

# Understanding your Benefits

BAC Ithaca Chapter Funds Office

# How does being a BAC 3 NY Ithaca Chapter member benefit me?



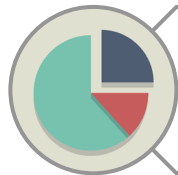
Health Insurance Coverage -  
BAC Local 8 NY Welfare Plan



Life Insurance Benefit-  
BAC Local 8 NY Welfare Plan



Defined Benefit Plan-  
BAC Local 8 NY Pension Plan



Defined Contribution Plan-  
BAC Local 3 NY IARF (Empower Retirement)

# Health & Welfare Benefits



# Health Insurance:



## ▶ How do I earn it?

- ▶ 1,200 hours worked during an eligibility year = coverage for the next calendar year
- ▶ 300 hours worked during an eligibility year and self-pay the shortage at current contribution rate, if you are currently covered
- ▶ New Member Options:
  - ▶ 250 hours -> Group Rate for Excellus only Coverage (no dental, vision, or HRA)
  - ▶ 500 hours worked during your first eligibility year and self-pay the shortage at current contribution rate

## ▶ Who does it cover?

- ▶ Yourself and all eligible dependents
  - ▶ Your Legal Spouse
  - ▶ Children, step children, adopted, or foster (to age 26)
  - ▶ Eligible Domestic Partners (proof required)
  - ▶ Unmarried children of any age who are unable to support themselves because of a disability

## ▶ Who provides it?

- ▶ Medical/Rx/Hospital:
  - ▶ Excellus BlueCross BlueShield- High Deductible Health Plan
  - ▶ Health Reimbursement Arrangement (HRA): Lifetime Benefit Solutions
- ▶ Dental/Vision Limited Use HRA: Lifetime Benefit Solutions
  - ▶ \$800 per family member on LBS Debit Card
  - ▶ Vision Discount Plan: NVA-EyeEssential



# Health Insurance Definitions

- ▶ **Eligibility Year:** October 1<sup>st</sup> - September 30<sup>th</sup>
- ▶ **Self Pay:** The option to pay in shortage of hours.
  - ▶ Ex. Jim worked 800 hours
  - ▶  $1,200 - 800 = 400$  hours short
  - ▶ Jim can pay ( $400 \times \text{current contribution rate}$ ) to remain covered under the plan
    - ▶  $(400 \times \$8.55) = \$3,420.00$  or  $\$285.00/\text{month}$
- ▶ **High Deductible Health Plan (HDHP):** a Plan that has a higher annual deductible than typical health plans and lower monthly premiums with a maximum limit to out of pocket medical expenses, usually paired with an HSA or HRA
- ▶ **Health Reimbursement Arrangement (HRA):** Employer funded plan that reimburses employees or pays providers for medical expenses that are not covered by Excellus BCBS (ie. Your Excellus Deductible)
- ▶ **Deductible:** The expenses that are paid by you and your HRA before Excellus begins paying for services
- ▶ **Network:** a group of health care providers that have contracted with an insurance company to provide care at a discount.

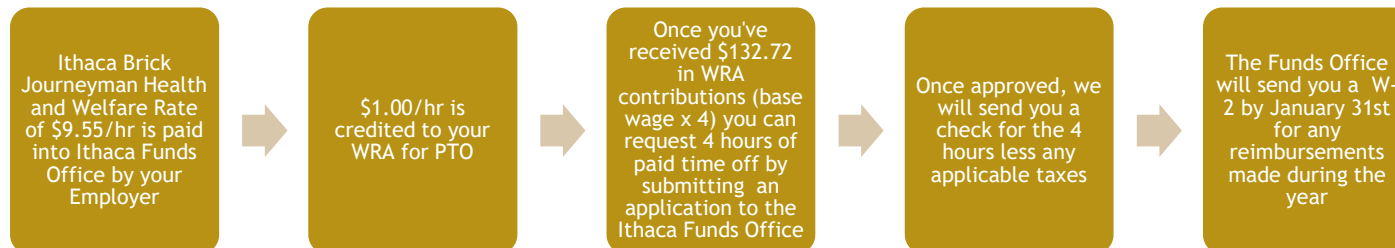
## Life Insurance Benefit

\$6,000 payable on covered employees only

- ▶ The death benefit does not cover any dependent
- ▶ If you die while you are insured, the proceeds will be paid to your beneficiary
- ▶ If you do not leave a named beneficiary the benefit will be paid to your estate
- ▶ You may name anyone you wish as your beneficiary. You may change your beneficiary at any time by completing the proper forms and mailing it to the Fund Office.
- ▶ The Fund will continue to provide life insurance for any Employee who retires while covered by the Health Plan, and continues to remain covered by the Health Plan.

