

Central Pennsylvania Teamsters Health and Welfare Fund

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CENTRAL PENNSYLVANIA TEAMSTERS HEALTH & WELFARE FUND PLAN 13

Summary of Material Modification

Important Changes Have Been Made to the Plan! Please read carefully.

The Trustees have clarified the Eligibility provisions of Plan 13 of the Central Pennsylvania Teamsters Health & Welfare Fund (“Fund”), set forth in Section 3.1 of the Active Plan Document (“APD”), as they are applied to individuals who retire and then return to employment for a Contributing Employer. Effective March 1, 2019, individuals who work under a collective bargaining agreement requiring Contributions to the Fund on their behalf may become Eligible for Plan 13 Benefits, regardless of whether the individual has received retirement income from any source.

What does this mean for me if I previously retired and then returned to active employment with a Contributing Employer?

If you previously retired and then returned to employment for a Contributing Employer that makes Contributions to the Fund on your behalf, the Fund will recognize the hours reported on your behalf in the Contribution Period(s) immediately prior to the date of March 1st.
For example:

If you work for an Employer that makes monthly Contributions, the Fund will recognize hours worked in February 2019 that are reported and for which Contributions are due by March 15, 2019. If you earned sufficient hours during that time to trigger Eligibility, you will be Eligible for Benefits Coverage for April 2019.

If you work for an Employer that makes hourly Contributions, the Fund will recognize hours you worked in the reporting periods of December 2018, January 2019 and February 2019. If you earned sufficient hours during that time to trigger Eligibility, or if you self-pay a shortage to attain Eligibility, you will be Eligible for Benefits Coverage for April, May and June 2019.

What if I elected the Fund’s retiree coverage when I retired? Will I be allowed to remain in the retiree coverage?

If you return to active employment following your retirement and you previously elected to participate in a retired plan with the Fund, you will be permitted to choose whether you wish to remain in Plan R7/R7-65 or to take the coverage under Plan 13. However, if you elect active coverage under Plan 13, your retiree coverage under the Plan R7/R7-65 will be “suspended” until such time as you terminate your employment with a Contributing Employer. Keep in mind that while under Plan 13 you will be subject to any shortages that may arise due to insufficient hours reported on your behalf to become eligible for benefit coverage. If you elect to remain in Plan R7/R7-65, the Contributions that your Employer makes on your behalf under the collective bargaining agreement will not be applied to your retiree coverage.