

The Fund Office Report

APRIL 2010

STEAMFITTERS

PRIMER ON THE HEALTH REIMBURSEMENT ACCOUNT

As a participant in the Steamfitters' Industry Trust Funds, your employer contributes to your Health Reimbursement Account ("HRA") for every hour that you work. The HRA started on July 1, 2005 and is a separate trust fund established as part of the Welfare Fund. It allows members to be reimbursed tax free for medical care and associated expenses not covered by insurance. Each participant has an individual account. Your account never expires and the balance represents the sum of contributions and benefit disbursements.

The following is an overview of the program:

What Is An HRA? The HRA has been established to allow participants (and their qualified dependents) to withdraw monies on a tax free basis for co-payments, co-insurance, and other costs or charges that are not covered by Empire Blue Cross Blue Shield, Medco and MetLife and which you have paid. Also, many over-the-counter products can be reimbursed from your existing HRA account. If you are paying COBRA through the Welfare Plan, you can be reimbursed from the HRA for your COBRA premiums.

Is there A Time Period To Apply? Yes, you must apply within one year from the date of service or purchase to be considered for reimbursement.

Are Claim Applications Subject To Audit? Yes, all claims are subject to review and verification. If you are found to have submitted a fraudulent claim you will be suspended from the plan for no less than one year.

How Do I Get Reimbursed For These Expenses? Please fill out the "Application for Healthcare Reimbursement Account" (pink colored form) which can be obtained from the Fund, Union or Training Facility Offices. The form is also available on the Fund Office website (www.steamfitters.com). Follow the instructions on the form, including attaching all necessary documentation, and submit it to the Fund Office for processing.

A separate, detailed section dedicated to the HRA program is on the Fund Office website. If you can access a copy via the website please call the Help Desk at Ext. 244 and a printed copy can be mailed to you. In addition, the Help Desk can assist you with any questions.

METAL TRADES

MENTAL HEALTH & SUBSTANCE ABUSE BENEFITS IMPROVED EFFECTIVE JULY 1, 2010

The Mental Health Parity Act (MHPA) of 2008, a federal law, provides for parity in the application of aggregate lifetime and annual dollar limits on mental health and substance abuse benefits with dollar limits on medical benefits. In other words, the co-payments for mental health and substance abuse benefits will now be the same, \$10, as it is for medical benefits.

In addition, there will be no limit on the annual inpatient days one can utilize for substance abuse detoxification or rehabilitation, subject to medical necessity. If you have any general questions about this benefit improvement please call the Help Desk at Ext. 244. If you have a personal question you can contact the Steamfitting Industry Assistance Program (SIAP) at 212.563.0342 or 212.563.0378. Those two SIAP numbers are available 24 hours and all calls are kept strictly confidential.

STEAMFITTERS

FROM THE ADMINISTRATOR'S DESK

This column is different from those past. I have allowed the timing of government mandated communication to control the information flow to plan participants and quite often, that timing was too slow. For that, I apologize. It is my hope that this format is helpful in understanding the extent of the Funds' recovery from the unprecedented financial disaster of 2008 and this information will be the starting point for my presentation at the April Quarterly meeting on April 28th.

Yet as much as 2009 helped return some financial stability, the extreme loss of man-hours presents us with fund challenges not experienced since the early 1990's. While the Pension Fund is structured to survive short term economic downturns, the Welfare Fund is impacted immediately and severely. Prudent changes are necessary for that Fund's long term survival.

Information flow is more important now than ever, I will make sure that happens.

STEAMFITTERS' TRUST FUNDS FINANCIAL HIGHLIGHTS

	2009	2008
Pension Fund		
Fund Benefits paid comparison	\$ 24,253,481	\$ 52,022,903
Net Assets @ Year end	\$ 221,519,694	\$ 174,265,059
Pension Fund funded percentage	58.5%	61.71%
Other Construction Trades Pension Plans:		
Plans' in Green Zone status	38%	80%
Plans' in Yellow Zone status	32%	11%
Plans' in Red Zone status	30%	9%
Welfare Fund		
Fund Benefits paid comparison	\$ 64,383,722	\$ 56,045,790
Net Assets @ Year end	\$ 42,135,585	\$ 44,026,756
Welfare Fund covered heads	4,823	4,725
Welfare Fund monthly reserve	5.8	9.6
Supplemental Retirement Fund		
Fund Benefits paid comparison	\$ 10,744,248	\$ 11,212,471
Net Assets @ Year end	\$ 202,761,063	\$ 142,796,049
Security Benefit Fund		
Fund Benefits paid comparison	\$ 28,546,004	\$ 18,560,777
Net Assets @ Year end	\$ 130,889,425	\$ 113,689,311
SBF Administrative charge	\$ 250.00	\$ 209.35
Last 25 year average charge	\$ 257.00	
SBF Income Allocation	-1.29%	-2.26%
Average allocation over 44 years	6.74%	
Vacation Plan		
Fund Benefits paid comparison	\$ 24,207,090	\$ 25,913,098
Net Assets @ Year end	\$ 418,516	\$ 458,185
Vacation Plan # of checks issued	6,369	6,558
Vacation Plan total dollars	\$ 24,207,090	\$ 25,913,098