

ELIGIBILITY RULES FOR RETIRED PARTICIPANTS

The Trust does not provide Vision, Accidental Death and Dismemberment, Time Loss, and Vacation Benefits to Retired Participants and their Dependents.

- Upon retirement under the Alaska Teamster-Employer Pension Trust, an individual is eligible for medical and prescription drug benefits, and life insurance to a limited extent, if the individual:
- is entitled to Medicare; and
- has been credited with at least 20,000 Covered Hours under the Welfare Trust since initial participation under the Plan; and
- has Covered Hours under the Welfare Trust in at least 12 months out of the last 48 before his or her retirement date under the Pension Trust (or, if not covered by the Pension Trust, 12 months out of the last 48 before his or her retirement from his or her Contributing Employer or Employers), or at least 50,000 Covered Hours under the Welfare Trust since Initial participation under the Plan; and
- has made the required timely self-payments; and
- has submitted a completed Retired Participant Welfare Trust enrollment form by 31 days after his or her retirement date under the Pension Trust, by 31 days after losing coverage under this Plan, or as provided in Section 2.3.

The Plan credits Eligible Employees with 173 Covered Hours for each month an Employer contributes to the Plan for work by the Employee under a Flat Rate Contract. This credit applies exclusively for purposes of determining eligibility for benefits as a Retired Participant.

Later, an individual can also enroll at age 65 if he or she has worked at least 40,000 Covered Hours under the Welfare Trust. **However, an Individual can enroll as a Retired Participant only once. For example, if a Retired Participant stops making the monthly self-payment for any reason other than an exception under “Working While Retired,” the Participant and any Dependents cannot enroll in the Plan again.**

Effect of Termination of Participation in Trust

If an Eligible Employee was working under a Collective Bargaining Agreement when the Employees covered by that Collective Bargaining Agreement voluntarily terminated participation in the Trust, any service as an Employee of that Employer will not be treated as Covered Hours in determining eligibility to become a Retired Participant.

Payments for Retired Participants

Retired Participants make monthly self-payments to continue coverage after retirement. The amount of the monthly self-payment varies depending on the cost of benefits and other factors. The self-payment is due the 15th day of the month before coverage is provided. A Retired Participant can arrange to have monthly self-payments deducted from his or her Pension Trust check or authorize an automatic ACH withdrawal from a bank account. If you would like information on the current cost of monthly self-payments, contact the Trust Customer Service Office.

For Retirees, rates are based on an estimate of the average cost of benefits for that group as determined by the Trustees.

If you would like information on the current cost of monthly self-payments, contact the Trust Customer Service Office.

When Coverage Must Begin

A Retired Participant must enroll for Health and Welfare Trust benefits before coverage will begin for the Participant and his or her Dependents. Enrollment forms are available from the Trust Customer Service Office. A Retired Participant must submit a properly completed enrollment form by 30 days after the Participant's retirement date under the Pension Trust, or by 30 days after losing coverage under this Plan, whichever is later. However, a Retired Participant who has not previously enrolled in this Plan may enroll by submitting a properly completed enrollment form by 30 days after ceasing work for a Contributing Employer if:

- (1) the individual has been credited with at least 20,000 Covered Hours under the Welfare Trust since his or her retirement date under the Pension Trust, and
- (2) the individual has Covered Hours under the Welfare Trust in at least 12 months out of the last 48 months before ceasing work for a Contributing Employer.

Coverage for Retired Participants must begin when the Pension Trust pays the Participant his or her first pension check unless the Retired Participant has health coverage through the employment of the Retired Participant's spouse or has coverage under this Plan because of Dollars Bank or COBRA continuation. If a Retired Participant has coverage through his or her spouse's employment or has coverage under this Plan because of Dollars Bank or COBRA continuation, coverage for the Retired Participant will begin when that coverage ends, and the Retired Participant has timely made the required self-payment.

Retired Participants must enroll all eligible Dependents at the same time they enroll. Coverage for eligible Dependents begins on the same day the Retired Participant's coverage begins, or the date the Dependent is acquired, if later. If a spouse has other health plan coverage through his or her employment when the Retired Participant enrolls, the Retired Participant may enroll the spouse when the spouse subsequently loses coverage. The Retired Participant must enroll the spouse within 60 days of loss of coverage, and coverage must be effective the day after the spouse's prior coverage terminated. If a Retired Participant marries after enrollment, the new spouse must be enrolled within 60 days of the marriage.

The Surviving Spouse of a Retired Participant is also eligible for Health and Welfare benefits, provided the Surviving Spouse pays any required self-payments and was enrolled in the Plan on the date of the Retired Participant's death.

A Retired Participant must submit a properly completed enrollment form by 30 days after the Participant's retirement date under the Pension Trust, or by 30 days after losing coverage under this Plan, whichever is later.

Working While Retired

1. If you are a Retired Participant who is working after retirement, neither you nor your Dependents are eligible to participate in this Plan if your employer provides health coverage, for which you are eligible, or if you become eligible for coverage as an active Employee under this Plan. If you were enrolled as a Retired Participant on or after January 1, 1996, and your eligibility ends due to active Employee coverage or other employer health care coverage, you may resume participation in this Plan when your employment ends. Retired Participants must immediately resume participation in this Plan and begin paying the required monthly self-payments the month following the month in which that active Employee coverage or other employer coverage ends.

2. If you are a Retired Participant who is working after retirement, you or your Dependents are not eligible to participate in this Plan if you are determined under the Pension Trust to be working more than 40 hours a month in “Suspendible Employment” that is not covered under a collective bargaining agreement or Written Agreement. Generally, Suspendible Employment is work in the same trade or craft in which you engaged as an Active Participant in the Pension Trust, in an industry covered by the Pension Trust, and in the geographic area covered by the Pension Trust. If you work in a supervisory or self-employed capacity in the same trade or craft in which you engaged as an Active Participant, you are considered to be working in your former trade or craft.

There is an exception to the Suspendible Employment rules if you were a member of a collective bargaining unit on the first date employment in that unit became covered by the Pension Trust. In this case, so long as your employment wasn't Suspendible Employment before contributions to the Pension Trust for that employment began, your continued employment as a member of that unit is not Suspendible Employment.

Please refer to the current Summary Plan Description for the Pension Trust or contact the Trust Customer Service Office if you would like further information regarding the Suspendible Employment rules or applicable exceptions.

You and your Dependents may resume participation in this Plan when your employment in your former trade or craft ends, only if that employment was covered under a Collective Bargaining Agreement or Written Agreement, and only if you resume participation in the Plan immediately. Retired Participants must immediately resume participation in this Plan and begin paying the required self-payments for the month following the month in which their other coverage ends.

When Coverage Ends For Retired Participants And Their Dependents

Eligibility of a Retired Participant will terminate on the earliest of any of the following dates:

1. on the last day of the month in which the Retired Participant no longer qualifies for coverage; or
2. the date the Retired Participant fails to make a required self-payment on time;
3. the date the Retired Participant enters the military service of any country;
4. the date the Plan terminates, or the Trustees eliminate the Retired Participant's coverage; or
5. the last day of the month that the Retired Participant has designated for cancellation of coverage, if the Retired Participant has provided written notice of cancellation of coverage to the Trust Customer Service Office on or before the cancellation date.

Subject to approval by the Board of Trustees, the Administrative Committee shall have the authority to adopt written policies providing an exemption from termination of a Retired Participant's coverage for failure to make a required self-payment on time.