



New England Carpenters
Benefit Funds
Health Fund

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Dear Participant:

On behalf of the New England Carpenters Health Benefits Fund, this notice is to inform you of a recent change adopted by the Board of Trustees relating to hours requirements for health eligibility.

Please be advised that effective with the October 1, 2017 Insured Period, the Fund is adjusting the method under which hours are credited to reflect the different health plan contribution rates and hour requirements around the region. This change will likely impact only a few participants who work under various contribution rates with different hour requirements. If you work regularly in one area, or in areas where the health contribution is the same, this change will not affect you.

The contribution rates vary depending on the terms of each Collective Bargaining Agreement. To assure equity, beginning with the work period, February 1, 2017, a "Ratio Formula" will be applied to participants working at a lower or higher contribution rate.

The decision to implement this ratio formula will ensure that regardless of the rates contributed, the value of hours needed to achieve health coverage remains equitable between all participants.

This change does not apply to participants working outside the jurisdiction of this Fund and having their hours transferred under a reciprocal agreement. In that circumstance hours will be credited hour for hour regardless of the contribution rate received.

Listed below are two examples of this ratio formula and the impact:

Example: A participant is a member of Local 33 and the contribution rate is \$9.90 per hour. The participant works 100 hours under the jurisdiction of Local 118 and the contribution rate is \$8.26 per hour. The participant will be credited with 83.43 hours (100 hours x \$8.26 divided by \$9.90 = 83.43 hours).

OR

Example: A participant is a member of Local 118 and the contribution rate is \$8.26 per hour. The participant works 100 hours under the jurisdiction of Local 33 and the contribution rate is \$9.90 per hour. The participant will be credited with 119.85 hours (100 hours x \$9.90 divided by \$8.26 = 119.85 hours).

If you have any questions or concerns regarding this matter or any other matter, please contact the Fund Office at 800.344.1515.

Sincerely,
BOARD OF TRUSTEES