# Paid Time Off Benefit

- ▶ Wage Replacement Account (WRA):
- ▶ When you work in any jurisdiction of Local 3 NY (Ithaca, Binghamton, Rochester, Corning, Buffalo, Jamestown) your Paid Time Off benefit is paid into the Ithaca funds in the form of a Health contribution. \$1.00 of this contribution (reduced by a % rate for apprentices) will go into your WRA account. When there is adequate balance, you may apply for PTO in 4 or 8 hour increments equal to your base rate of pay. Applicable taxes will be withheld from your distribution. You will receive a W-2 from the Ithaca Funds Office for the amount paid to you throughout the year, which you will file with your year end tax return. Unused balances will carry over from year to year.
- ▶ **\*YOU MAY NOT RECEIVE PTO BENEFITS FOR DAYS WHICH YOU ARE RECEIVING UNEMPLOYMENT BENEFITS OR AFTER RETIREMENT\***



**Dental/Vision Benefit:** 

**Vision Discount Card through:** [National Vision Administrators \(NVA\)](#)


Show your NVA benefit summary (enclosed) and NVA discount card at a participating vision provider before payment, to receive a discount on eligible services and materials



**\*NEW\*** Dental/Vision Health Reimbursement Arrangement (HRA) and debit card administered by: [Lifetime Benefit Solutions \(different from your medical HRA\)](#)

Each covered individual will receive their own HRA Visa Debit card with an \$800 balance to use for eligible Dental and Vision services and materials. Simply use your debit card to pay at the time of service. Ineligible services and materials will be denied payment. Unused balances do not carry over from year to year.



**Medical/Hospital/Drug coverage:** 

High Deductible Health Plan through: [Excellus BlueCross BlueShield Deductibles:](#)  
Deductible:

In-Network: \$6,650 Individual/ \$13,300 Family;  
Out-of-Network: \$13,300 Individual/\$26,600 Family  
Out of Pocket Max:  
In-Network: \$7,050 Individual/\$14,100 Family;  
Out-of-Network: \$14,100 Individual/\$28,200 Family



**Medical Health Reimbursement Arrangement (HRA) administered by:** [Lifetime Benefit Solutions](#)

**\*CHANGES FOR 2023 IN BOLD**

**After an individual deductible of \$300, or an aggregate family deductible of \$600, the HRA reimburses 70% of allowable medical/hospital claims not paid by the High Deductible Health Plan up to the in network out-of-pocket maximum.** Medical reimbursements are made directly to the provider unless you have manually submitted the claim yourself, in which case they will be sent to you. Reimbursements for pharmacy claims are also made directly to you. This happens automatically after claims have been processed by Excellus BCBS.

# Quick Guide to Coverage



# Questions?



# Retirement Benefits



# Defined Benefit Plan Vs Defined Contribution Plan

- ▶ Pension (Defined Benefit)
  - ▶ Contributions paid to the Fund by your employer as part of your total package
  - ▶ Plan manages pension Fund assets. Risk is assumed by the Plan.
  - ▶ Known retirement benefit amount is based on a formula involving years of service and value of pension credit at the time of retirement. Paid in the form of a guaranteed lifetime benefit
  - ▶ Less portable: Your pension stays where it is and if vested, you have access to it at retirement
- ▶ IARF (Defined Contribution)
  - ▶ Contributions paid to your personal account by your employer as part of your total package
  - ▶ You choose your investments from a selection of stocks offered by the plan. Provides flexibility and choice. Risk is assumed by employee.
  - ▶ Unknown retirement benefit amount depends on how our investment performs. At retirement can withdrawal, elect monthly payments, or transfer to an outside plan.
  - ▶ More Portable: After a set waiting period you may elect to withdrawal or transfer to an outside retirement Plan

