



NORTHWEST
CARPENTERS
TRUSTS

Health and Security Retirement Vacation Industry Fund

Northwest Carpenters Health and Security Plan Summary of Material Modification November 2023

Purpose of Notice

The purpose of this notice is to advise you the Board of Trustees amended the Northwest Carpenters Health and Security Plan as follows:

- The dollar bank deduction will increase from \$1,000/month to \$1,050/month effective with December 2023 deductions for January 2024 dollar bank eligibility. The maximum dollar bank amount will also increase from \$8,000 to \$8,400 to preserve the eight-month future eligibility maximum.
- The dollar bank eligibility suspension rules for noncovered service were modified as described below.
- There will be a change to the Self-Contribution, COBRA and Retiree Coverage rates effective January 1, 2024.

Monthly Dollar Bank Deduction Increases

Effective December 2023 for January 2024 eligibility, the dollar bank deduction for the Northwest Carpenters Health and Security Plan will increase from \$1,000/month to \$1,050/month. Also effective December 1, 2023, the maximum dollar balance increases from \$8,000 to \$8,400 to preserve the eight-month future eligibility maximum.

Initial Eligibility

If you are new to the Northwest Carpenters Health and Security Plan or you have not had dollar bank eligibility for 12 months or more, you earn initial eligibility as follows:

- The hourly contributions from your employer(s) are added to your dollar bank account.
- The new amount required for one month of eligibility is \$1,050. That amount is known as your “dollar bank deduction.”
- For initial eligibility, your employer(s) must contribute \$3,150 or more into your dollar bank account within a six-month period. At least \$1.00 of contributions must be earned in the first four months of the six-month period.
- After your dollar bank reaches \$3,150, there is a “lag month.” This is the time required for your employer to send updated contribution records to the plan and the time required for the plan to process those records.
- You are then eligible on the first day of the month following the lag month and continue to have eligibility until your dollar bank has less than \$1,050.

If you have questions about the new dollar bank deduction amount or eligibility, please contact Participant Services at Northwest Carpenters Trusts: (800) 552-0635.

Dollar Bank Suspension Rules

Effective October 1, 2023, the Board of Trustees amended the section of the Northwest Carpenters Health and Security Plan booklet titled “Suspension of Eligibility for Noncovered Employment” to read as follows:

Your and your dependents’ coverage is suspended for noncovered employment as follows:

If you work in noncovered employment, your eligibility will be suspended on the first of the month following delivery of a 60-day notice of suspension. Noncovered employment means work of one hour or more during any calendar month:

- In the building and construction industry; and
- Within the State of Washington or in any contiguous state or in any state covered by a reciprocity agreement between the Trust and another welfare benefit plan; and
- Which is of the type performed by employees or associate employees covered by the plan, or which requires directly or indirectly the use of the same skills employed by employees covered by a collective bargaining agreement or associate agreement requiring contributions to the Trust; and
- For which no contributions are required to be made to the Trust or to another Trust sponsored in whole or in part by the United Brotherhood of Carpenters and Joiners of America, including any of its affiliated locals or regional councils.

It is your obligation to notify Northwest Carpenters Trusts upon commencement of noncovered employment.

If you cease noncovered employment within six months of the date benefits were suspended, and you provide written notice to Northwest Carpenters Trusts within that six-month period, your eligibility will be reinstated on the first of the month following the month in which noncovered employment ceases. Notification to Northwest Carpenters Trusts of the cessation of noncovered employment is required as a condition of reinstatement. If you do not notify Northwest Carpenters Trusts of a cessation of noncovered employment within that six-month period, your dollar bank will be forfeited and you will need to reestablish initial eligibility.

Questions?

If you have questions about these plan changes or about the 2024 monthly self-pay rates on the following page, please contact Participant Services at Northwest Carpenters Trusts: (800) 552-0635 or ps@carpenterstrusts.org.

Northwest Carpenters Health and Security Plan and Kaiser 2024 Monthly Self-Pay Rates		
Self-Contribution Coverage (Family Rate)	Washington	Oregon
Unemployed or disabled (without dental)	\$632	\$632
Unemployed or disabled (with dental)	\$681	\$681
Military (without dental)	\$329	\$329
Military (with dental)	\$354	\$354
COBRA Coverage (Family Rate)	Washington	Oregon
COBRA (without dental)	\$1,289	\$1,289
COBRA (with dental)	\$1,389	\$1,389
COBRA disabled (without dental)	\$1,896	\$1,896
COBRA disabled (with dental)	\$2,043	\$2,043
Kaiser Self-Contribution Coverage (Family Rate)	Washington	Oregon
Unemployed or disabled (without dental)	N/A	\$665
Unemployed or disabled (with dental)	N/A	\$712
Military (without dental)	N/A	\$346
Military (with dental)	N/A	\$370
Kaiser COBRA Coverage (Family Rate)	Washington	Oregon
COBRA (without dental)	N/A	\$1,357
COBRA (with dental)	N/A	\$1,453
COBRA disabled (without dental)	N/A	\$1,996
COBRA disabled (with dental)	N/A	\$2,137
Retiree Coverage (Individual Rate)	Washington	Oregon
Non-Medicare (without dental or vision)	\$1,231	\$634
Non-Medicare (with dental and vision)	\$1,298	\$704
Medicare (without dental or vision)	\$577	\$577
Medicare (with dental and vision)	\$644	\$644
SecureHorizons (Individual Rate)	Washington	Oregon
SecureHorizons (without dental)	\$467	N/A
SecureHorizons (with dental)	\$534	N/A