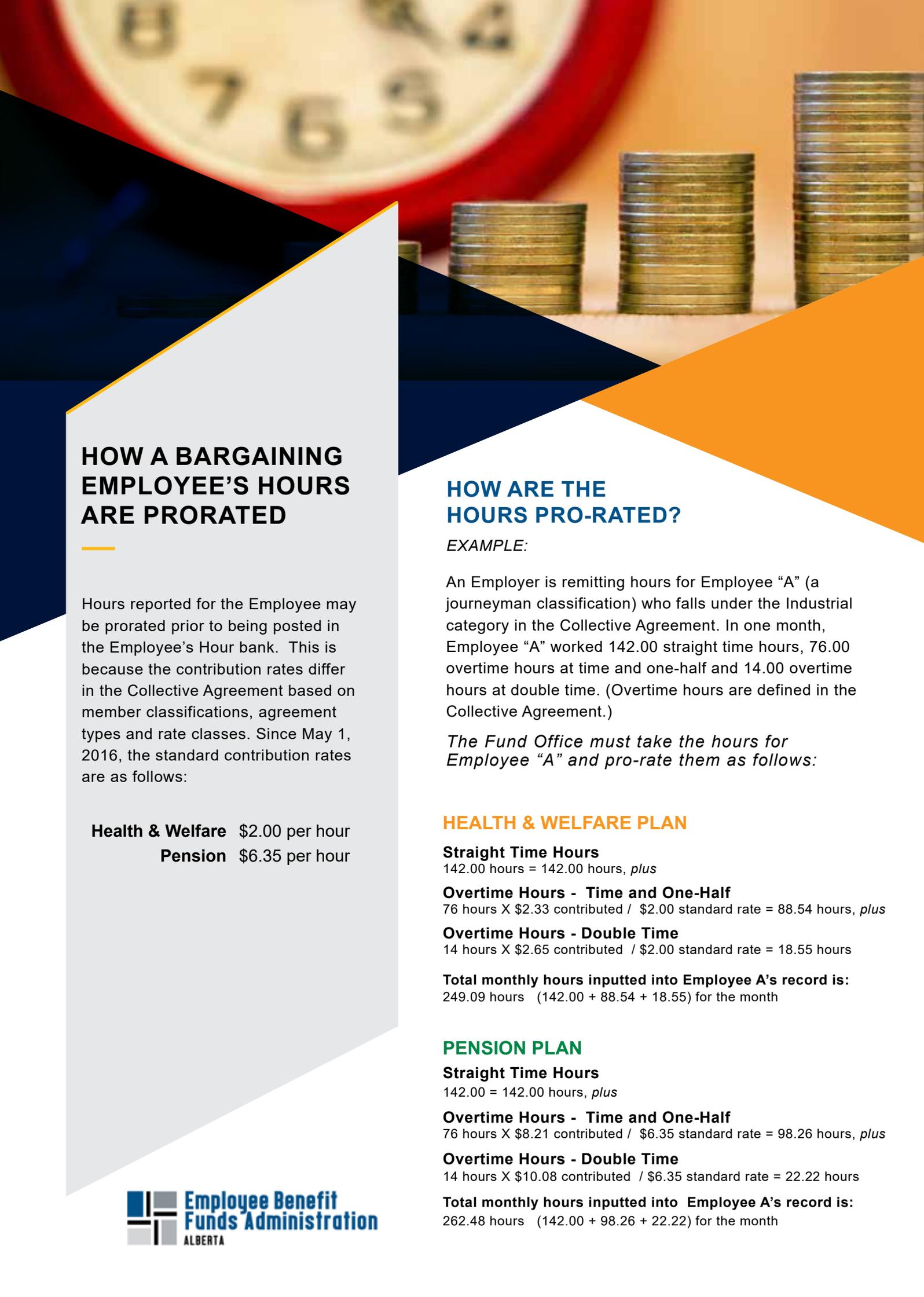


FUND CONTRIBUTIONS

Each month, signatory Employers with IBEW Local Union 424 are required to remit hours and contributions to the Health and Welfare Fund and Pension Fund on behalf of their Employees. The Employer reports hours worked by Employees on a form called the “Employer’s Report of Contribution.” The Report of Contribution along with the contributions must be received by the Fund Office on or before the 15th of the month, following the month in which the hours were worked by their Employees.

