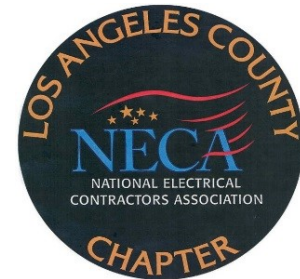




SOUTHERN CALIFORNIA IBEW NECA TRUST FUNDS



www.scibew-neca.org

Benefits Webinar

December 14, 2020

Visit Us Online



- www.scibew-neca.org
- 24/7 access to:
 - Member portal featuring work hours, health coverage history, past statements, etc.
 - Links to provider sites (e.g. Anthem Blue Cross, Kaiser Permanente, UnitedHealthcare, Optum)
 - Health and Pension documents and forms
 - Summary of benefits available to you
 - Health and Pension News

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SUPPLEMENTAL UNEMPLOYMENT BENEFIT
(SUB PLAN)



What kind of Plan is the Southern California IBEW-NECA Supplemental Unemployment Benefit Trust Fund?

The Plan was established for the purpose of providing payments that supplement state unemployment compensation.

How do I become a Participant?

You become a Participant in the Plan by working for an Employer required by a Collective Bargaining Agreement to make contributions to the SUB Plan on your behalf.

If you have questions or concerns, you may contact the Southern California IBEW-NECA Admin Corp Pension Department at (800) 824-6935 or (323) 221-5861.

Normal Business Hours are:

Monday – Friday
8:30AM to 5:30PM

www.scibew-neca.org

How much is being contributed on my behalf?

The contribution rate as of January 29, 2018 is \$0.65 per worked hour based on the Inside Wireman, Intelligent Transportation and Inspectors' Agreements for IBEW Local 11 and LA NECA.

Eligibility Requirements?

- Covered Employment Terminated – For claims between March 28, 2020 and December 31, 2020, termination/lay-off or furloughed due to lack of work or reduction in workforce.
- Meet the Hours Requirement – 1,040 Covered Hours in either the four (4) Contribution Quarters or 12-month review period prior to your termination/lay-off or furloughed date.
- Submit an Application for SUB Plan Benefits.
- Provide proof of actual receipt of Unemployment Compensation from EDD.

Current SUB Plan Benefits.

For benefit claims for paydays between March 28, 2020 and June 30, 2020 and August 1, 2020 through December 31, 2020, the SUB Plan benefits are as follows:

- Journeymen, \$60.00 per day/\$300.00 per week
- Apprentices, \$40.00 per day/\$200.00 per week
- Benefit claims for paydays between July 1, 2020 and July 31, 2020, \$4.80 per day/\$24.00 per week for both Journeymen and Apprentices

Duration of Benefits.

Available benefits may continue up to maximum of 26 weeks (130 benefit days in a rolling 52-week period beginning on the first day for which unemployment benefits are received.

Apprentice Mandatory Day School.

For eligible Apprentices attending Mandatory Day School between the period of November 1, 2020 and December 31, 2020, the Trustees instituted a temporary benefit of \$200.00 per week.

General Information on SUB

How do I become a participant?

- You become a Participant in the Plan by working for an Employer required by a Collective Bargaining Agreement to make contributions to the SUB Plan on your behalf.

How much is being contributed on my behalf?

- The current contribution rate is \$0.65 per worked hour based on the Inside Wireman, Intelligent Transportation and Inspectors' Agreements for IBEW Local 11 and LA NECA.

Eligibility Requirements – SUB Benefits

Participant must be covered under a Collective Bargaining Agreement (Inside Wiremen, ITS, Inspectors) that require contributions to the SUB Plan

Covered Employment that was terminated involuntarily due to lack of work or reduction in workforce.	Meets the Hour requirement by working a minimum of 1,040 hours in covered employment in either the 4 contributing quarters prior to layoff or the 12-month review period.	Must be registered with the Hall as available to work	Submit an application	Provide proof of applying for and receiving unemployment compensation benefits.
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NOTE: You are not eligible if receiving benefits through the Pension Plan, the IBEW IO or Social Security benefits.

