

# MICHIGAN CARPENTERS' FRINGE BENEFIT FUNDS

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Michigan Carpenters' Health Care Fund  
Michigan Carpenters' Pension Fund  
Michigan Carpenters' Apprenticeship & Training Fund

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January 2005

## IMPORTANT NOTICE

RE: Michigan Carpenters' Health Care Fund – Summary of Material Modifications

Dear Participant:

As you know, we've been monitoring the staggering increases in health care costs and its impact on your Fund. As we discussed with you before, health care costs have increased in excess of 10% to 15% *per year* in the last several years alone. In an effort to protect your benefits and the financial solvency of the Fund, the following eligibility/self-payment changes have been deemed necessary at this time:

### **Initial Eligibility Provisions**

**EFFECTIVE WITH THE WORK MONTH OF JANUARY 2005**, the initial eligibility requirement will be increased to three hundred ninety (390) hours within three (3) consecutive months or less. Eligibility will then commence following a two-month bookkeeping period.

### **COBRA Continuation Self-Payment Rate**

**EFFECTIVE FEBRUARY 1, 2005**, the self-payment rate for COBRA Continuation Coverage will be \$476.94.

### **Flex Benefits for Supplement to Medicare Retirees**

**As a reminder**, the Flex Benefits were renewed on September 1, 2004 which reimburses the cost of prescription drugs for participants on the Supplement to Medicare Program. Coverage will remain the same, which is seven hundred fifty dollars (**\$750**) per participant, per fiscal year. This benefit is reviewed annually and may be discontinued at the discretion of the Trustees.

Please keep this document with your Summary Plan Description (SPD). If you have any questions regarding the above, please contact the Fund Office.

Sincerely,

BOARD OF TRUSTEES,  
MICHIGAN CARPENTERS' HEALTH CARE FUND