

Sheet Metal Workers' Health Plan
OF SOUTHERN CALIFORNIA, ARIZONA & NEVADA
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In these unprecedented times facing our country and the Sheet Metal Industry we serve during the current Coronavirus public health emergency, the trustees of the Sheet Metal Workers' Health Plan of Southern CA, AZ & NV are looking for ways to bring relief to our contractors while also continuing to provide much-needed services to the over 15,000 participants and dependents who rely on the health benefits provided by the funds.

With that in mind, the Executive Committee for the Health Plan on March 25, 2020 approved a two-month waiver of minimum hours requirements for Plan B bargaining unit and non-bargaining unit participants.

Plan B - Bargaining

For March and April 2020, contributing employers will not need to report and pay 110 hours per month for Plan B bargaining unit participants – only actual hours worked must be reported (to the Health Plan). In concert with the minimum hours requirement being waived, the trustees have also frozen eligibility status for those Plan B bargaining unit participants who are eligible for benefits on April 1, 2020 (based on February hours) for a two-month period.

Plan B – Non-Bargaining

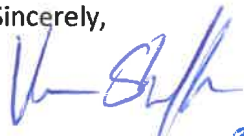
Also, for March and April 2020, employers may report and contribute on non-bargaining unit employees regardless of whether or not they work 64 hours per month, for Plan B non-bargaining unit coverage, provided the employee was eligible for benefits on April 1, 2020 (based on March hours).

This means those eligible for Plan B health plan coverage for the month of April 2020 will remain eligible for Plan B health plan coverage for the months of May and June 2020, regardless of the number of hours actually worked. The intent of this relief is to prevent participants who had earned coverage leading into the Coronavirus public health emergency from losing eligibility as a result of reduced work hours in the months of March or April 2020. Participants who were not eligible for April coverage based on February hours would have to earn coverage in accordance with standard plan rules in order to gain new health plan eligibility.

The Trustees hope that this relief helps keep participants covered and safe through these very critical months, and also allows contractors options to work-share without the additional burden of covering the minimum hours requirements.

If you have any questions or need clarification, please do not hesitate to contact me at the fund office.

Sincerely,



Vernon Shaffer

3-27-2020

Executive Director

Sheet Metal Workers' Trust Funds of Southern CA, AZ & NV

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