

THE BLUEPRINT

A Quarterly Benefits Publication from the Administrative Office
PENSION • HEALTH & WELFARE • VACATION • ANNUITY

MONTH TO MONTH ELIGIBILITY EFFECTIVE MAY 1, 2024

As of May 1, 2024, eligibility for coverage in the Health & Welfare Plans will be determined on a month-to-month basis. This change will allow participants and their families to have greater access to healthcare benefits throughout the year.

How will this change impact you?

Instead of eligibility being determined by the amount of hours worked in a calendar quarter, it will be determined monthly based on 120 hours per month. As a result of this change, you may be able to establish eligibility sooner and, if you lose coverage, you may be able to regain eligibility more quickly by not having to wait until the next quarter to qualify.

To transition into this new system, your existing reserve Hour Bank balance as of February 1, 2024, will be added to hours reported for the months of January through March. As long as you have a minimum of 120 hours available by the end of April, you will be eligible for coverage in the month of May. Each month thereafter, reported work hours will be added to your Hour Bank and, if at least 120 hours are available, they will be withdrawn to provide coverage for the next eligibility month. If you were not eligible for coverage in the February, March, April Eligibility Quarter or if you did not have an Hour Bank as of February 1, 2024, you will be required to follow the new rules for Initial Eligibility, to regain coverage.

Your Hour Bank

After the required 120 hours are deducted

for eligibility in each coverage month, any remaining balance in your Hour Bank, up to a maximum of 720 hours will carry forward to the next month. However, if you lose eligibility and your Hour Bank balance is below 120 for six months, the balance in your Hour Bank will be forfeited. If this happens, you may regain coverage by re-establishing Initial Eligibility.

Initial Eligibility

New participants and participants that are re-establishing Initial Eligibility due to a lapse in coverage are required to accrue a minimum of 360 work hours within a three-to-six-month calculation period. You will be eligible for coverage on the 1st day of the 2nd month following the month you accumulated 360 hours. The hours must be earned in no less than 3 work months and no more than 6 work months.

Establishing or Re-establishing Initial Eligibility

Month	Work Hours
1st Month	120
2nd Month	160
3rd Month	160
4th Month	Hours total: 440 Lag Month
5th Month	Initial Eligibility

In the chart above, the participant earned 440 hours in 3 months. Note that in the 5th month, 120 hours will be deducted to establish Initial Eligibility and 320 hours will be banked for the future months.

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Effective June 1, 2024, the Alaska Carpenters Trust Funds will be merged into the Southwest Carpenters Benefit Plans. Learn more on page 3.



Para español, vea la página 5

MONTH TO MONTH ELIGIBILITY EFFECTIVE MAY 1, 2024

(CONTINUED)

Hours Buy Back

Additionally, as of May 2024, an Active Carpenter* will now be able to make up to 3 self-payments in a calendar year for up to 20 hours each time at the current contribution rate required by the Labor Agreement to continue coverage from the prior month.

For example, if you are covered in the month of May, but you are short 20 hours for coverage in the month of June, you can make a self-payment for 20 hours at the contribution rate to continue coverage. Self-payments must be received by the

Administrative Office within 31 days of the Hours Buy Back Notice, which is sent out to qualifying participants during the first week of every month, to avoid a lapse in coverage.

For additional information on this new change refer to the Summary of Material Modifications that was mailed/emailed to you earlier this month, or contact the Administrative Office for more help with these changes.

**An employee performing hourly work under a collective bargaining agreement or under the C4A program.*

JULY VACATION PLAN PAYOUT

The July 1st Early Withdrawal is fast approaching! More information from the Southwest Carpenters Vacation Plan was mailed out in April.

Look for the envelope with the red megaphone.



**Important information about your
Southwest Carpenters Vacation, Sick Leave and Paid Time Off Plan
Response Required**

If you receive a small envelope in the mail, the letter is for your information, no action is required, and you will receive the July 1st distribution if you have previously chosen this option.

