Overview of Health, Pension, Guaranteed Annuity, and Vacation Fund Benefit Programs and Contribution Requirements

New England
2026

North Atlantic States
CARPENTERS BENEFIT FUNDS

GREAT BENEFITS FOR LIFE

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Contributions

Benefit Programs

Contributions

How to Reach the Fund Office

Call 800.344.1515 for the Wilmington office and select the following phone prompts:

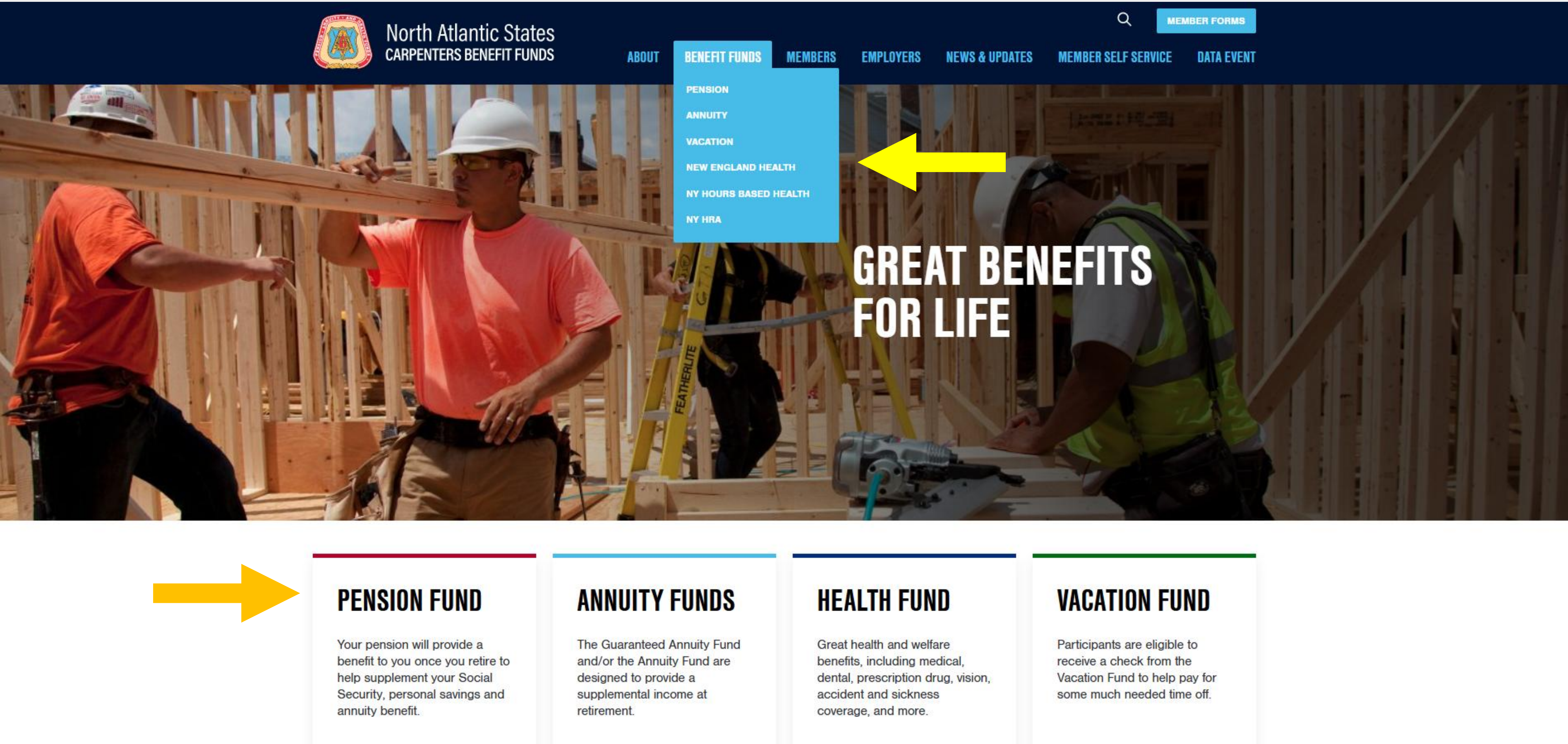
(1) 4-digit extension or access Name Directory
(2) Health Fund
(3) Pension & Annuity Funds
(4) Member Services
(5) Central Collections Agency/Contributions
(6) Vacation Fund
(7) Missing Hours Hotline: No Fringe Benefits
(8) CAP Counselors (Paul Greeley & Jeff Smith)
(9) To replay listed options

Fund Office Contacts
MA: 800.344.1515
CT: 800.922.6026
NY: 877.372.3236
www.carpentersfund.org

New England
Member Self Service Portal
selfservice.carpentersfund.org

New York
Member Self Service Portal
portal.issisystems.com/
isite445/eremit.dll/44501/loginm.asp