SUB Plan Benefits

Duration

Up to a maximum of **26** weeks in a rolling 52-week period

Amount

\$4.80 per each weekday the Participant has received unemployment compensation benefits for a maximum of \$24/week. *

* For benefit pay dates between March 29, 2020 and June 30, 2020 and again for benefit pay dates between August 1, 2020 and December 31, 2020, the benefit amount was increased to \$60.00 per each weekday to a maximum of \$300.00/week for Journeymen and \$40.00 per each weekday to a maximum of \$200.00/week for Apprentices

Apprentice Mandatory Day School Benefits

For eligible Apprentices attending Mandatory Day School between the period of November 1, 2020 and December 31, 2020, the Trustees instituted a temporary benefit of \$200.00 per week.

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ERTS

Electronic Reciprocal Transfer System (ERTS) aka Reciprocity

- The Southern California IBEW-NECA Health Plan, Defined Benefit and Defined Contribution Trust Funds are signatory to the IBEW International Health and Pension Reciprocity Agreement.
- The ERTS Program is designed to reciprocate your Health, Defined Benefit and Defined Contribution benefits back to your home Local, while working in another area, so there is no break in benefit.
- Participation is optional and can be discontinued at any time.
- To participate or for questions regarding the ERTS Program please contact your Local IBEW Union representative or the Administrative Trust Funds Office.

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HEALTH PLAN BENEFITS



The table set forth below reflects ongoing eligibility based upon hours worked in particular months.

100 Hours Worked In	Gives Eligibility In
July	November
August	December
September	January
October	February
November	March
December	April
January	May
February	June
March	July
April	August
May	September
June	October

The table above presumes that contributions for the hours you worked are paid to the Southern California IBEW-NECA Health Trust Fund.

Contributions must be paid in order for eligibility to be provided.

If you have questions or concerns, you may contact the Southern California IBEW-NECA Admin Corp Membership Services Department at (800) 824-6935 or (323) 221-5861.

Normal Business Hours are:
Monday – Friday
8:30AM to 5:30PM.

Eligibility: When Coverage Begins

Eligibility for coverage for Active Employees is based on your working a certain minimum number of hours, as explained below, with one or more Employers who pay contributions to the Plan on your behalf for hours worked.

You will be eligible for benefits under the Southern California IBEW-NECA Health Trust Fund (“Plan”) the first day of the third month, following receipt of 100 hours of contributions at the rate established from time to time by the IBEW Local 11/LA NECA Inside Wiremen’s Agreement on your behalf within four (4) consecutive months.

Example of Eligibility:

