

**SHEET METAL WORKERS' LOCAL UNION NO. 73**  
**WELFARE FUND**

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**9.3. Deferring Spouse's Coverage**

At the time you retire on Early Retirement Pension and provided your spouse produces evidence that she is covered by another health insurance plan, you may elect within 90 days of your retirement that no self contributions be paid for coverage of your spouse under the Local Union No. 73 Welfare Plan, thereby excluding your spouse from coverage. There will be no coordination of benefits.

This election is limited to your spouse at the time of retirement only and will not cover any other future spouse. The election will not cover any spouse who marries you subsequent to retirement. If your spouse should lose other medical coverage during your Early Retirement, you can elect to have your spouse added to the Local Union No. 73 Welfare Plan coverage within 90 days of loss of coverage. Each election can only be exercised only one time by you.

Spouses and surviving spouses who are or who become eligible for the Retiree Plan and who have health coverage under another plan through their own employment, will be given a one-time opportunity to defer coverage under the Local Union No. 73 Retiree Welfare Plan until such a time as they are no longer covered by their own employer's health plan.

To defer such coverage, an eligible spouse or surviving eligible spouse must meet the following requirements:

1. Must be a spouse or surviving spouse who is eligible for coverage under the Local Union No. 73 Retiree Welfare Plan.
2. Spouses or surviving spouses who become eligible for coverage by the Local Union No. 73 Retiree Welfare Plan after September 1, 1995, must file a written election with the Fund Office within 90 days after they first become eligible for Retiree Welfare coverage.

Spouse or surviving eligible spouse must provide proof of other insurance with her election.

If spouse or surviving eligible spouse does not file election within the required time, she will not be permitted to defer coverage.

To resume coverage, an eligible spouse or surviving eligible spouse must meet the following requirements:

1. Must have made a valid election to defer coverage as stated above.
2. Eligible spouse or surviving spouse must have been continuously covered by her employer's health plan since the date that she opted out of the Local Union No. 73 Retiree Welfare Plan and provide proof of that coverage.

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3. Eligible spouse or surviving eligible spouse must apply to resume coverage with the Fund Office, in writing, on or before the 90<sup>th</sup> day after her employer's health insurance terminates. If she does not enroll within this period, she will not be allowed to enroll at a future date.
4. You must make the contributions and payment required by the Plan to maintain coverage.

**9.4. Termination of Eligibility**

Retired employees may continue to receive health coverage under this Plan. Retirees who are receiving an Early Retirement Pension must pay the required contribution for this Plan. If they fail to pay the contribution, coverage for the retiree and his or her eligible dependents will end at the beginning of the month for which the required contribution was not paid.

Retired employees are not eligible for Weekly Accident and Sickness Benefits. These benefits end on the last day of coverage under the Active Plan.

Your surviving spouse or eligible dependents will remain covered by this Plan as long as eligibility requirements are met.

**9.5 Special Continuation Rules**

Effective May 1, 1994, if a member dies in active service, his surviving spouse and eligible Dependents will be eligible for retiree benefits under the Local Union No. 73 Welfare Plan, if each of the following conditions are satisfied:

1. The member had at least nine (9) pension credits awarded by the Sheet Metal Workers' Local Union No. 73 Pension Fund at the time of this death.
2. The member was eligible for a Pension (including Reciprocal Pension) from Sheet Metal Workers' Local Union No. 73 Pension Fund at the time of his death.
3. The member worked at least 15 full years with an employer that was at the time of employment a signatory to a collective bargaining agreement with the Sheet Metal Workers' International Union or one of its Local Unions.

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The member complied in the following:

4. If the pension the member is receiving from the Pension Fund is based on less than 25 pension credits<sup>1</sup>, the member must have been credited with a minimum of 3 pension credits<sup>1</sup>, within the period consisting of the Pension Plan year in which the member retired and the 6 consecutive Pension Plan years immediately preceding the Plan Year during which the member retired.

The spouse of a non-vested deceased member who does not meet the above requirements is entitled to COBRA continuation coverage only.

The spouse of a vested deceased member who meets the above requirements is entitled to self-pay for the Retiree Benefits until remarriage. Upon remarriage the spouse is entitled to COBRA Continuation Coverage.

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<sup>1</sup>For purposes of determining eligibility for benefits from this Welfare Fund, pension credits mean only those pension credits directly awarded by the Pension Fund and do not include pension credits awarded by another pension fund that are taken into consideration in regard to a Reciprocal Pension.

## REQUEST FOR DEFERMENT OF INSURANCE

This is to advise Sheet Metal Workers' Local Union No. 73 Pension and Welfare Funds that I am electing to defer coverage under the Local Union No. 73 Retiree Health Care Plan until such time that I lose my coverage under my employer's health care plan. Proof of coverage is attached herewith.

I understand that I have 90 days from the time my insurance terminates to reapply for benefits under the Sheet Metal Workers' Local Union No. 73 retiree health care plan provisions. If I do not apply in writing within the 90-day time slot, I forfeit all rights for reinstatement. Proof of termination of coverage will be required upon reapplication for benefits through the Sheet Metal Workers' Local Union No. 73 Retiree Welfare plan.

- I have received the attached notification about how to reapply for insurance coverage under the Sheet Metal Workers' Local Union No. 73 Retiree Welfare Plan.

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Signature

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Social Security Number

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Date