Checking Your Benefits Online



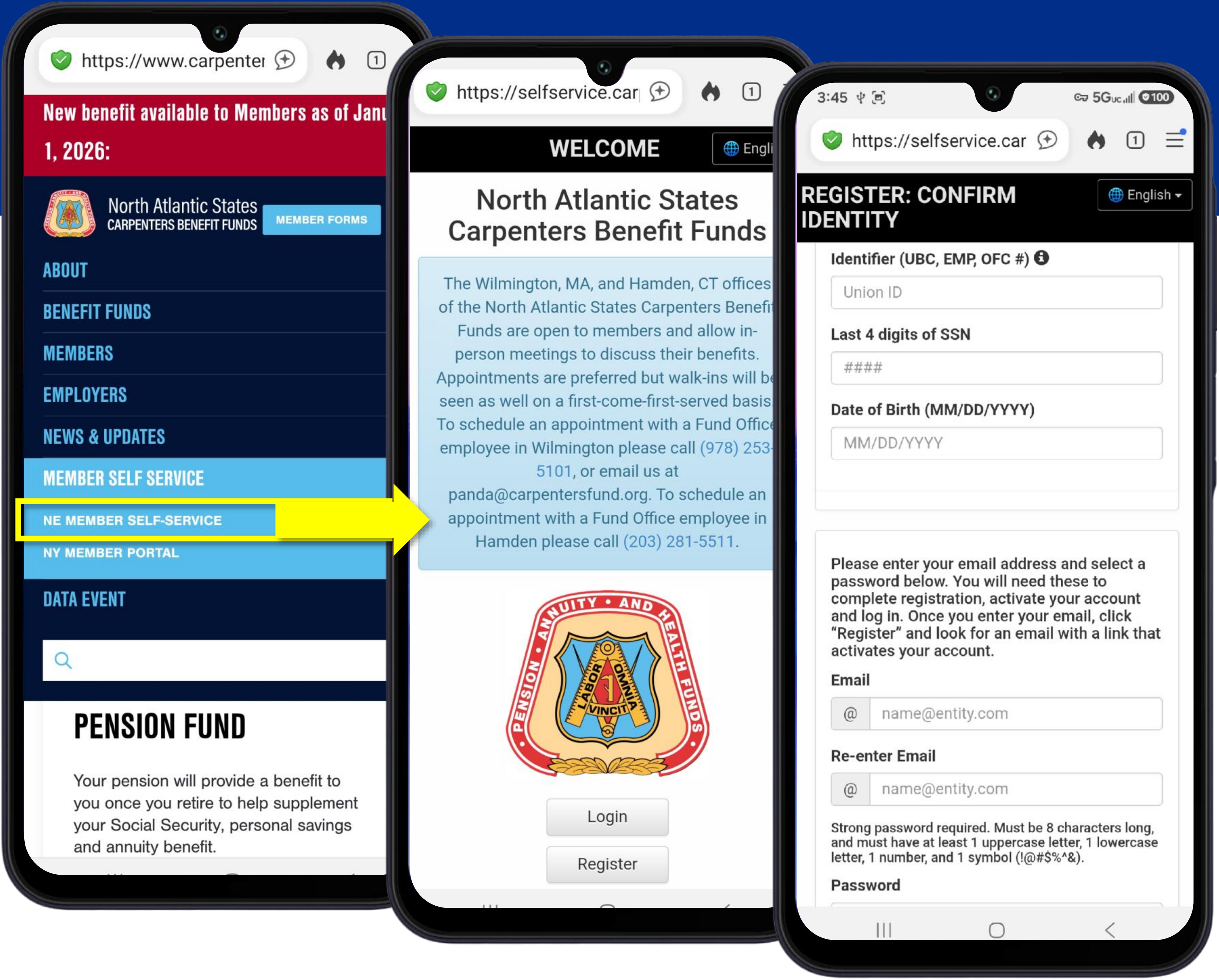
Navigating the Member Portal

From carpentersfund.org, select 'NE Member Portal'

Registration:

- UBC#
- Last 4 digits of SSN
- Date of Birth
- Email
- Password

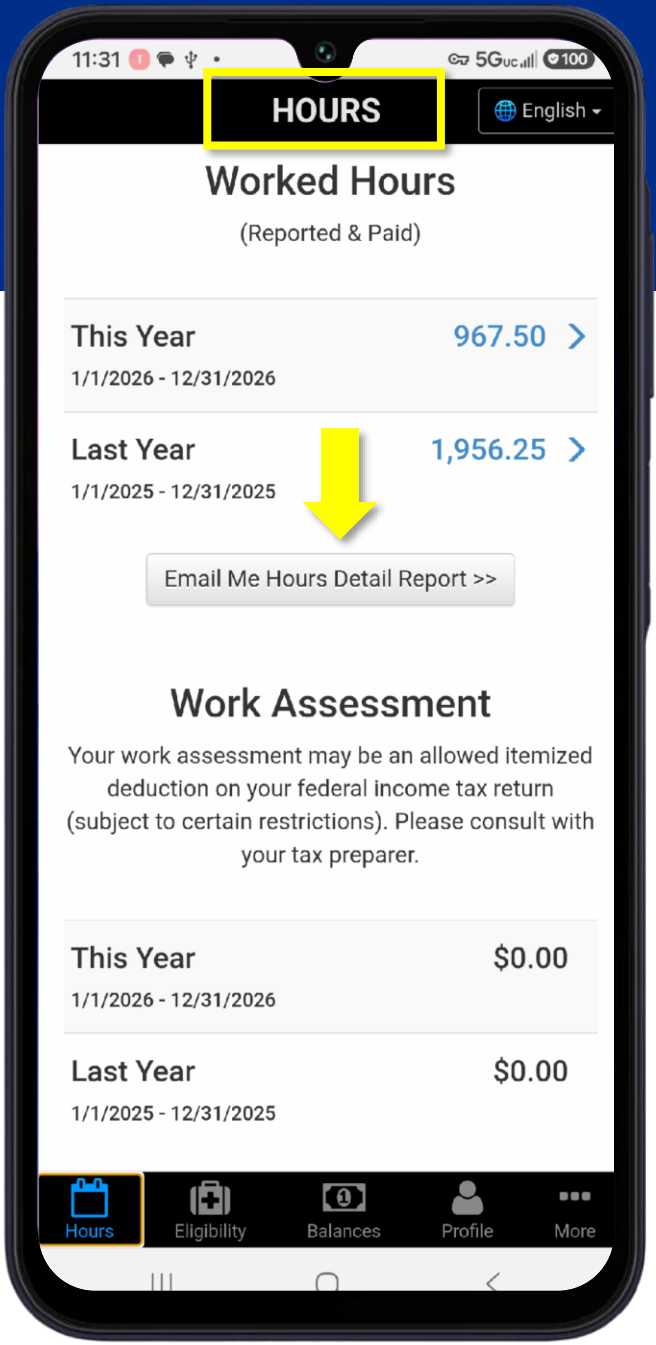
Upon registration, you will receive an automated message with a link to complete setup.

