



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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

TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibei.org

May 2022

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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.

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

RETIREE COST OF LIVING ADJUSTMENT (“COLA”): ALL PARTICIPANTS WHO HAVE RETIRED ON AN EARLY OR STANDARD PENSION ON OR PRIOR TO APRIL 1, 2022, SHALL RECEIVE ONE (1) ADDITIONAL PENSION CHECK NO LATER THAN DECEMBER 31, 2022. THE COST-OF-LIVING INCREASE DOES NOT APPLY TO PARTICIPANTS WHO RETIRED ON A VESTED OR DISABILITY PENSION OR TO SURVIVING SPOUSES.

RETIREE PENSION CREDIT INCREASE: FOR PARTICIPANTS WHO RETIRE FROM ACTIVE EMPLOYMENT ON OR AFTER APRIL 13, 2022, THE PENSION CREDIT RATE FOR THOSE EARNING THE “A” RATE OF PAY OR HIGHER SHALL BE INCREASED FROM \$85 TO \$100 PER YEAR OF CREDITED SERVICE FOR ALL FUTURE YEARS OF SERVICE, INCLUDING 2022, IF 1,000 HOURS IS EARNED DURING THE YEAR. PRIOR YEARS OF SERVICE REMAIN UNCHANGED. THE PENSION CREDIT RATE FOR PARTICIPANTS EARNING LESS THAN THE “A” RATE OF PAY WILL ALSO INCREASE BASED UPON THE PLAN’S FORMULA.

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

ORTHOTIC COVERAGE BENEFIT INCREASE: EFFECTIVE APRIL 13, 2022, FOOT ORTHOTICS WILL BE COVERED FOR PARTICIPANTS ONCE EVERY ROLLING TWO YEAR PERIOD.

The foot orthotic coverage benefit requires pre-certification through the Pension, Hospitalization and Benefit Plan’s Hospitalization Department. Spouses will continue to be covered for foot orthotics once every rolling three-year period and dependent children under age 18 will continue to be covered once every rolling 12-month period. This benefit remains subject to Plan rules and limitations.

MENTAL HEALTH BENEFIT INCREASE: EFFECTIVE APRIL 13, 2022, MENTAL HEALTH COVERAGE WILL BE EXPANDED TO INCLUDE GROUP DIALECTICAL BEHAVIORAL THERAPY (“DBT”).

This benefit remains subject to Plan rules and limitations.

CO-PAYMENT INCREASE FOR A PARTICIPANT'S SPOUSE WHEN A PHYSICAL EXAM IS NOT COMPLETED:

ALL ACTIVE AND NON-MEDICARE RETIRED PARTICIPANTS' SPOUSES WHO DO NOT HAVE A PHYSICAL EXAM BY MAY 1, 2023, AND FAIL TO HAVE AN ADDITIONAL PHYSICAL IN EACH 18 MONTH PERIOD GOING FORWARD, WILL HAVE THEIR CO-PAYMENT INCREASED FROM \$35 TO \$50. THIS PHYSICAL EXAM REQUIREMENT DOES NOT APPLY TO DEPENDENT CHILDREN. THIS INCREASE WILL APPLY TO ALL SERVICES THAT CO-PAYMENTS CURRENTLY APPLY TO SUCH AS OFFICE VISITS, DIAGNOSTIC RADIOLOGY AS WELL AS PHYSICAL, OCCUPATIONAL AND OTHER THERAPIES RENDERED ON OR AFTER MAY 1, 2023.

Please note all active and non-Medicare Retired Participants are also required to have an additional physical in each 18-month period beginning October 1, 2021.

JIB MEDICAL, PC: EFFECTIVE JUNE 1, 2022, JIB MEDICAL CO-PAYMENTS WILL BE INCREASED FROM \$15 TO \$25 FOR ALL VISITS, EXCEPT THE ANNUAL PHYSICAL AND OTHER PREVENTATIVE CARE SERVICES AT THE JIB MEDICAL CENTER.

This \$25 co-payment at JIB Medical applies to all non-preventative services for which co-payments apply outside JIB Medical, which includes but is not limited to, office visits, diagnostic radiology and ultrasound. This \$25 co-payment does not apply to immunizations, laboratory work, routine eye exams or services provided by Jena Optical.

DENTAL BENEFIT FUND OF THE ELECTRICAL INDUSTRY*

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

DENTAL BENEFIT COVERAGE: EFFECTIVE JULY 1, 2022, INCREASE THE DENTAL COVERAGE DOLLAR AMOUNTS BY 20% FOR COVERED SERVICES AND ALLOWANCES FOR DIAGNOSTIC AND PREVENTIVE SERVICES, PALLIATIVE SERVICES AND RESTORATIVE SERVICES.

