

UA Local 190 Plumbers/ Pipefitters/ Service Technicians/ Gas Distribution Health Care Plan

Notice of Health Care Plan Changes

Self-Pay and Other Changes Effective March 1, 2010

Effective March 1, 2010, there will be multiple changes to the self pay rates under the UA Local 190 Health Care Plan. These adjustments are necessary in relation with the cost increase trend and inflation that occurs in the health care industry. Some of the self pay rates have been in effect for more than 15 years and have not been adjusted during that time, even though the Plan's costs for providing care have increased more than 400% over that same period

These changes will help offset the climbing benefit costs, avoid deficit spending, and help ensure that the benefits will continue to be available for all members.

These changes are effective March 1, 2010.

Following is a brief summary of most of these changes. You will soon receive changed pages for your copy of the Health Care Plan Summary Plan Description describing these changes in greater detail. For a more complete summary, please review the changed sections of the Summary Plan Description when they arrive.

Actives/COBRA

- Initial active self pay rate will be increased to \$100 (previously \$78)
- Minimum active hour eligibility requirements will be increased to 100 hours per month (previously 80 hours), effective with the March, 2010 work month (eligibility for May, 2010 coverage)
- Active self payments can be made for 12 consecutive months at the rate of \$100 per month. After the initial 12 month period, the self pay rate increases to the full COBRA rate for your eligibility group (single, couple, or family) for up to an additional 6 months.
- The total self pay period due to reduction of hours or termination of employment cannot exceed 18 months
- The total self pay period for any reason other than retirement or disability retirement will not exceed the maximum COBRA period set by Federal law
- The COBRA rates in effect from March 1, 2010 through February 28, 2011 are:

COBRA, full coverage, single	\$491
COBRA, full coverage, couple	\$1,082

COBRA, full coverage, family	\$1,402
COBRA, basic coverage, single	\$464
COBRA, basic coverage, couple	\$1,022
COBRA. Basic coverage, family	\$1,324

- COBRA rates are adjusted each year as of March 1 based on the actual costs incurred by the Health Care Plan during the previous year.

Retirees Ages 55 – 60

- Self pay rates are increasing by \$90 per month from March 1, 2010 to February 28, 2011. The rates in effect through February 28, 2011 are:

Retiree, before age 60:	\$400
Retiree, before age 60, with Spouse on Medicare:	\$345

- Self pay rates will continue to be adjusted annually each March 1, starting March 1, 2011, based on the percentage change in the single COBRA rate

Retirees Age 60 and Over

- Self pay rates are increasing annually, based on the percentage change in the single COBRA rate, effective March 1, 2010. The single COBRA rate increases 7.2% this year. The rates in effect through February 28, 2011 are:

Retiree, age 60-64, to age 65:	\$306
Retiree, age 60-64, with Spouse on Medicare, to age 65:	\$247
Retiree, age 65 with Spouse not on Medicare:	\$247
Retiree, age 65 with a family not on Medicare:	\$306
Retiree, Spouse or surviving Spouse only, on Medicare:	\$64 each

- Self pay rates will continue to be adjusted annually each March 1, starting March 1, 2011, based on the percentage change in the single COBRA rate

Workers Compensation and Disability

- Self pay rates for members who are disabled but not on Pension Disability or are on Workers Compensation are the same as the rates for Actives
- Self pay rates for members who are receiving Pension Plan Disability and are receiving Social Security Disability Income (SSDI) are the same as the rates for retirees aged 65 (and spouse or family)
- Self pay rates for members who are receiving Pension Plan Disability and are not receiving SSDI are as follows:

Member on Disability Pension, not receiving SSDI:	\$115
Member on Disability Pension, not receiving SSDI, with spouse or family not on Medicare	\$306
Member on Disability Pension, not receiving SSDI, with spouse on Medicare	\$247

- Self pay rates will continue to be adjusted annually each March 1, starting March 1, 2011, based on the percentage change in the single COBRA rate

If you have any questions regarding these changes, please contact Thomas Hayden or Bernadette Maus at the Fund Office, 33035 Schoolcraft Road, Livonia, MI 48150, (888) 390-7473.