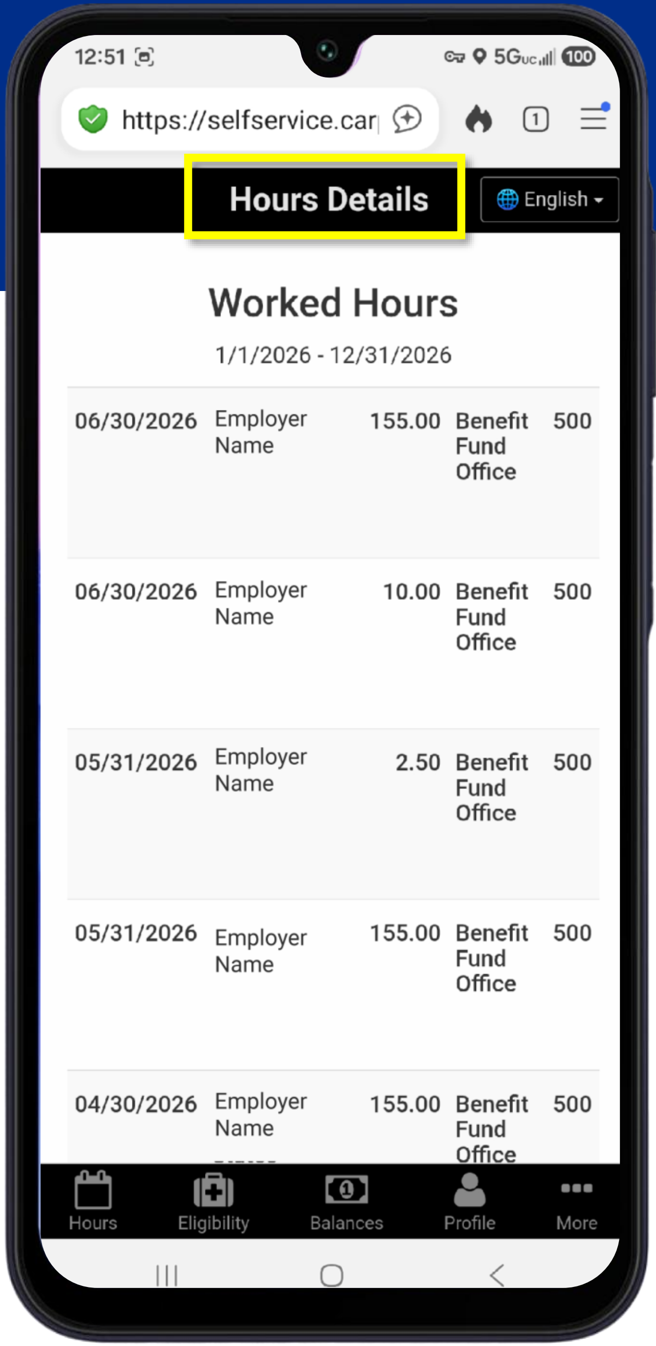


Navigating the Member Portal

HOURS TAB

- View ‘Worked Hours’
- View ‘Work Assessment’
- Download ‘Hours Detail’ Report





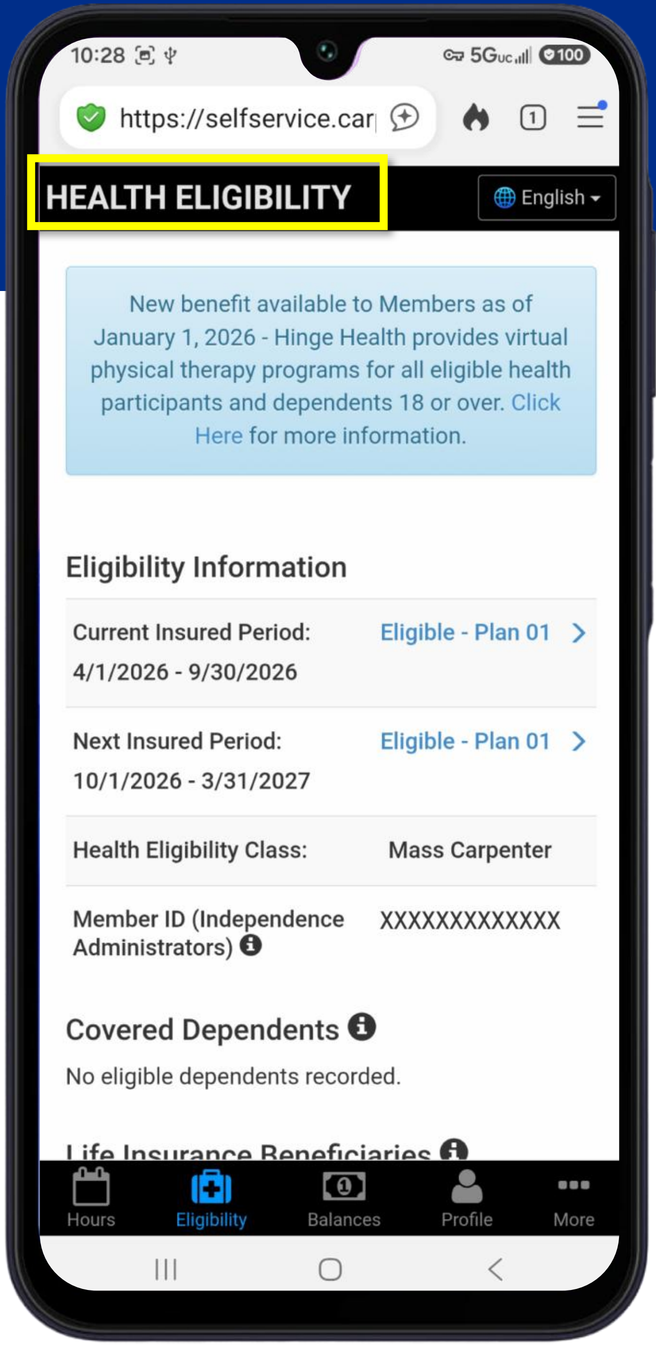
Navigating the Member Portal

