

HEALTH COVERAGE INFORMATION

CONTINUING ELIGIBILITY

Once you become eligible for benefits, your eligibility will continue on a month-to-month basis as long as you work at least 80 hours in each subsequent month and your employer makes the required contributions to the Trust Fund on your behalf. As long as you work at least 80 hours in each subsequent month, you will be eligible for benefits on the first day of the third consecutive month following that month.

HOURLY BANK

All hours worked in excess of 80 hours in a month, up to a maximum of 40 hours per month, will be credited to your hour bank to be used for future eligibility if needed. The maximum number of hours that may be accumulated in your hour bank is 100 hours.

Example: You work 100 hours in January. You will be eligible for benefits effective April 1st and 20 hours ($100 \text{ hours} - 80 \text{ hours} = 20 \text{ hours}$) will be credited to your hour bank. You then work 130 hours in February. 80 hours will be used to continue your coverage through May and 40 hours will be credited to your hour bank. The remaining balance of 10 hours will not be credited to your hour bank since the maximum number of hours that may be credited in any month is 40 hours. Your hour bank has now increased to 60 hours ($20 \text{ hours} + 40 \text{ hours} = 60 \text{ hours}$).

If you do not earn the required 80 hours needed for eligibility in any month, you may still retain eligibility by using the necessary amount of hours from your hour bank so that the total number of hours worked and used from your hour bank equals 80. If the total number of work hours plus your hour bank hours does not equal at least 80 hours, your eligibility will terminate as of the last day of the month for which you had eligibility.

Example: You work 80 hours in February and your employer made the required contribution in March. You will be eligible for benefits during the month of May. You work 60 hours in March and do not have enough hours in your hour bank to equal 80 hours for March. Your eligibility will end May 31st, the last day of the month for which you had eligibility. If you have not been eligible for a period of six consecutive months, any remaining hours in your hour bank will be reduced to zero (0).

Your medical benefits are administered through the AFL Hotel & Restaurant Workers Trust Funds. Please contact the Trust Fund for your hour bank total as well as any questions regarding your medical coverage at:

AFL Hotel & Restaurant Workers Trust Funds
560 N. Nimitz Suite #209
Suite #219 – Customer Service
Honolulu, HI 96817
Phone: 523-0199

HOW TO CONTINUE YOUR COVERAGE IF YOU LOSE ELIGIBILITY

When your eligibility for coverage under the AFL Hotel and Restaurant Workers Health and Welfare Trust Fund terminates, you may continue your coverage by electing one of the following options:

1. Employee Self-Payment Program, or
2. COBRA Program.

In addition, if you are covered under the Kaiser Permanente Plan, a conversion option may be available to you.

EMPLOYEE SELF-PAYMENT PROGRAM

(Does not apply to retirees)

If you become ineligible for benefits, you can continue your coverage for medical and prescription drug benefits for not more than 12 consecutive months by making self-payments to the Trust Fund. If you select the Employee Self-Payment Program, you give up your option to use the COBRA Program.

Contribution rates for the Employee Self-Payment Program are set by the Trustees from time to time. The amount you must pay each month for single coverage will be equal to 80 hours multiplied by the current contribution rate for the benefit package, which excludes retiree coverage. For family coverage, the amount you must pay each month will be equal to 140 hours multiplied by the current contribution rate for the benefit package, which excludes retiree coverage. Your contribution must be received by the Trust Fund Office by the 15th day of the month prior to the month for which payment is being made. Payment for the first month of self-payment coverage must be made within 15 days of notification from the Trust Fund Office of your loss of eligibility, or by the 30th day of the month, whichever is sooner. FAILURE TO MAKE SELF-PAYMENTS BY THE DUE DATE SHALL RESULT IN THE LOSS OF COVERAGE.

Contact the Trust Fund Office on Oahu at (808) 523-0199 or 1 (866) 772-8989 (toll free) if you wish to make a self-payment. The Trust Fund Office will tell you the amount of your payment and explain the payment procedure.

COBRA PROGRAM

The AFL Hotel and Restaurant Workers Health and Welfare Plan, in compliance with the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), as amended, currently offers qualified employees and dependents of employees who lose coverage as a result of a "Qualifying Event" the opportunity to continue coverage for a specified period of time.

DISCLAIMER: Information contained in this document is not all inclusive of the AFL Hotel and Restaurant Workers Health and Welfare Trust Fund Handbook of Benefits. For detailed information, contact the Trust Fund at **808-523-0199**, and/or refer to the Trust Fund Handbook of Benefits.