# Defined Benefit Plan

## BAC Local 8 NY Pension Plan

▶ **How do I become a participant in the plan?**

- ▶ You are an active participant if you work 300 hours under covered employment in a Plan year

▶ **What is the Pension Plan year?**

- ▶ The pension Plan year is May 1<sup>st</sup> - April 30<sup>th</sup>



▶ **How do I become Vested and what is a vesting credit?**

- ▶ You are “vested” under the plan if you are an active participant and accumulate 5 Vesting Credits or reach normal retirement age while active. Vesting means your pension is guaranteed and cannot be taken away.
- ▶ If you earn 300 or more hours in a plan year you earn 1/1,000 of a vesting credit for each hour. You cannot earn more than 1 vesting credit per plan year  
1,000 hours = 1 vesting credit

▶ **What is a Pension Credit and what is it worth?**

- ▶ Your Credited Service, or Pension credits are used to determine your monthly pension amount. Your benefit will equal your Pension credits times the applicable rate or rates, Currently \$74/credit.
- ▶ If you earn 300 or more hours in a plan year you earn partial credit for every hour worked. There is no cap on the amount of pension credits you can earn for purposes of calculating your benefit amount. 1,200 hours = 1 pension credit; 1,500 hours = 1.25 credits; 2,000 hours = 1.67 credits

▶ **Can I lose my credits?**

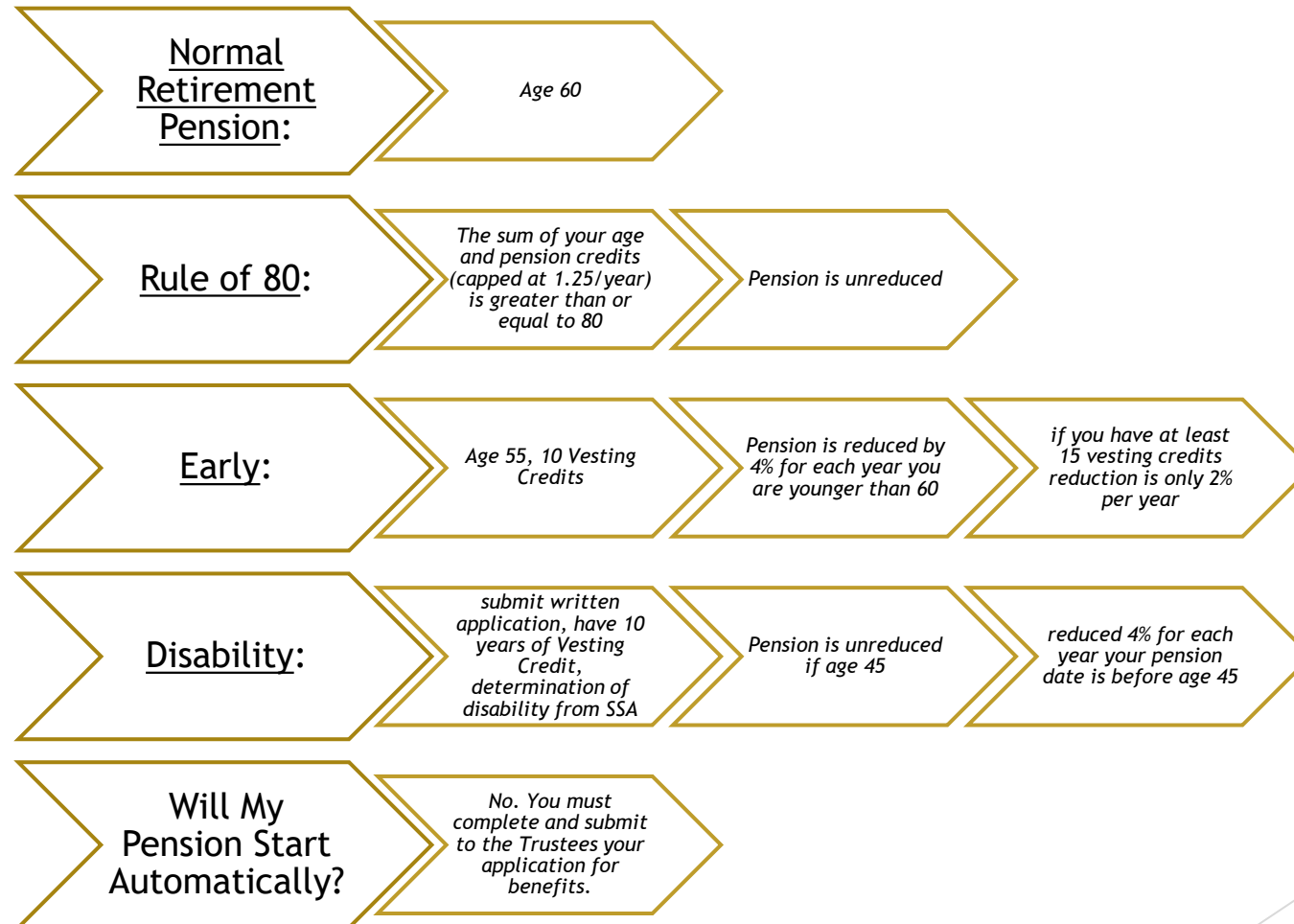
- ▶ Yes. If you have 5 consecutive break years before you are vested you have a permanent break in service and lose your previously credited vesting and pension credits.