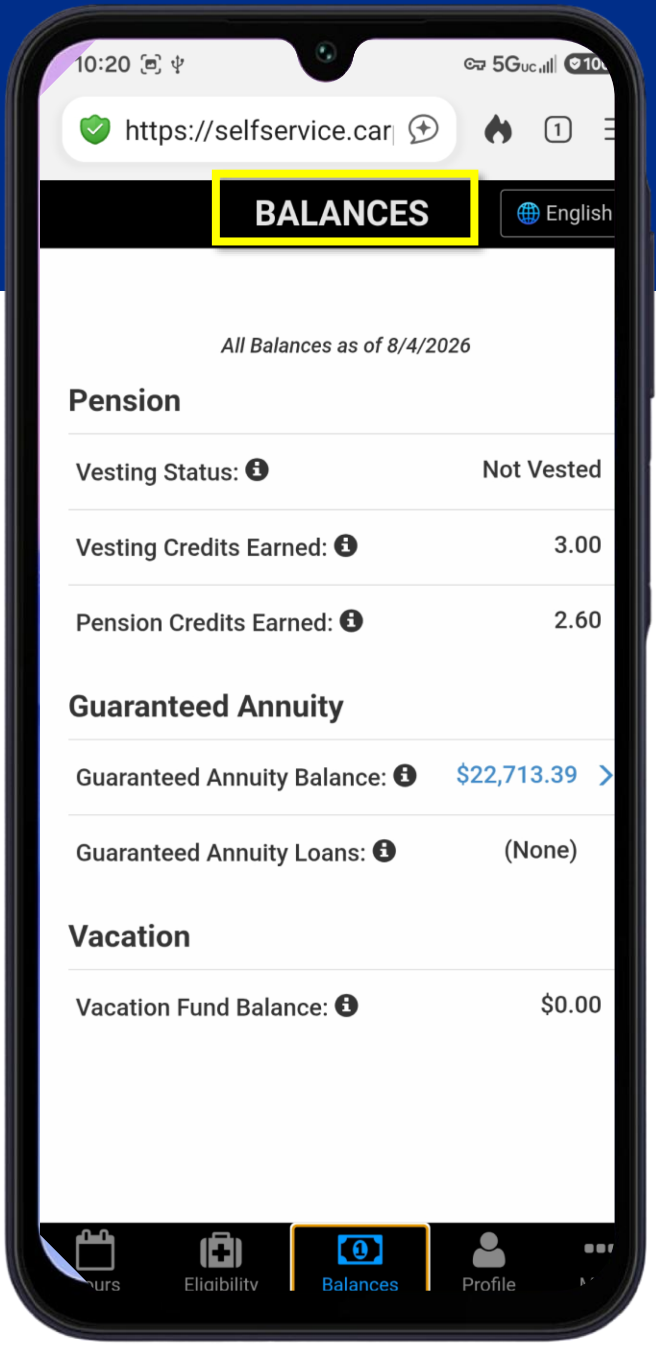
ELIGIBILITY TAB

- Eligibility Information
- Insured Periods
- Covered Dependents

BALANCES TAB

- Vesting Status
- Vesting Credits
- Pension Credits
- Guaranteed Annuity Balance
- Vacation Fund Balance
- Loans Balances





