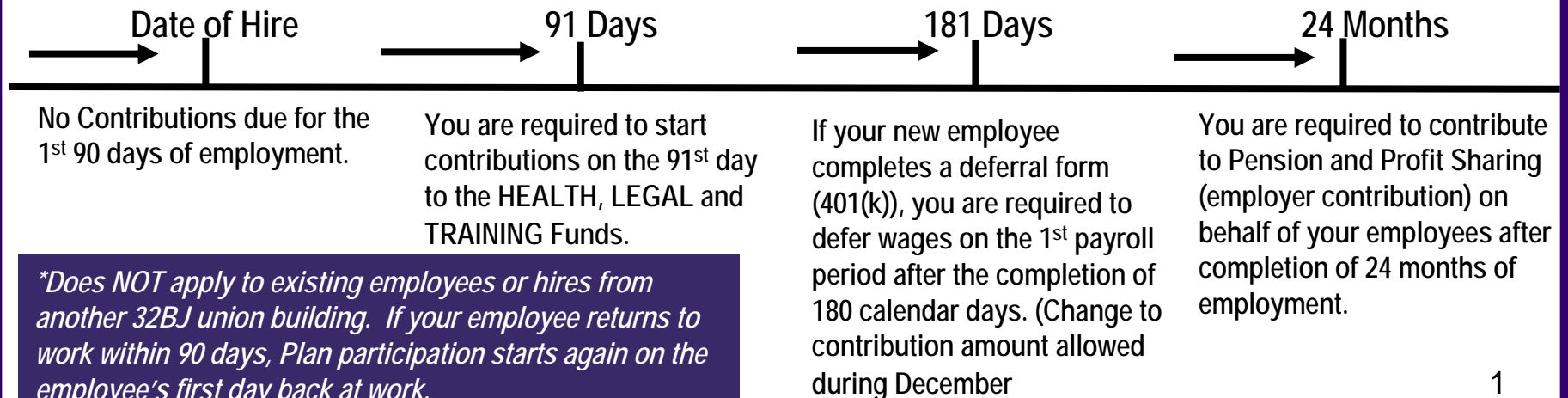
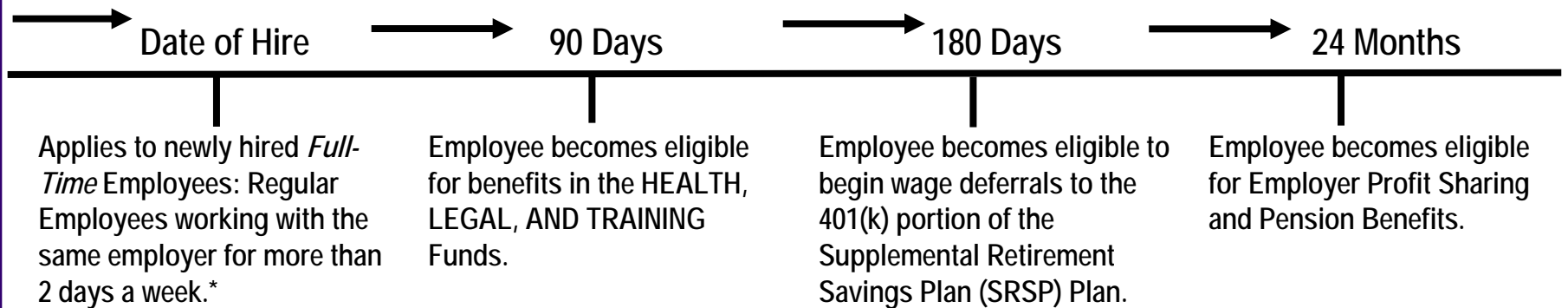


Eligibility and Contribution Time Line (New Hires Only*)



These are the rules that apply unless specified otherwise in your Collective Bargaining Agreement (CBA), Participation Agreement, or the Summary Plan Description (SPD)



**Does NOT apply to existing employees or hires from another 32BJ union building. If your employee returns to work within 90 days, Plan participation starts again on the employee's first day back at work.*



Notifying the Funds of Change in Employment Status and Effects on Eligibility and Contributions

These are the rules that apply unless specified otherwise in your Collective Bargaining Agreement (CBA), Participation Agreement, or the Summary Plan Description (SPD)

Workers' Compensation

◆ *Contribution due for 1st 7 days only. Report as time worked.*

Employee and eligible dependents may be eligible* for the benefits under the contract until the earlier of the end of disability, Medicare Eligibility, or 30 months whichever comes first.

Short-Term Disability

◆ *Contribution due for 1st 7 days only. Report as time worked.*

Employees and eligible dependents may be eligible* for the benefits under the contract until the earlier of the end of disability, Medicare Eligibility, or 6 months whichever comes first.

FMLA

◆ *Contribution required for the Health Fund only.*

Employees and eligible dependents may be eligible for benefits under the contract for a period of up to 26 weeks per calendar year.

Leave with Health

◆ *Contribution required for the Health Fund only.*

Employees and eligible dependents may be eligible for benefits under the contract for a period of up to 4 months.

||| * To receive this extended health coverage, your employees must apply and submit proof of disability no later than 60 days after the date of coverage would have been lost. This extension of coverage will count toward the period in which they are entitled to continuing coverage under COBRA. They should contact the Member Service Center for more information.

