



**SOUTHERN CALIFORNIA IBEW – NECA TRUST FUNDS**

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January 2011

**To: Participants of the Southern California IBEW-NECA Health Plan**  
**From: Trustees of the Southern California IBEW-NECA Health Plan**  
**RE: Proration of Health Plan Hours Bank and Contributions**

In accordance with the provisions of the enclosed Amendment #3 of the Health Plan, all hours worked and reported after January 1, 2011 will be prorated as set forth in the table below. Basically, the hourly Health Plan contribution rates, less the applicable Retiree Health Plan portion of a rate for a particular agreement, is divided by the current Inside Wiremen’s hourly contribution rate less the Retiree Health Plan portion to determine a crediting percentage.

	Health Fund Hourly Contribution Rate Less RHP Portion	÷	Inside Wiremen's Health Fund Hourly Contribution Rate Minus RHP Contribution	=	Crediting Percentage	Hours Bank Eligibility Requirement for Inside Wiremen's Agreement	÷	Crediting Percentage	=	Total of Contributions Made in a Month for a Month of Health Plan Eligibility
Inside Wiremen*	\$7.04		\$7.04		100%	100		1		100
Concrete*	\$5.50		\$7.04		78%	100		0.78		128
Crane*	\$4.34		\$7.04		62%	100		0.62		161
Fixture Cleaner	\$2.43		\$7.04		35%	100		0.35		285
Inspectors*	\$7.04		\$7.04		100%	100		1		100
Maintenance	\$7.01		\$7.04		99.57%	100		0.9957		100
Master Maintenance*	\$6.24		\$7.04		89%	100		0.89		112
Master Turf*	\$6.24		\$7.04		89%	100		0.89		112
Material Handler	\$7.01		\$7.04		99.57%	100		0.9957		100
Railroad*	\$6.89		\$7.04		98%	100		0.98		102
Residential	\$7.54		\$7.04		1.07%	100		1.07		93
Sound	\$6.41		\$7.04		91%	100		0.91		110
Transportation*	\$7.04		\$7.04		100%	100		1		100

\*Denotes retiree health plan contribution of \$1.50 deducted for calculation purposes.

See other side →



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In addition to and in conjunction with the prorating of Health Plan contributions all hours banks accumulated under the Sound Agreement will be prorated as of January 1, 2011 to reflect the lesser contribution amounts made for work performed prior to December 1, 2010.

Please find Amendment #3 below:

**AMENDMENT NO. 3 TO THE SOUTHERN CALIFORNIA IBEW-NECA ACTIVE HEALTH PLAN**

The Board of Trustees of the Southern California IBEW-NECA Health Trust Fund hereby wishes to clarify the provisions of the Southern California IBEW-NECA Active Health Plan with regard to bargaining agreements that require contributions at an hourly rate that is different from the hourly contribution rate set forth in the then current IBEW-Local 11 NECA Inside Agreement. The following new Section is added after the end of the existing Section entitled "I.O. Reciprocal Agreement" found on pages 12, 13 of the Active Health Plan:

"It is recognized that certain collective bargaining agreements may provide an hourly contribution rate for full health coverage under this Plan that is different from the then current hourly contribution rate as set forth from time to time under the IBEW-Local 11 NECA Inside Wiremen's Agreement. In such event, the hours to be credited to the Participant for eligibility shall be the product of the hourly contribution rate of the other Agreement divided by the hourly contribution rate of the current IBEW-Local 11 NECA Inside Wiremen's Agreement times the hours worked by the Participant under the other Agreement.

For example, if the other Agreement has a \$5.00 per hour rate, the Inside Wiremen's Agreement has a \$7.00 per hour rate and the participant worked 100 hours under the other Agreement he would be credited with 71.43 hours for eligibility under this plan ( $5/7 \times 100 = 71.43$  eligibility hours)."

All other terms of this and conditions of the Active Health Plan shall remain in full force and effect.

This Amendment to the Active Health Plan shall be effective August 1, 2004.

Approved and adopted at the meeting of the Board of Trustees of the Southern California IBEW-NECA Health Trust Fund held on September 13, 2004