

NEW SMMs ADOPTED FOR NJ CARPENTERS HEALTH PLANS

At its March 2014 meeting, the Board of Trustees of the NJ Carpenters Funds approved Summary Material Modifications (SMMs) to each of the funds' three health care plans: the Commercial/Active Carpenters Plan, the Shop Carpenters HRA Plan, and the Retired Carpenters Plan. The SMM's are effective immediately and will be added to the Summary Plan Descriptions (SPDs) of each appropriate plan when new SPDs are published and distributed to the membership. Until then, please keep this article with your existing SPD.

COMMERICAL/ACTIVE PLAN

“Upon retirement, a member in the Commercial Plan will no longer be eligible to receive reimbursement or otherwise access any account balance maintained in the Supplemental HRA benefit of the Commercial Plan. However, such a member will be eligible for an HRA benefit from the Retiree Plan equivalent in the amount to the account balance he or she maintained in the Supplemental HRA at the time of retirement. Please refer to the SPD for the Retired Plan. The Retired Health Plan maintains the same terms and conditions for access to and reimbursements from HRA accounts as set forth in the Commercial Plan SPD and its previously published SMMs.”

SHOP HRA PLAN

“Upon retirement, a member in the Shop HRA Plan will no longer be eligible to receive reimbursement or otherwise access any account balance maintained in the Plan. However, such member will be eligible for an HRA benefit from the Retiree Plan equivalent in amount to the account balance he or she maintained in the Shop HRA at the time of retirement. Please refer to the SPD for the Retired Plan. The Retired Health Plan maintains the same terms and conditions for access to and reimbursements from HRA accounts as set forth in the Shop HRA SPD and its previously published SMMs.”

RETIRED PLAN

“If a retired participant maintained an account balance in the Supplemental HRA benefit of the Commercial Plan or in the Shop HRA Plan (which account balance terminated upon his or her retirement), then such participant is eligible for an HRA benefit from the Retired Plan equivalent to the amount in the account balance maintained in the Supplemental HRA or the SHP HRA at the time of retirement. This rule applies regardless of whether such retired participant qualifies as an Eligible Retired Participant in this Plan. The HRA provided by this Plan shall be subject to all the same requirements, obligations, limitations, deductions, and conditions as set forth in the Commercial SPD and its previously published SMMs and/or the Shop HRA SPD and its previously published SMMs.

“Also, a retired member who returns to work with a non-signatory employer must enroll in any health plan made available to the member and/or his eligible dependents by the member’s employment. The employer’s Plan shall be primary to this Plan with respect to the member and/or his or her eligible children.”

The following SMM, regarding the coordination of benefits for adult dependents, will now apply to all three of the Carpenters Health Plans listed above:

“If a dependent child has coverage under this Plan and also has coverage as a dependent under his or her spouse’s Plan, the spouse’s Plan pays first.

“When a dependent child is covered as a dependent under this Plan, and as an employee under another group health Plan, the Plan covering the dependent child as an employee pays first.”

#####