



DATE: August 2020

TO: All Business Managers and International Staff

FROM: Boilermakers National Health & Welfare Fund

RE: FUNDS FLASH – Trustee Action COBRA Subsidy

Due to the impacts of the Novel Coronavirus (COVID-19) pandemic, available work has declined significantly and many of our Boilermaker families are at risk of losing their healthcare coverage due to a reduction in hours. The Board of Trustees approved a subsidy to reduce COBRA premiums by 90% beginning August 1, 2020 through October 31, 2020.

Who Qualifies for the COBRA Subsidy:

- Participants working as a Boilermaker dispatched by the Local who have lost or will lose active H, G or GR coverage as of July 31, 2020 due to a COBRA Qualifying Event of loss of employment or reduction in work hours; AND are
- Actively seeking employment as a field construction Boilermaker or eligible for referral on a qualifying out-of-work list/pool. (Please reference Articles 5.1-5.6 of the International Brotherhood of Boilermakers’ Model Uniform Referral Standards and Joint Referral Rules for qualifying out-of-work list/pool.); OR
- Have been required to quarantine for a period of time due to COVID-19/CDC requirements.

Verification Requirement:

Participants will be required to complete the COBRA Subsidy Verification Form to confirm that they meet the qualifications as stated above.

Who Does Not Qualify:

- Individuals covered under Plan M;
- Retirees who have been awarded an Annuity Starting Date (ASD);
- Surviving Dependents running out reserve bank; or
- Individuals who lose coverage due to a COBRA Qualifying Event other than loss of employment or reduction in hours (e.g., death, divorce, age, etc.).

COBRA rates and subsidized rates are as follows:

	Full Coverage (Medical/RX/Dental/Vision)	Core Coverage (Medical/RX)	Full Coverage with Subsidy	Core Coverage with Subsidy
Single	\$461.09	\$444.46	\$46.11	\$44.45
Two Person	\$922.18	\$888.92	\$92.22	\$88.89
Family	\$1,706.03	\$1,644.50	\$170.60	\$164.45

Qualified participants will receive COBRA notices providing the option to elect or make changes to a previous election or rejection of COBRA for coverage beginning August 1, 2020 at the reduced premiums shown above. Overpaid premiums will be applied to future COBRA premiums unless directed otherwise by the participant. Notices will be mailed on Monday August 24, 2020. A sample copy of the notice is attached for your reference.