▶ **Who pays the cost of the plan?**

- ▶ Part of your total package is paid as a contribution to the Fund by your Employer for each hour of covered employment.

# BAC Local 8 NY Pension (continued):

## When can I retire?



# Questions?



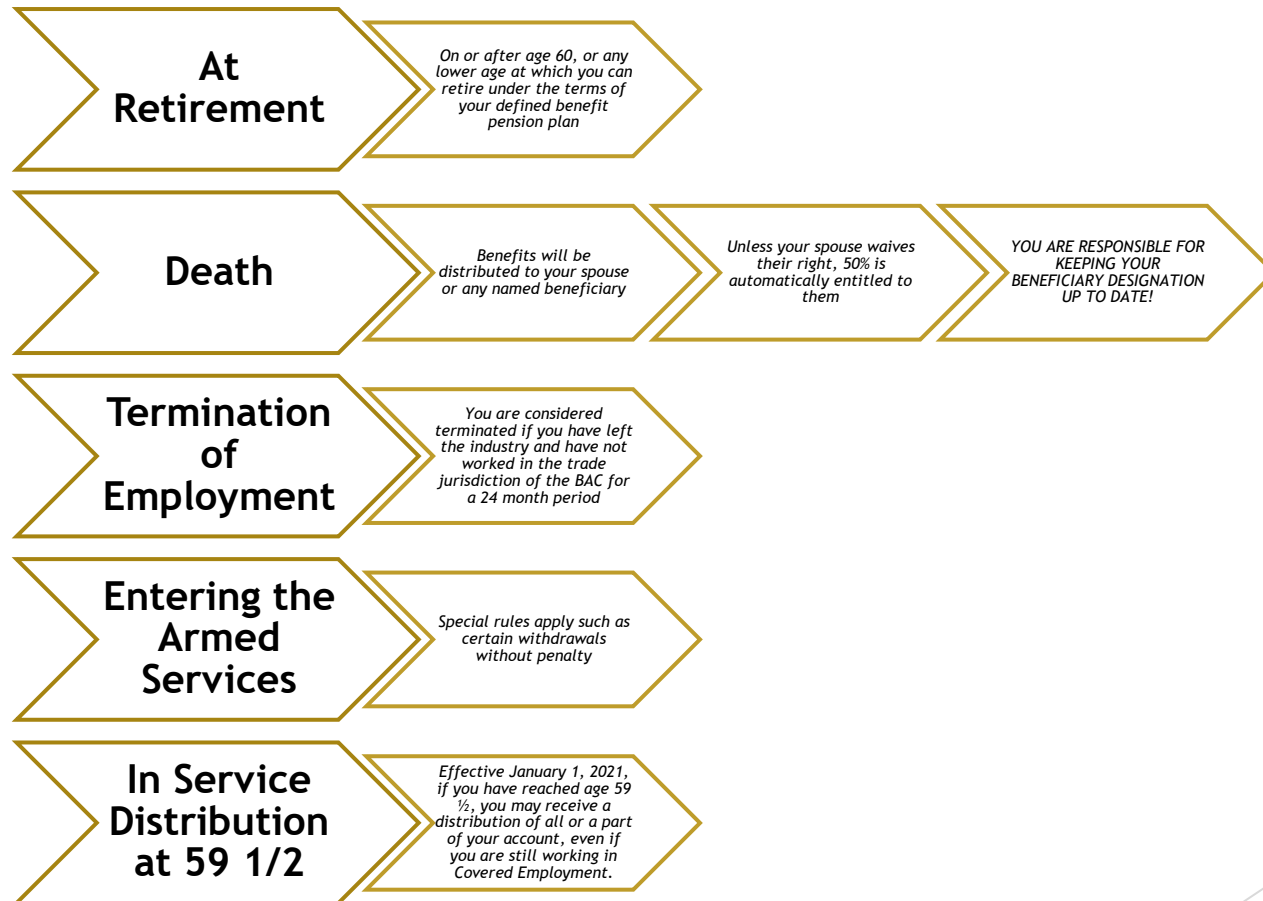
# Defined Contribution Plan

## BAC Local 3 NY IARF

- ▶ **How Do I become a participant in the plan?**
  - ▶ Once your employer has made contributions representing forty hours of covered employment in a 12-month period.
- ▶ **What is an Individual Account Retirement Plan?**
  - ▶ A tax deferred retirement savings account
- ▶ **How is this different from my Pension Plan?**
  - ▶ Your Pension promises a specific benefit, the IARF is based only on the amount in your account at the time benefits are paid
- ▶ **Who Contributes to the Plan?**
  - ▶ Your employer contributes a specified amount, set out in the CBA, directly to the Fund for each hour worked
- ▶ **Can I make additional contributions?**
  - ▶ No.
- ▶ **What happens to my contributions?**
  - ▶ Contributions are credited to your individual account within the Fund and are then invested at your direction or defaulted into a target based option based on your estimated retirement date if no election is made.
- ▶ **How is the value of my account determined?**
  - ▶ As the option in which you are invested increases or decreases in value, the value of your account increases or decreases. Your account is valued at the close of each business day <https://participant.empower-retirement.com>

# BAC Local 3 NY IARF (continued)

## When can I get my money?



**\*\*There is no Loan or Hardship distribution option under this plan\*\***



# Questions?



# When to call the Fund Office:

- ▶ If you move or change your mailing address