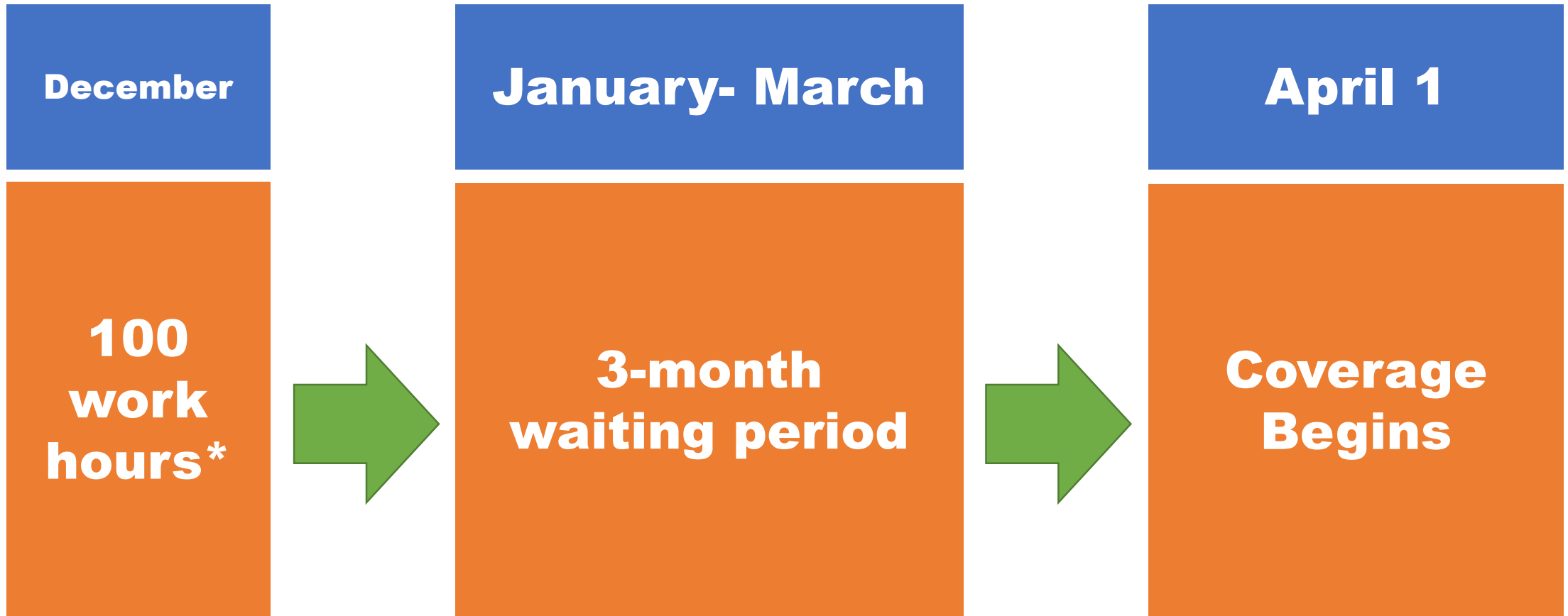


* Contributions must be paid on these hours.

Eligible Dependents

- Spouse
 - Copy of Certified Marriage Certificate
- Children up to age 26
 - Biological Children, Adopted Children, Step Children
 - Copy of Certified Birth Certificate, Decree of Adoption
 - Children when you or spouse are the legal guardian/foster parent
 - Proof of Legal Guardianship/Order or Directive of a County Department of Guardianship or Foster Child Placement
- Disabled Children (over age 26)
 - Proof of Disability (in addition to Birth Certificate/Decree of Adoption)

Eligibility



*Contributions must be paid on these hours. (100 based on the IBEW Local 11 IW rate.)

Eligible Dependents

Spouse

Marriage Certificate

Children

Children up to age 26:
Biological, stepchildren,
adopted or foster child

Needed:
Birth Certificate, Decree of
Adoption Children, Proof of
Legal Guardianship

Disabled children (over age 26)

Proof of Disability
(in addition to Birth
Certificate/Decree of
Adoption)

Health Benefits at a Glance

Medical Plans



Vision Plans



Mandatory Generic Prescription Plan:



Dental Plans



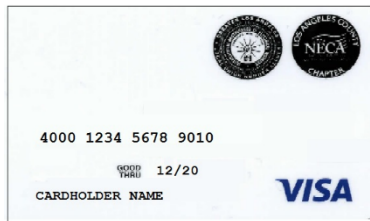
Additional Benefits



MedExpert



Health Reimbursement Arrangement (HRA)



- You must be eligible in the Health Plan in order to be use HRA Account.
- Debit card is issued before you are eligible for health coverage.
- Money may be used for medical expenses not fully covered by the Health Plan. For example:
 - Co-payments, co-insurance and deductibles
 - Over-the-counter medication prescribed by your doctor
 - Contact lens supplies
- Money may be used to pay for COBRA or RHP self-payments.

Southern California IBEW-NECA Health Plan

Retiree Health Plan



Things to remember about RHP

- Enrollment in the Retiree Health Plan is not automatic. Applying for the Retiree Health Plan coverage is a separate process from applying for Pension benefits.
- Retiree Health Plan eligibility rules may change. Check with the Administrative Trust Funds Office **BEFORE** you retire.

NOTE: Retiree Health Plan benefits are not vested. The Trustees may change, modify, reduce or terminate the Plan at anytime as a result of conditions or events requiring such action.

Eligibility Requirements

	Early Retirement	Normal Retirement
Age/Service Requirements	Be at least age <u>56</u> AND have retired on an <u>unreduced pension</u> from the Southern California IBEW-NECA Pension Plan.	Be 62 or older, AND have at least 10 years of credited service under the Southern California IBEW-NECA Pension Plan.
Health Hours Requirements	Must have 44,500 Health Hours WITH 10,500 Health Hours in 7 of the 10 years immediately preceding the date of your original pension effective date.	Must have 10,500 Health Hours in 7 of the 10 years immediately preceding the date of your original pension effective date.

REMINDER: Health Hours must be earned under a Collective Bargaining Agreement requiring a Retiree Health Plan Benefit Contribution to the Southern California IBEW-NECA Health Trust Fund.

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PENSION PLAN BENEFITS

Defined Benefit Plan

Qualifying for Benefits





What kind of Plan is the Southern California IBEW-NECA Pension Plan?