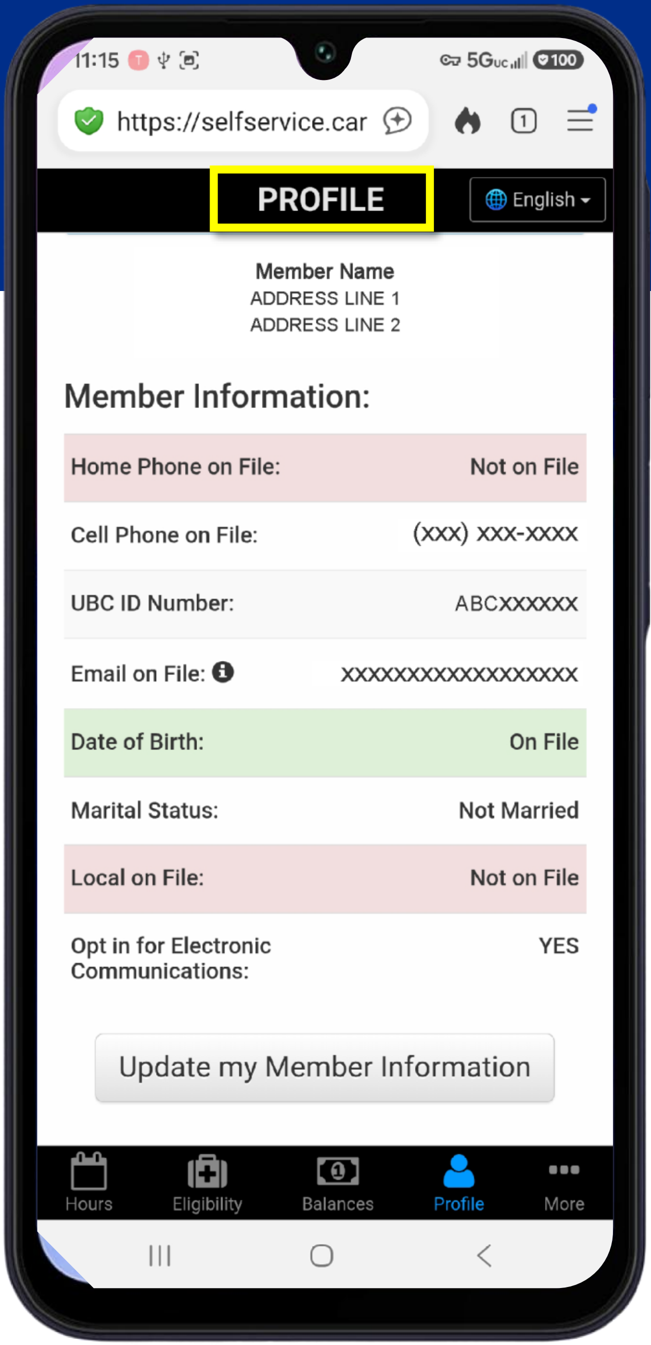
Navigating the Member Portal

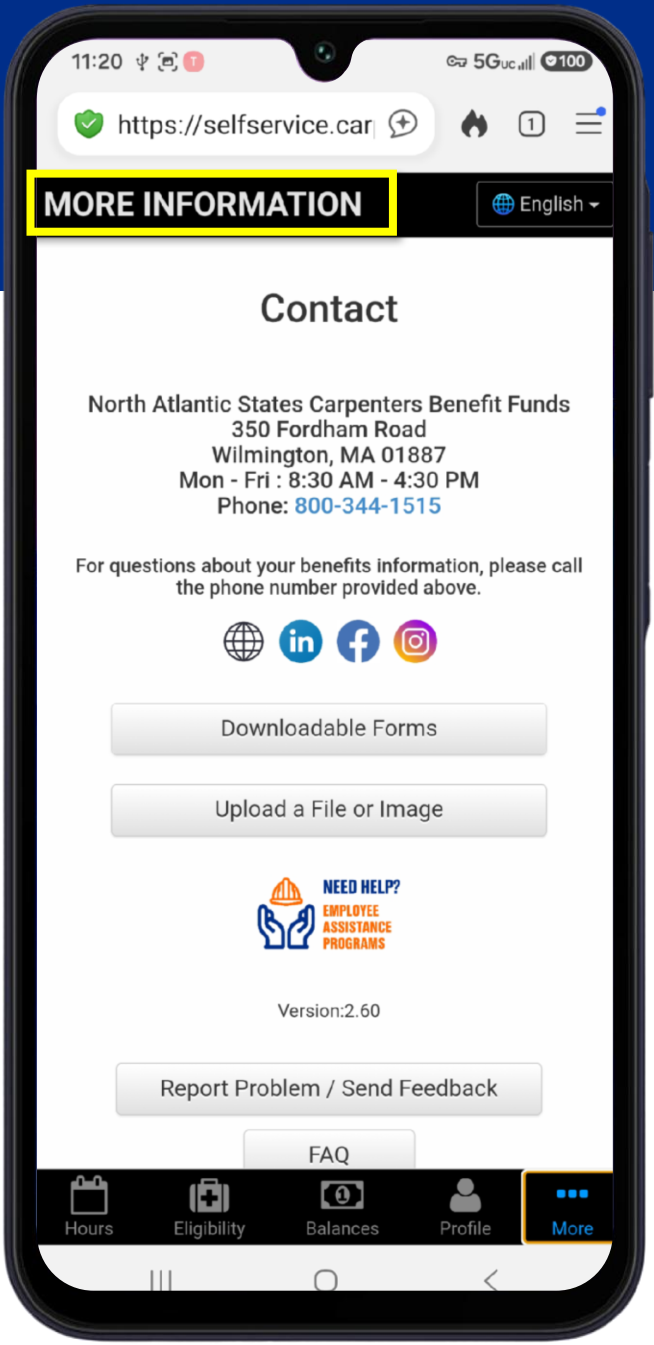
PROFILE TAB

- Member Information

MORE INFORMATION TAB

- Fund Office Contact Information
- Social Media Channels
- Download Forms
- Upload Files
- EAP Link to CAP





New England Jurisdictions

The Fund Office provides services to the following Local Union offices:

Local Metropolitan Boston Carpenters	**Locals: 327, 328**
Eastern MA Carpenters and *Rhode Island	**Locals: 336, 339, 346,*330**
Western MA Carpenters	**Local: 336**
Wharf & Bridge Carpenters (Piledrivers)	**Local: 56**
Eastern Millwright Regional Council	**Local: 1121**
MA Floorcoverers	**Local: 2168**
Northern New England Carpenters	**Locals: 349, 352**
Residential Carpenters	**Local: 723**
Connecticut	**Local: 326**

Reciprocal Form | Pension, Annuity, Health

Authorization Form for the Transfer of Contributions

If you work outside the jurisdiction of New England, you must complete this form so that your hours are with logged with your Home Fund.

- Indicate that you want your Pension, Annuity and Health hours transferred back to your **Home Fund.**
- You have **60 days** to complete and return from the date you started working under the related fund. The form can be completed and returned to the Fund Office prior to your actual start date.
- Once completed, the form does not have to be completed again, should you return to work in that jurisdiction.

To request the Authorization Form, contact the Fund offices:

Connecticut

- (for Local 326, formerly Local 94, now 330RI)

Wilmington:

- (all other Locals)

NE Reciprocity Form

Enlace el formulario de reciprocidad de NE

CT Reciprocity Form

Enlace el formulario de reciprocidad de CT

How Hours are Reported

CENTRAL COLLECTION AGENCY

Electronic Benefit Reporting System

- Reporting hours
- Tracking *No Reports* filed
- Setting up new employers and Members

Missing Stamp Hotline

Payroll Audit Department

- In-house: Jennifer Allen
- External firm: Novak Francella

RECIPROCAL FORM

- Pension, Annuity, Health

WEBSITE

- **www.carpentersfund.org**
- **ESS:** Electronic Benefit System (Employer Reporting Portal)

Collections Manager
jreagan@carpentersfund.org

Vacation Fund

Vacation Fund checks are issued annually, December 1, covering the period October 1 – September 30, (if received by October 31), including any prior periods.