PENSION, HOSPITALIZATION AND BENEFIT PLAN AND THE DENTAL BENEFIT FUND OF THE ELECTRICAL INDUSTRY

SURVIVING SPOUSE FREE CONTINUATION COVERAGE HAS BEEN EXTENDED AS FOLLOWS EFFECTIVE APRIL 13, 2022:

ACTIVE PARTICIPANTS: SURVIVING SPOUSE AND ELIGIBLE CHILDREN: COVERAGE WITH NO PREMIUM COST IS NOW EXTENDED FROM 60 MONTHS UP TO A MAXIMUM OF 72 MONTHS (6 YEARS).

RETIRED PARTICIPANTS: SURVIVING SPOUSE AND ELIGIBLE CHILDREN: COVERAGE WITH NO PREMIUM COST IS NOW EXTENDED FROM 36/48 MONTHS UP TO A MAXIMUM OF 60 MONTHS (5 YEARS).

COBRA CONTINUATION COVERAGE OPTIONS: EFFECTIVE MAY 1, 2022, COBRA OPTIONS WILL INCLUDE A SINGLE PLUS ONE ELECTION (SPOUSE OR DEPENDENT).

The above benefits remain subject to Plan COBRA rules. Single and family COBRA options will continue to be available.

CLOTHING AND TOOL PLAN OF THE ELECTRICAL INDUSTRY

EFFECTIVE APRIL 13, 2022, ALLOWANCE FOR SHOES HAS BEEN INCREASED FROM \$150 TO \$250 FOR LOSSES DUE TO FIRE OR THEFT.

EDUCATIONAL AND CULTURAL TRUST FUND OF THE ELECTRICAL INDUSTRY

TUITION REIMBURSEMENT BENEFITS EFFECTIVE FOR CLASSES STARTED ON OR AFTER APRIL 13, 2022:

COLLEGE CREDIT BENEFIT: THE UNDERGRADUATE AND GRADUATE CREDIT AMOUNT WILL BE RAISED BY \$50.00 PER CREDIT FOR THE PARTICIPANT AND SPOUSE.

MAXIMUM LIFETIME TUITION BENEFIT: MAXIMUM LIFETIME TUITION BENEFIT WILL BE INCREASED FROM A TOTAL OF \$40,000 TO A TOTAL OF \$50,000 (\$25,000 FOR PARTICIPANT AND \$25,000 FOR SPOUSE).

COVERAGE FOR ANOTHER ASSOCIATE DEGREE IN A RELATED FIELD OR PROFESSION WILL NOW BE COVERED FOR A PARTICIPANT AND SPOUSE.

TRAINING CLASSES OR COURSES FOR M DIVISION WILL BE MADE AVAILABLE THROUGH E&C.

CREATION OF BOOT CAMP FOR ASPIRING FOREPERSONS WILL ALSO BE MADE AVAILABLE THROUGH E&C.

ANNUITY PLAN OF THE ELECTRICAL INDUSTRY

ANNUITY PLAN LUMP-SUM PAYOUT: EFFECTIVE APRIL 13, 2022, THE ONE-TIME LUMP SUM PAYOUT FROM THE "A" ANNUITY FUND WILL INCREASE FROM \$20,000 TO THE LESSER OF \$50,000 OR 50% OF THE PARTICIPANT'S FUND BALANCE. THE MINIMUM ONE-TIME LUMP SUM PAYOUT WILL REMAIN AT THE LESSER OF \$20,000 OR THE PARTICIPANT'S FUND BALANCE.

DEFERRED SALARY PLAN OF THE ELECTRICAL INDUSTRY

SUPPLEMENTAL UNEMPLOYMENT BENEFIT: EFFECTIVE JUNE 1, 2022, SUPPLEMENTAL UNEMPLOYMENT BENEFIT WILL INCREASE FROM \$600 PER WEEK TO \$800 PER WEEK. WHEN APPLICABLE, THIS INCREASE ALSO APPLIES TO THE VACATION, HOLIDAY AND UNEMPLOYMENT PLAN OF THE ELECTRICAL INDUSTRY AND THE ADDITIONAL SECURITY BENEFITS PLAN OF THE ELECTRICAL INDUSTRY.

SUPPLEMENTAL DISABILITY BENEFIT: EFFECTIVE JUNE 1, 2022, SUPPLEMENTAL DISABILITY BENEFIT WILL INCREASE FROM \$400 PER WEEK TO \$550 PER WEEK. WHEN APPLICABLE, THIS INCREASE ALSO APPLIES TO THE ADDITIONAL SECURITY BENEFITS PLAN OF THE ELECTRICAL INDUSTRY.