A traditional pension plan. Benefits are based on several factors: (1) covered hours, (2) contributions from employers, and (3) accrual rates.

What is a Covered Hour?

Each hour for which a Covered Employee is paid, or is entitled to payment, for the performance of duties.

Benefit Options may be elected at time of retirement, depending upon marital status and if covered hours were reciprocated.

If you have questions or concerns, you may contact the Southern California IBEW-NECA Admin Corp Pension Department at (800) 824-6935 or (323) 221-5861.

Normal Business Hours are:
Monday – Friday
8:30AM to 5:30PM

www.scibew-neca.org

How much is being contributed on my behalf?

The contribution rate as of August 20, 2019 is \$6.32 per worked hour based on the Inside Wireman Agreement for IBEW Local 11 and LA NECA. Apprentice rates are pro-rated based on their level of apprenticeship.

What is vesting?

Five (5) Plan years (July 1 through June 30), with at least 750 covered hours reported on your behalf in each Plan Year.

Early Retirement – Age and Hours Requirements.

You must be at least 56 years of age with a minimum of 44,500 Covered Hours and Active status (750 covered hours in two consecutive Plan years) at time of retirement. **NOTE:** Accruals earned under the Default Schedule do not qualify for Unreduced Early Retirement, but may qualify for Reduced Early Retirement once eligibility requirements are met.

What is Normal Retirement Age?

Age 65 (only vested status is required).

Retirement Benefits:

- Monthly benefit for life;
- A possible surviving spouse monthly benefit payable upon the death of the Participant if chosen at time of retirement.

Pre-Retirement Death Benefits

A Pre-Retirement Death Benefit may be available to the beneficiary of a Vested Participant.

What do I need to do?

Maintain copies of your check-stubs and review your quarterly statements and annual Accrued Benefit Statements. Notify the Administrative Trust Funds Office of any discrepancies.

Defined Benefit Plan

What kind of Plan is the Southern California IBEW-NECA Pension Plan?

How much is contributed on my behalf?

What is a covered hour?

A traditional pension plan where your benefit is based on several factors, including your work hours, contributions remitted on your behalf and accrual rates, over the course of your career.

Currently, the contribution rate of \$6.32 is based on the Inside Wireman Agreement for Journeyman. Apprentice rate is pro-rated based on level of Apprenticeship.

Each hour for which a Covered Employee is paid, or is entitled to payment, for the performance of duties.

Important Information about the Defined Benefit Plan

What is vesting?

Five (5) Plan years (July 1 through June 30), with at least 750 covered hours reported on your behalf in each Plan Year.

What is Early Retirement?

You must be at least 56 years of age with a minimum of 44,500 Covered Hours and Active status (750 covered hours in two consecutive Plan years) at time of retirement.

NOTE: Accruals earned under the Default Schedule do not qualify for Unreduced Early Retirement but may qualify for Reduced Early Retirement once eligibility requirements are met.

What is Normal Retirement?

Age 65 (only vested status is required).

Benefit Options may be elected at time of retirement, depending upon marital status and if covered hours were reciprocated.

Benefits

Retirement Benefits

- Monthly benefit for life;
- A possible surviving spouse monthly benefit payable upon the death of the Participant if chosen at time of retirement.

Pre-Retirement Benefits

- A Pre-Retirement Benefit may be available to the beneficiary of a vested Participant.

Benefit Options may be elected at time of retirement, depending upon marital status and if covered hours were reciprocated.

What do you need to do?

Maintain copies of your check-stubs and review your quarterly statements and annual Accrued Benefit Statements.



Notify the Administrative Trust Funds Office of any discrepancies.

Defined Contribution Plan

Receiving Benefits and Options Available





DEFINED CONTRIBUTION PLAN BENEFITS

What kind of Plan is the Southern California IBEW-NECA Defined Contribution Trust Fund?

A money purchase plan.

John Hancock Retirement Plan Services is the Recordkeeper for the Plan.



www.mylife.ihps.com

If you have questions or concerns, you may contact the Southern California IBEW-NECA Admin Corp Pension Department at (800) 824-6935 or (323) 221-5861.

Normal Business Hours are:
Monday – Friday
8:30AM to 5:30PM

www.scibew-neca.org

How much is being contributed on my behalf?

The contribution rate as of August 20, 2019 is \$5.34 per worked hour based on the Inside Wireman Agreement for IBEW Local 11 and LA NECA. Apprenticeship rates are pro-rated based on their level of apprenticeship.