All contributions are remitted in accordance with the terms of the Collective Agreement. An Employer can remit hours and contributions for bargaining and/or non-bargaining Employees. Employers are required to remit a bargaining Employee’s straight time hours as well as any overtime hours at either time and one-half, or double time. A bargaining Employee is a person working within the classifications of employment set out in the Collective Agreement. Bargaining Employees cannot be a Director of the Employer’s company or own more than 50% of the Employer’s company. If they do, they must be reported as a “non-bargaining” Employee. Non-bargaining Employees also include Managers and/or administrative staff of the Employer. Non-bargaining hours must be remitted to the Plans in increments of either 140 or 160 hours per month, regardless of the number of hours the Employee worked.



HOW A BARGAINING EMPLOYEE'S HOURS ARE PRORATED

Hours reported for the Employee may be prorated prior to being posted in the Employee's Hour bank. This is because the contribution rates differ in the Collective Agreement based on member classifications, agreement types and rate classes. Since May 1, 2016, the standard contribution rates are as follows:

Health & Welfare \$2.00 per hour
Pension \$6.35 per hour

HOW ARE THE HOURS PRO-RATED?

EXAMPLE:

An Employer is remitting hours for Employee "A" (a journeyman classification) who falls under the Industrial category in the Collective Agreement. In one month, Employee "A" worked 142.00 straight time hours, 76.00 overtime hours at time and one-half and 14.00 overtime hours at double time. (Overtime hours are defined in the Collective Agreement.)

The Fund Office must take the hours for Employee "A" and pro-rate them as follows:

HEALTH & WELFARE PLAN

Straight Time Hours

142.00 hours = 142.00 hours, *plus*

Overtime Hours - Time and One-Half

76 hours X \$2.33 contributed / \$2.00 standard rate = 88.54 hours, *plus*

Overtime Hours - Double Time

14 hours X \$2.65 contributed / \$2.00 standard rate = 18.55 hours

Total monthly hours inputted into Employee A's record is:

249.09 hours (142.00 + 88.54 + 18.55) for the month

PENSION PLAN

Straight Time Hours

142.00 = 142.00 hours, *plus*

Overtime Hours - Time and One-Half

76 hours X \$8.21 contributed / \$6.35 standard rate = 98.26 hours, *plus*

Overtime Hours - Double Time

14 hours X \$10.08 contributed / \$6.35 standard rate = 22.22 hours

Total monthly hours inputted into Employee A's record is:

262.48 hours (142.00 + 98.26 + 22.22) for the month

THE PENSION CALCULATOR

is back online!

Go to: <https://member.ebfa.ca> or look for the Pension Calculator link found on our website at <http://www.ebfa.ca>

HOW DOES A PLAN MEMBER SIGN UP?

A Plan Member must have a Stakeholder number issued by the Fund Office and a current pension record as of December 2017 to use the pension calculator.

TO ACCESS THE CALCULATOR:

- Go to <https://member.ebfa.ca>
- Create an account using the “Sign Up” button
- Enter your Stakeholder Number, SIN and Date of Birth. Finally, enter your email address and password.

Once a Plan Member has completed the Sign Up process, only the email address and password are required to use the pension calculator.

The pension calculator will provide a Plan Member with the pension amounts for the option(s) selected, as well as confirm the age and Total Years Credit on the date of retirement. If a Spouse’s (Pension Partner’s) date of birth is entered, the calculator will only calculate the pension amount using the Joint & 60% Survivor option.

IMPORTANT THINGS TO CONSIDER:

- The pension calculator will calculate pensions for the ages of 55 to 65.
- Your Stakeholder Number can be found on your annual Pension Statement.
- Plan Members who have joined the Pension Plan in the current year will need to wait until March of the following year to use the calculator due to a data refresh that takes place annually in February.



