 hours a day / 7 days a week		(800)-700-0197
Live Health Online - 24/7 doctors	www.livehealthonline.com	(888) 548-3432
Global 1 Surgery Centers – Call to learn about: \$500- \$3,000 HRA Credit		(844) 434-4723
Hinge Health – Call to learn about free virtual physical therapy		(855) 902-2777
HMO Plan		
Kaiser Permanente HMO	my.kp.org/ulocal393	(800) 464-4000
<i>Appointments, claims, coverage, mental health, prescriptions, ID cards. Wellness coaching phone appointment: 866-251-4514. Free access to: www.mystrength.com, www.calm.com</i>		
Other Coverage		
Delta Dental	www.deltadentalins.com	(888) 335-8227
VSP Vision	www.vsp.com	(800) 877-7195
Health Advocate EAP	www.healthadvocate.com	(877) 240-6863
Beat It! – help with substance use	www.beatiteap.com	(800) 828-3939
Defined Contribution 401(k) Plan		
Northwest Plan Services	www.kandg.com	(408) 298-1170
<i>Account balance information, change your allocations, track investment returns</i>		