Keep your address current with the Fund Office to avoid:

- Member address search conducted after 6 months
- if a check under $100 is not cashed, then a fee of $50 is assessed if the check is reissued.

Forfeiture of Account:

- After 18 months if not cashed
- Reissue at the discretion of the Fund Director

Pension Fund

Pension Fund - Vesting

What does **Vested** mean and how do I become vested?

- **Vested** means you are guaranteed a monthly pension for your life when you retire.
- You need **five vesting credits** to become vested.
- Vesting credits are determined based on the number of hours you work in a Plan Year *(January 1 – December 31)*.

Hours Worked	Credits Earned
840+	1 Year
700 - 839	.5 Year
560 - 699	.4 Year
420 - 559	.3 Year
280 - 419	.2 Year
140 - 279	.1 Year
0 - 139	0 Year

Pension Fund: Earning Credits

How do I earn Pension credits?

- Pension credits are determined by the number of hours you work in a plan year (January 1 – December 31).
- Working 1,400 hours in a plan year equals 1.0 pension credit. You cannot earn more than one in a plan year.

Hours Worked	Credits Earned
1,400	**1.0 Maximum**
1,260 – 1,399	0.9
1,120 – 1,259	0.8
980 – 1,119	0.7
840 – 979	0.6
700 – 839	0.5
560 – 699	0.4
420 – 559	0.3
280 – 419	0.2
140 – 279	0.1
0 – 139	0.0

What is a Break in Service?

5-Year Break Rule

If you stop working in covered employment and you are not vested when you leave, after **5 years** you will incur a *Break in Service* and lose all the Pension and vesting credits earned prior to the Break.

Example:

John has 3 Pension credits and 3 vesting credits through 2020. He decides to stop working in the construction industry.

If John does not earn 0.1 Pension credit/vesting credit (140 hours) before December 31, 2025, he will incur a *Break in Service* because he was not vested when he stopped working.

Additional Benefits

First-Year Apprentice Pension Credit

- Employers do not pay Pension contributions for First Year Apprentices.
- Once you have earned 10 Pension credits, the Fund will credit your record with the hours you have worked as a First-Year Apprentice after January 1, 1992.
- Effective October 1, 2017, employers will not be required to pay Pension contributions for Second-Year Apprentices.
- The Fund will credit your record with the hours you have worked for both your first and second year, provided you have earned 10 pension credits.
- Apprentices indentured after October 1, 2017, will be eligible for vesting credit, based on the hours worked as a First or Second-Year Apprentice.

Worker's Compensation/Sickness Disability Credit

If you are unable to work due a work-related injury or a non-work-related injury, you may be eligible to have your Pension credited with sickness disability credit of 35 hours per week for a maximum of 52 weeks per lifetime. To be eligible, you must have earned 0.1 Pension credit in one of the two calendar years prior to the disability.

Military Credit (USERRA) for Pension and Guaranteed Annuity

If you are called to active duty in the Armed forces, you may be eligible for the Pension and Guaranteed Annuity Funds to credit your record for the time you served. Contact the Fund Office when you are discharged for details.

Eligibility is determined based on a Participant working 140 hours in the 12 months prior to active duty and upon discharge returning to covered employment within the time-period prescribed by law.

Estimating your monthly benefit

Accrual rates are used to calculate your monthly benefit. The various accrual rates are determined by hours worked in a plan year, the contribution rate and work tests. Listed below are the current accrual rates and additional bonus amounts used to calculate your monthly benefit:

Accrual Rate Groups	Accrual Rate	Additional Bonus Amounts
Massachusetts • **Carpenters** • **Piledrivers** • **Floorcoverers** • **Millwrights (MA, RI)**	**$160.00** *for service after 1/1/2025* **$127.00** *for service after to 1/1/2006*	**Effective 1/1/2025** • 1,850 hours - $18.00 **Effective 1/1/2019** • 1,850 hours - $5.00 **Effective 1/1/2000 - 12/31/2018** • 1,700 hours - $13.00 • 1,850 hours - $15.00 • 2,000 hours - $18.00
Residential	**$75.00** *for service after 1/1/2025* **$64.00** *for service after 1/1/2005*	**Effective 1/1/2019** • 1,850 hours - $3.00 **Effective 1/1/2005 - 12/31/2018** • 1,700 hours - $6.00 • 1,850 hours - $7.00 • 2,000 hours - $9.00
Northern New England Carpenters	**$86.00** *for service after 1/1/2025* **$75.80** *for service after 1/1/2023*	N/A
Northern New England Millwrights	**$120.00** *for service after 1/1/2025* **$110.00** *for service after 1/1/2023* **$100.00** *for service after 12/31/2020*	N/A

When can you retire?

Normal Retirement
Age **62** with **10** Pension credits

Early Retirement
Age **55** with **10** Pension credits
(reduced for age)

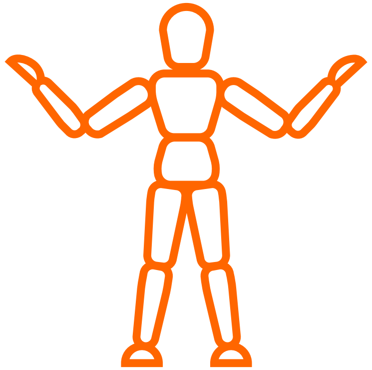
Vested Pension
Age **62** with **5** Vesting credits

Disability Pension
Any age with **10** Pension credits
or **10** years of vesting service

Service Pension
Any age with **30** Pension credits
(no reduction for age)

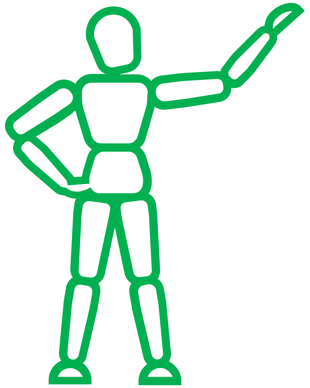
Guaranteed Annuity Fund

Guaranteed Annuity Fund



What does vested mean and how do I become vested?