How are accounts set up?

An individual account is established under the Plan for each covered employee. Contributions which your employer makes on your behalf are allocated to your individual account.

When am I vested?

You are vested with the first contribution paid on your behalf.

What is the Normal Retirement Date?

Your normal retirement date is the first day of the month coinciding with or next following your 65th birthday.

What is Early Retirement?

You will be eligible for early retirement if you have severed your employment with all contributing employers to this Plan for at least 12 consecutive months and (a) if you have begun to receive Early Retirement benefits under the Pension Plan, or (b) if you are not a Participant in the Pension Plan, you are 55 and have 15,000 covered hours under the Plan.

Can I borrow from my account?

Yes, you can borrow money from your account for the following specified purposes:

- a. To pay for the unreimbursed medical, dental or legal expenses incurred by the Participant or a member of the Participant's immediate family;
- b. To acquire a primary residence for the Participant;
- c. To make improvements to the Participant's primary residence;
- d. To prevent foreclosure on the Participant's primary residence;
- e. To purchase an automobile for the Participant or a member of the Participant's immediate family;
- f. To pay for books, tuition and related educational expenses for Participant or Participant's immediate family members;
- g. To consolidate debt by the Participant and/or the Participant's spouse.

Defined Contribution Plan

What kind of Plan is the Southern California IBEW-NECA Defined Contribution Plan?

A money purchase plan.

How much is contributed on my behalf?

The contribution rate is \$5.54 per worked hour based on the Inside Wireman Agreement for IBEW Local 11 and LA NECA. Apprentice rates are pro-rated based on their level of apprenticeship.

How are accounts set-up?

An individual account is established under the Plan for each covered employee. Contributions which your employer makes on your behalf are allocated to your individual account.

Vesting

- You are vested upon the first contribution paid on your behalf.
- The contributions paid and posted to your individual accounts are managed through John Hancock Retirement Plan Services.

The logo for John Hancock Retirement Plan Services is centered within a large, light blue circular graphic that has a splatter or ink-like texture around its perimeter. The text "John Hancock" is written in a dark blue, elegant cursive script. Below this, a thin horizontal line separates the name from the words "RETIREMENT PLAN SERVICES", which are written in a dark blue, all-caps, sans-serif font.

John Hancock

RETIREMENT PLAN
SERVICES

www.mylife.jhrps.com
(800) 294-3575



www.mylife.jhrps.com
(800) 294-3575

What is the Normal Retirement Date?

- Your normal retirement date is the first day of the month coinciding with or next following your 65th birthday.

What is Early Retirement?

- You will be eligible for early retirement if you have severed your employment with all contributing employers to this Plan for at least 12 consecutive months and (a) if you have begun to receive Early Retirement benefits under the Pension Plan, or (b) if you are not a Participant in the Pension Plan, you are 55 and have 15,000 covered hours under the Plan.

How is the annuity paid?

- Paid in a lump sum with a mandatory 20% withheld for federal taxes
- Rolled over into another qualified plan (such as an IRA).
- Total amount payable in annual installments of no less than 2 years and no more than 5 years
- In the form of a monthly annuity (contract purchased through John Hancock Retirement Plan Services)



Defined Contribution - Loans

Loans are available to participants under the following circumstances:

Acquisition of Participant's primary residence;	Home improvement loan on Participant's primary residence;	Prevention of foreclosure on Participant's primary residence;	Automobile loan for Participant or a member of the Participant's immediate family;	Unreimbursed medical, dental or legal expenses incurred by the Participant or a member of the Participant's immediate family;	Payment of books, tuition and related education expenses of Participant or a member of Participant's immediate family; or	For debt consolidation loans received by JHRPS.
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Distributions and loans are administered by John Hancock. All receipts/documentation must be submitted with loan applications and equal the amount requested.

We are Here to Help You

Administrative Office Contact Information



Contacting Our Office



Southern California IBEW-NECA Trust Funds

Phone: (800) 824-6935 Nationwide Toll-Free
(323) 221-5861

Fax: (323) 726-3520

E-mail: retirementbenefits@scibew-neca.org

Service hours are:

Monday to Friday, 8:30 a.m. to 5:30 p.m.

Messages left will be returned by the next business day.

Visit us online at www.scibew-neca.org

Questions?

Don't Be Afraid to Ask Us

