



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365

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July 2016

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Dear Participant:

The recently negotiated collective bargaining agreement provides for various changes to several of the employee benefit plans administered by the Joint Industry Board of the Electrical Industry. Some of the changes below may apply to you, and some may not, depending on your status as active or retired, as well as your classification. Please note that the effective dates of the changes vary. All changes have been approved by the applicable Trustees of the Plans.

THE PENSION, HOSPITALIZATION AND BENEFIT PLAN OF THE ELECTRICAL INDUSTRY – PENSION TRUST FUND

For Participants who retire from active employment on or after June 1, 2016, the pension credit rate for those earning the “A” rate of pay or higher, shall be increased to \$85 per year of credited service. This increase applies to pension credits previously earned as well as future credits. The pension credit rate for Participants earning less than the “A” rate of pay will also increase based upon the Plan’s formula.

Effective June 1, 2016, pension credits for “A” rated Journeypersons will be capped at a maximum of 42 credits.

Effective June 1, 2016, ADM Division Participants shall have their hourly rate for calculating the unit benefit based on the average of the straight time wages for the best 2 of the 10 years preceding the application for pension.

THE PENSION, HOSPITALIZATION AND BENEFIT PLAN OF THE ELECTRICAL INDUSTRY (“PHBP”)

All current \$30 co-payments (MD visits, diagnostic radiology, physical, occupational and other therapies) are increased from \$30 to \$35 - effective for services rendered on or after October 1, 2016

For services rendered on or after October 1, 2016, co-payments for physician visits, diagnostic services and therapy visits rendered outside JIB Medical, and therapy visits will be raised from \$30 to \$35. Annual wellness visits at JIB Medical and participating Area Group Practices will continue to be provided with no co-payment. **This new co-payment applies to all active and non-Medicare retired Participants and their eligible dependents.**

A \$5 co-payment will be required when visiting JIB Medical for all non-wellness visits.

Effective October 1, 2016, a \$5 co-payment will be required when visiting JIB Medical for all non-wellness visits. All visits to and services provided by JIB Medical for any purpose other than a physical or a follow-up to a physical will be subject to a \$5 co-payment. This also includes services provided by radiology. The maximum number of co-payments per visit will not exceed 2. This co-payment applies to both active and non-Medicare retired Participants and their eligible dependents.

This co-payment does not apply to visits to and services provided by the JIB Optical Department.

Prescription Drug Co-payments for active Participants and their eligible dependents only shall be increased effective October 1, 2016.

Effective October 1, 2016, prescription drug co-payments for active Participants will be increased to the following amounts:

Retail (30-day supply):		Mail Order (90-day supply):	
Generic:	\$20	Generic:	\$ 41
Preferred Brand:	\$30	Preferred Brand:	\$ 78
Non-Preferred Brand	\$45	Non-Preferred Brand:	\$125

Prescription Drug Co-payments for retired Participants and their eligible dependents only shall be increased effective October 1, 2016.

Effective October 1, 2016, prescription drug co-payments for retired Participants will be increased to the following amounts:

Retail (30-day supply):		Mail Order (90-day supply):	
Generic:	\$15	Generic:	\$ 35
Preferred Brand:	\$25	Preferred Brand:	\$ 65
Non-Preferred Brand	\$40	Non-Preferred Brand:	\$110

Effective May 11, 2016, coverage for eligible "A" Journeypersons or A-Tel Journeypersons in NYC who are unemployed and available for work will be extended up to 26 weeks, after which three (3) months of Plan-paid coverage from the NYC segregated COBRA account will go into effect. If at the end of that period the Participant is still unemployed and available for work, a 3-month extension will be provided by the Plan. This provision applies to the NYC "A" Journeyperson and "A-Tel" Journeypersons only and does not apply to Participants covered under the White Plains agreement, or Participants in other divisions.

Effective May 11, 2016, coverage for the surviving spouse and eligible children of retired Participants who retired on a Standard, Early Standard or Disability Pension will be extended to up to 48 months.

Your spouse and eligible children will remain covered for up to 48 months following your death or until your spouse remarries or your child is no longer eligible under the Plan, if sooner. If after 48 months your surviving spouse has not remarried, he or she may elect to purchase coverage for him or herself

and/or eligible children for the rest of his or her life, or until remarriage, by paying the premium rates established by the Pension Committee. Notwithstanding the foregoing, if your surviving spouse remarries during the first 48 months after your death, he or she will be entitled to purchase coverage for him or herself for the balance of the 48 months under COBRA.