- ▶ If you change your phone number
- ▶ If you need to add/remove a dependent (ex. birth, marriage, divorce)
- ▶ If you want to change your beneficiary on your Welfare, Pension, or Annuity Plan
- ▶ If you have a question about your health insurance eligibility and enrollment
- ▶ If you have a question about your Local 8 Pension benefit
- ▶ If you have a question about your Annuity Contributions
- ▶ If you are working out of town and want to make sure your benefits are being reciprocated
- ▶ If you want to draw out your savings/Vacation money earned from hours worked in the Ithaca and Binghamton jurisdictions
- ▶ Check all year end statements carefully, and report any errors to the Fund Office immediately
- ▶ Keep your Paystubs, this allows us to locate your missing hours and credit you accordingly

**\*\* CALL THE FUND OFFICE \*\***

Ashley Tilebein

PHONE: 607-272-3853

FAX: 607-272-2966

[atilebein@baclocal3ny.com](mailto:atilebein@baclocal3ny.com)

# Helpful Links

- ▶ [www.bacithaca.com](http://www.bacithaca.com) (Ithaca Chapter Benefits)
- ▶ [www.facebook.com/bacithaca](http://www.facebook.com/bacithaca) (Ithaca Chapter Benefits)
- ▶ [www.Empower.com](http://www.Empower.com) (Empower Retirement-IARF)
- ▶ [www.excellusbcbs.com](http://www.excellusbcbs.com) (Excellus BlueCross BlueShield)
- ▶ [www.lifetimebenefitsolutions.com](http://www.lifetimebenefitsolutions.com) (Lifetime Benefit Solutions)
- ▶ [www.e-nva.com](http://www.e-nva.com) (National Vision Administrators)
- ▶ [www.bac3ny.com](http://www.bac3ny.com) (BAC Local #3)
- ▶ [www.bacweb.org](http://www.bacweb.org) (International Pension Fund)