- After working one hour under *The Plan*, you become vested.
- Your Annuity account is *Guaranteed,* and regardless of market conditions, your account balance continues to grow through employer contributions and interest.



When are you eligible for Benefits?

- Retirement *(Normal or Early)*
- Permanently disability
- Termination

Annual Interest Crediting Rate

The amount of the annual interest crediting rate is based on the following formula:

Effective yield for three-month Treasury bills on the **first** business day of the year	+	Effective yield for three-month Treasury bills on the **last** business day of the year	$\div 2 + 1.5\%$

Inclusion of the Interest Crediting Rate is Guaranteed regardless of the Fund's Investment Performance.

Guaranteed Annuity Fund - Loans

Loan Eligibility and Fees

- You are eligible for a loan once you are a Participant of the Guaranteed Annuity Fund for one year.
- You are eligible to borrow up to **50%** of your account balance, not to exceed **$50,000.**
- There is initial setup fee of **$15.00** to open the loan, and a **$90.00** annual fee for the life of the loan.

Loans are available for:

- Land Purchase
- To acquire a primary residence
- Construction of primary residence
- Remodeling of primary residence
- Avoiding foreclosure or eviction
- Delinquent real estate taxes
- Tuition
- Medical expenses
- Temporary disability
- Funeral expenses
- COBRA premiums through the Health Fund

Life Events affect your benefits.

Participants and their Dependents should notify the Member Services Department to ensure all benefit information is current.

MA: 800-344-1515
CT: 800-922-6026
NY: 877-372-3226
www.carpentersfund.org

When to Notify the Fund Office:

- Your mailing address changed.
- Your marital status changed.
- You have a baby, adopt a child, or become a stepparent or legal guardian.
- You have become disabled.
- You enter the armed forces.
- Upon the death of you or your spouse.

Health Benefits

How Does My Health Insurance Begin?

1 Enrollment

Once you work your first hour, Member Services will send you a **New Member Packet**, with information about all benefits, including forms for Health Enrollment and Beneficiary Designation.

2 Required Hours per Qualifying Work Period

The Fund Office tracks your hours. Once you work enough hours for Plan II, the first of the following month you will qualify for health coverage, and the Fund Office will send you a **Newly Eligible Packet** of health information.

3 Receive Eligibility Statement

The Fund Office will send an **Eligibility Statement**, providing hours worked and resulting coverage for Insured Periods, starting October 1 and April 1.

Newly Eligible Participants will receive their identification cards in the mail within 7-10 business days from the date coverage is effective.

You must be a member in good standing with your Local Union to receive and maintain coverage.

Eligibility & Coverage Periods

Area	Plan 1	Plan 2	Qualifying Work Periods	Insured Periods
MA Carpenters, Piledrivers, Floor Coverers, and Millwrights (MA, RI, NNE) Connecticut, Rhode Island	• **600 Hours** • **1,250 Hou** *12-Month Look Back*	**450 hours**	Period 1 AUG - JAN Period 2 FEB - JUL	Period 1 APR - SEPT Period 2 OCT - MAR
Northern New England Locals 349, 352	• **740 Hours** • **1,530 Hours** *12-Month Look Back*	**550 Hours**	Period 1 AUG - JAN Period 2 FEB - JUL	Period 1 APR - SEPT Period 2 OCT - MAR
Residential Local 723	• **760 Hours** • **1,570 Hours** *12-Month Look Back*	**570 Hours**	Period 1 AUG - JAN Period 2 FEB - JUL	Period 1 APR - SEPT Period 2 OCT - MAR
Western Massachusetts Local 336	• **720 Hours** • **1,490 Hours** *12-Month Look Back*	**540 hours**	Period 1 AUG - JAN Period 2 FEB - JUL	Period 1 APR - SEPT Period 2 OCT - MAR

Health Plan

Medical and Surgical Benefits through the BCBS PPO network:
Level Care/
Independence Administrators

BlueCross BlueShield
Independence
Independence Administrators

Prescription Drug Program:
Express Scripts

Specialty Drugs:
Accredo
(Smart90 program for maintenance drugs with CVS only)

Vision Benefits:
EyeMed
Industrial Eyes

Hearing Aid Benefit:
TruHearing

Dental Benefits:
Delta Dental

Virtual Physical Therapy:
Hinge Health

Employee Assistance Programs:
CAP & KGA

Additional Benefits

Apprentice Training Center Hours

If you are an Apprentice attending school at the Apprentice Training Center, and do not work enough hours during a work period, The Plan will grant coverage if you are short **40 hours** or less for one week of school or **80 hours** or less for two weeks of school upon receipt of a letter from the Apprentice Training Center.

Apprentice Training Center hours will be applied toward Short Hour Buy-In, COBRA, or the 12-Month Look Back rule.

Accident & Sickness Benefits

(Cannot be receiving Workers Compensation or Unemployment and must apply to PFML in applicable states. MA and CT both have PFML. RI has TDI)

$500 per week for Plan I Participants

(If you qualify for a state sponsored plan, you would not be eligible for this benefit)

Accidental Death or Dismemberment Benefits

Accidental Death and Dismemberment (AD&D) Insurance provides a benefit for Plan I and II participants for accidental loss of life, limbs or eyesight while you are covered by the North Atlantic States Carpenters Health Benefits Fund through worked hours, including Short Hours Buy-In or a disability extension.

Accidental Death coverage is $25,000.