DISPENSING FEES FOR PRESCRIPTION DRUGS

SOME INTERESTING FACTS

Between June 1, 2017 and May 31, 2018 the top 4 pharmacy chains used by Plan Members were Shoppers Drug Mart, Safeway, Costco and Rexall and the average dispensing fee paid for electronic drug submission was \$11.32 per drug. The dispensing fee is used to cover the costs of rent, staff, supplies and operating expenses of a pharmacy.

Of all the dispensing fees, 87.67% of the fees were between \$10.00 to \$12.99. The pharmacy with the lowest dispensing fees was Costco, whose dispensing fees ranged from \$2.62 to \$2.97 per drug.

Costco pharmacies are open to non-members. Therefore, a Plan Member does not have to become a Costco member in order to fill their prescription(s). At the Costco entrance, a Plan Member can tell the Costco greeter that they are going to the pharmacy.

By using Costco, a Plan Member will reduce their prescription costs by having lower dispensing fees.

THE IMPORTANCE OF UPDATING YOUR CONTACT INFORMATION

It is vital that the Fund Office has each Plan Member's current contact information on file, such as mailing address, phone number(s) and email address. The Fund Office staff primarily contacts Plan Members by phone or email regarding their Health and Welfare and/or Pension Benefits. Plan Members who have provided us with their email address will then be able to receive our newsletters and important correspondence directly to their email address. This will provide better service to Plan Members

plus save the Plans thousands of dollars in mailing costs each year and greatly reduce the amount of paper being used. The best methods to update any personal information with the Fund Office are by calling the Fund Office, or by completing a Registration and Declaration of Beneficiary Form ("Reg Form") which can be found on the EBFA website at www.ebfa.ca and by clicking on the link called "EBFAForms." The Reg Form allows a Plan Member to update personal information, add or remove Dependents and

update your Beneficiary information. When updating your Dependents, a Plan Member must include all eligible Dependents on the Reg Form (including the Plan Member's Pension Partner if applicable), otherwise they will be unregistered and not covered under the Benefit Plan. A completed Reg Form must be signed and dated and the original Reg Form must be mailed back to the Fund Office, as the Fund Office cannot accept facsimiles or scanned copies.

A Plan Member can also update an address, phone number or email address by emailing the updated information to the Fund Office at claims@ebfa.ca

KEEPING YOUR SERVICE PROVIDERS UPDATED

Plan Members are encouraged to update addresses and phone numbers with all of their healthcare providers (i.e. dentist, physiotherapist, chiropractor) who may be submitting a claim to the Fund Office. Frequently, the Fund Office receives claims submitted by dental offices in which the Plan Member's address is different than the address that the Fund Office has on file. When this happens, claims payment may be delayed. In most cases, the Fund Office notices that the dental office has an old address on file. Please take the time to update your contact information with your healthcare providers.

WHERE TO SEND YOUR CLAIM FORMS

In order to avoid unnecessary delays in the processing of claims, it is important to send the claims to the correct office.

Prescription drugs claim forms should be sent directly to NexgenRx.

NexgenRx Drug Claims Dept

145 The West Mall
PO Box 110 U
Toronto ON M8Z 5M4
Fax: 1-647-722-2934
memberhelp@nexgenrx.com

All other claims (i.e. dental, vision, physiotherapy, chiropractor) should be mailed, faxed, or emailed to the Fund Office.

EBFA

200 4224 93 St NW
Edmonton AB T6E 5P5
Fax: 780-465-0808
claims@ebfa.ca

This bulletin provides summary information about the Electrical Industry Insurance Benefit Trust Fund of Alberta and the Electrical Industry Pension Trust Fund of Alberta (registration no. 0383224) in simple terms. It is not intended to be complete or comprehensive, or to provide legal or medical advice. If there are any discrepancies between this newsletter and the wording of the legal documents that govern the plans, the legal documents will apply in all cases. Each of the plans is administered by a Board of Trustees, c/o Employee Benefit Funds Administration Ltd. (EBFA).