Hearing Aid Benefit: Effective October 1, 2016, this benefit is available once every 3 years for all eligible active and retired Participants and their eligible dependents.

This benefit remains subject to Plan rules and limitations.

THE DENTAL PLAN OF THE ELECTRICAL INDUSTRY

***** Please note that these changes do not apply to the Dental Plan of the Elevator Industry. *****

Dental implants will be covered up to \$1,000 effective October 1, 2016.

Annual maximums and limits (including orthodontics) remain unchanged.

THE ANNUITY PLAN OF THE ELECTRICAL INDUSTRY

Effective Immediately: All current Annuity Plan Death Benefit amounts will be increased by 50%.

Effective immediately: Members in certain classifications covered under the construction industry Collective Bargaining Agreement will have additional contributions made to this Plan in order to ensure the continuation of the death benefit. Funds from the additional contributions which are not needed to pay death benefits will be proportionality credited to those Participants on whose behalf the contribution is made. Participants who have this contribution made by their employer will receive a separate communication from the JIB outlining how this will be administered.

THE ADDITIONAL SECURITY BENEFITS PLAN OF THE ELECTRICAL INDUSTRY

Effective October 1, 2016: a Child Care Reimbursement Benefit is allowed up to a net amount of \$10,000 annually, per child. Participant must maintain a minimum \$10,000 balance in their account.

THE DEFERRED SALARY PLAN OF THE ELECTRICAL INDUSTRY

Effective October 1, 2016: a Child Care Reimbursement Benefit is allowed up to a net amount of \$10,000 annually, per child. Participant must maintain a minimum \$10,000 balance in their employer contribution account.

Child Care reimbursement benefit distributions from Employer Contributions based on 2-year/5-year rule will be allowed as of October 1, 2016.

If you have been a Participant in the Plan for at least five years, you may apply for and receive a distribution of Child Care Reimbursement Benefits from your Employer Contribution sub account. If you have been a Participant for less than 5 years, you may still apply for and receive a distribution for Child Care Reimbursement Benefits but only from Employer Contributions that were made on your behalf at

least 2 years prior to the distribution, plus earnings thereon. This is known as the two year/five year rule and does not apply to withdrawals from the Additional Security Benefits Fund.

Deferred Salary Plan withdrawals for the Child Care Reimbursement Benefit are taxable and are subject to the 10% early withdrawal penalty for Participants under age 59 ½.

Effective January 1, 2017, Participants will be allowed to reallocate a portion of the Employer contribution to the JIB Capital Preservation Fund to another investment choice within the Deferred Salary Plan. Additional information providing the details as to how this change will be implemented will be provided to all Participants prior to January 1, 2017.

THE LEGAL SERVICES PLAN OF THE ELECTRICAL INDUSTRY

Effective January 1, 2017 coverage for Trusts is now provided, based upon an allowance of up to \$2,500. This benefit is provided once per lifetime to all eligible active and retired Participants.

Any balance of attorney charges that exceed \$2,500 for this benefit is the responsibility of the Participant.

Effective January 2017: Coverage provided for retirees who have retired on a Standard, Disability or Early Retirement Pension who were previously eligible for benefits under the Legal Services Plan. More information will be provided at a later date about this benefit.

THE EDUCATIONAL AND CULTURAL TRUST FUND OF THE ELECTRICAL INDUSTRY

Effective for the 2016 Fall Semester: The college tuition assistance benefit is increased from \$4,000 to \$6,000 per semester. Current caps on total loans remain the same, however payments may increase.

ELECTRICAL EMPLOYERS SELF INSURANCE SAFETY PLAN (“EESISP”)

Effective immediately, the supplemental weekly Disability Benefit is raised to \$300.

If you have any questions concerning any of these changes, please contact the applicable departments at the numbers listed below:

Annuity, Deferred Salary:	(718) 591-2000, ex. 2222
Hospitalization:	(718) 591-2000, ex. 1350
Prescription Drug, Dental:	(718) 591-2000, ex. 2491
Legal Services	(718) 591-2000, ex. 1397
EESISP	(718) 591-2000, ex. 1250

Sincerely,

The Joint Industry Board of the Electrical Industry

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