Widow's Extension

Upon the death of the participant, the surviving spouse and dependents will be eligible for an extension of health insurance for a period of three years, provided the surviving spouse and dependents have no other coverage.

Life Insurance

- **$25,000** upon the death of the participant
- **$2,000** upon the death of the spouse

Paid Family Medical Leave or Worker's Compensation

Crediting of Hours for Paid Family Medical Leave or Worker's Compensation:

- The Fund will credit up to **40 hours per week** during your period of disability. The crediting of Worker's Compensation is effective April 1, 2024.
- The credited hours are treated as actual hours worked. Crediting hours allows Participants to secure health coverage for a future Insured Period. *Participants working under the Shop Health Monthly Premium will receive month-to-month health coverage.*
- Participants have up until 30 days after the start of the next Insured Period to apply for the hours credited due to the Paid Family Medical Leave or Worker's Compensation.
- A copy of the Determination Letter from the state program reflecting the period of disability, or a copy of your Worker's Compensation benefits will be required.
- For Participants receiving the Health Benefit Fund's Accident & Sickness Disability Benefit, the Plan will credit hours based on the form provided for this benefit.

Disability Extensions:

- If a participant still does not qualify for health coverage after the credited hours, they may qualify for a Disability Extension which grants coverage for the next Insured Period.
- Coverage is based on the Plan of benefits in effective at the time of disability.
- Maximum of two (2) Disability Extensions allowed over the course of a participant's career.
- Disability Extensions may be used consecutively in connection with one continuing disability, or they may be used on separate occasions in connection with separate disabilities.

Maternity Benefits

Eligibility

- Female Participants working under a Collective Bargaining Agreement with the NASRCC.
- Pregnancy-related medical and mental health leave or disability.
- Minimum of 40 hours worked for a contributing employer in the current month, or previous month at time of leave.
- Participants are not eligible for the Health Fund's Accident & Sickness Disability benefits while receiving the Supplemental Wage Replacement Benefit or state-sponsored paid family medical leave benefits.

Length of Benefit

Participant must provide medical documentation from their doctor substantiating the medical leave is due to pregnancy. If the Participant is receiving state-sponsored paid family medical leave benefits due to a pregnancy-related medical leave, the Health Fund can utilize the determination letter from the state-sponsored plan.

Pre-birth: Up to 20 weeks per pregnancy

Post-birth: Up to 12 weeks per pregnancy

Total: Up to 32 weeks per pregnancy

Crediting of Hours

The Fund will credit up to **40 hours per week** during your pregnancy-related medical and mental health leave or disability. The credited hours are treated as if they are actual hours worked.

By crediting hours allows Participants to secure health coverage for a future Insured Period. Participants working under the Shop Health Monthly Premium will receive month to month health coverage.

Extended Health Coverage

If a participant still does not qualify for health coverage after the credited hours, they may qualify for a Maternity Health Extension which grants coverage for the next Insured Period based on the Participant's current health coverage plan of benefits. There are an unlimited number of Maternity Health Extensions allowed; can only utilize up to two extensions per pregnancy.

Maternity Benefits: Continued

Supplemental wage replacement:

- Provides a Supplemental Wage Replacement to eligible participants on Plan I or Plan II at the time of pregnancy-related leave. This benefit is in addition to payments Participants may be receiving from a state-sponsored paid family medical leave plan.
- Can not exceed a Participant's average weekly wage, up to a maximum of $1,200 per week.
- Calculation of a Participant's average weekly wage will be determined using the highest 8-week wage running from the previous 52-week period prior to the leave.

Examples:

1. If a Participant's average weekly wage is $1,500 and receiving Massachusetts Paid Family Medical Leave of $1,100 per week, the Participant will receive $400 from the Health Fund.
2. If a Participant lives in a state that does not offer a state-sponsored paid family medical leave benefits program and their average weekly wage is $1,000, the Participant will receive $1,000 from the Health Fund.
3. If a Participant lives in a state that does not offer a state-sponsored paid family medical leave benefits program and their average weekly wage is $1,400, the Participant will receive $1,200 from the Health Fund.

CAP

CARPENTERS ASSISTANCE PROGRAM

24/7 Confidential Support call Paul Greeley or Jeff Smith:

978-752-1160
800-344-1515 Ext. 1160
carpentersfund.org/cap

- Substance abuse services
- Referrals to local addiction centers
- Transportation to treatment facilities for non-emergency situations
- Family conflict support
- Psychiatric emergencies/suicide intervention services
- Access to facilities for the homeless
- Loss of health insurance/financial stress consultation services
- Confidential legal and compliance guidance

More Human. More Resources.

Available 24/7
800-648-9557
info@kgreer.com

EMPLOYEE ASSISTANCE AND WORK-LIFE PROGRAM

Website:
my.kgalifeservices.com

Company code:
carpenters

A free, confidential program for employees and adult household members.

Here’s how they can help:

- Emotional Health
- Parenting
- Eldercare
- Legal
- Financial
- Work
- Convenience Services
- Nutrition

3-minute overview of KGA Services - Play

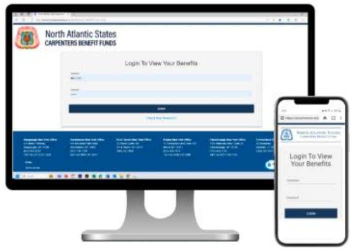
Keep the Fund Office Informed

Call the Fund office if you have experienced any of these life events.

- Married
- Divorced
- New dependent
- New beneficiary

Be sure you have an updated beneficiary form on file.

One form will cover all of your Funds
(Health, Pension, and Annuity)



Update your mailing address on the self-service portal.

- Moved
- Live in a second residence

Social Media

Benefit Funds information and updates:

facebook.com/NorthAtlanticStatesCarpentersBenefitFunds

instagram.com/nascbf_memberinfo