CHILD CARE REIMBURSEMENT BENEFIT: EFFECTIVE JUNE 1, 2022, THE CHILD CARE REIMBURSEMENT BENEFIT WILL INCREASE FROM \$10,000 TO \$15,000 PER DEPENDENT CHILD, PER CALENDAR YEAR. WHEN APPLICABLE, THIS INCREASE ALSO APPLIES TO THE ADDITIONAL SECURITY BENEFITS PLAN OF THE ELECTRICAL INDUSTRY.

JUNETEENTH WAGE REPLACEMENT DAY:

EFFECTIVE JUNE 1, 2022, COVERED PARTICIPANTS IN THE DIVISIONS LISTED BELOW CAN TAKE OFF FROM WORK ON JUNE 19TH OF EACH YEAR WITHOUT REPERCUSSIONS FROM THE EMPLOYER. COVERED PARTICIPANTS WHO TAKE THE HOLIDAY OFF SHALL BE ENTITLED TO BE REIMBURSED FOR A DAY'S PAY BASED ON A STRAIGHT TIME CONTRACTUAL RATE FROM THE DEFERRED SALARY PLAN. UNLESS OTHERWISE OFFICIALLY OBSERVED, IF THE HOLIDAY FALLS ON A SATURDAY, IT SHALL BE CELEBRATED ON THE PRIOR FRIDAY. IF THE HOLIDAY FALLS ON A SUNDAY, IT SHALL BE CELEBRATED ON THE FOLLOWING MONDAY. COVERED PARTICIPANTS WHO WORK ON JUNE 19TH WILL BE PAID AT THE STRAIGHT TIME RATE. DIVISIONS COVERED INCLUDE: 'A', 'M', 'MIJ', APPRENTICE, 'M' HELPERS, ADM, EXPEDITOR, RE & RW, TELEDATA, STREET LIGHTING ("J") AND OUTSIDE LINEMEN.

Paystub must be submitted with a completed application signed by the participant which can be found on the Joint Industry Board website at www.jibei.org.

******* NEW PROCESS FOR SUBMITTING CLAIMS FOR SUPPLEMENTARY BENEFITS AND VACATION FORMS *******

AS PART OF AN EFFORT TO IMPROVE SERVICE TO OUR PARTICIPANTS, THE JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY WILL NOW BE ACCEPTING SUPPLEMENTARY BENEFIT APPLICATIONS FOR THE DEFERRED SALARY PLAN, ADDITIONAL SECURITY BENEFITS PLAN AND ALL VACATION BENEFIT REQUEST FORMS VIA EMAIL AT SUPPLEMENTARYBENEFITS@JIBEI.COM

Summary of Material Modifications

This notice is considered a Summary of Material Modifications under the Employee Retirement Income Security Act of 1974 (ERISA). You should keep this with your Summary Plan Description for each plan that is affected. This announcement contains only highlights of certain features of the following Plans effective on or after April 13, 2022:

- *Pension, Hospitalization and Benefit Plan of the Electrical Industry –Pension Trust Fund*
- *Pension, Hospitalization and Benefit Plan of the Electrical Industry –Welfare Trust Fund*
- *Dental Benefit Fund of the Electrical Industry*
- *Annuity Plan of the Electrical Industry*
- *Deferred Salary Plan of the Electrical Industry (“DSP”)*
- *Educational and Cultural Trust Fund of the Electrical Industry (“E&C”)*
- *Clothing and Tool Plan of the Electrical Industry*
- *Additional Security Benefits Plan of the Electrical Industry (“ASBP”)*
- *Vacation, Holiday and Unemployment Plan of the Electrical Industry (“VHUP”)*

Please note that the Trustees of the above-referenced Plans reserve the right to make additional changes to these Plans at any time.

Receipt of this announcement does not confer or guarantee eligibility for benefits.

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

Annuity Department	(718) 591-2000, ext. 2222
Educational & Cultural Department	(718) 591-2000, ext. 1530
JIB Medical, PC	(718) 591-2000, ext. 2014
PHBP-Pension Department	(718) 591-2000, ext. 1280
PHBP-Hospitalization Department	(718) 591-2000, ext. 1350
Members Records Department:	(718) 591-2000, ext. 2491
<i>Dental, COBRA, Clothing & Tool and VHUP</i>	

Sincerely,

Joint Industry Board of the Electrical Industry