However, receiving a large envelope indicates potential missing forms or information, and you must submit all enclosed forms by June 1st to ensure you receive plan benefits.

It is important to review the letter in either envelope, as the letter will feature your distribution balance (minus any On-Demand Withdrawals issued or authorized deductions) and indicate if you have opted for an automatic July 1st Early Withdrawal. For verification, your letter will also feature the last 4 digits of the account number on file with the Administrative Office for the direct deposit of your benefit, if you have previously submitted banking information.

To receive a July 1st Early Withdrawal, you must have:

- ✓ Contributions for the months of September 2023 through February 2024
- ✓ Opted in for a July 1st Early Withdrawal
- ✓ Completed and submitted necessary forms
- ✓ Accurate direct deposit information on file at the Administrative Office

If you opt in and receive a July 1st distribution:

- Contributions from March 2024 through the August 2024 work month will be distributed in the December 1st payout.

If you did **not** opt in for a July 1st Early Withdrawal:

- Contributions received from September 2023 through the August 2024 work month will be distributed on December 1st.

Change your mind on the July 1st Early Withdrawal and prefer a larger distribution just in time for the holidays on December 1st? Remember, once you have opted in for Early Withdrawals on July 1st they will occur automatically and will continue to occur each year unless you opt out. Contact the Administrative Office before June 1, 2024, if you'd like to make a change.

In preparation for the July 1st distribution, On-Demand Withdrawals will not be available between June 3rd and July 7th, 2024.

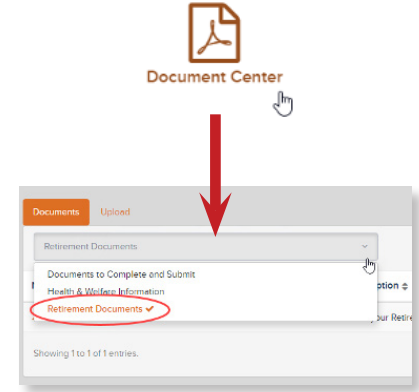
PENSION STATEMENT AVAILABILITY ON MEMBERXG

Accessing your Annual Pension Statement has never been easier.

In an era where digital convenience is paramount, the Carpenters Southwest Administrative Corporation has made an enhancement to its services through the participant portal, MemberXG.

Active participants of the Southwest Carpenters Pension Plan will be able to view their annual statements via the MemberXG portal beginning June 2024.

To access a retirement benefit statement on Member XG, go to Document Center and select **"Retirement Documents"** in the drop-down menu.



The following is a summary of your reported pension hours, vesting status, and estimated pension benefits through December 31, 2023.

SW CARPENTERS PENSION TRUST											
Year	Pension Hours	Pension Credits	Service Credits	Service Credits	Service Credits	Service Credits	Year	Pension Hours	Pension Credits	Service Credits	Service Credits
1981	37.00	0.0000	0.00	0.00	0.00	0.00	2022	1167.00	1.0000	0.00	0.00
2008	918.00	0.7500	1.00	0.00	50.00	0.00	2023	1232.00	1.0000	1.0000	5.27
2009	3587.00	1.0000	1.00	0.00	83.51	0.00					
2010	322.00	0.5000	0.50	0.00	0.00	0.00					
2011	1382.00	1.0000	1.00	0.00	108.59	0.00					
2012	1167.00	1.0000	1.00	0.00	91.88	0.00					
2013	282.00	0.0000	0.00	0.00	0.00	0.00					
2017	560.30	0.4200	0.42	4.86	0.00	0.00					
2019	848.00	0.5000	0.50	5.10	0.00	0.00					
2020	2332.00	1.0000	1.00	9.27	100.24	0.00					
2021	485.00	0.4200	0.42	5.41	0.00	0.00					

Fund records indicate the following data and credits:

Your Annual Statements from the Southwest Carpenters Pension Plan serve as a comprehensive reflection of your accumulated Pension Benefits and any changes or additions made through the plan year ending December 31, 2023. Participants are encouraged to review their statements thoroughly and report any discrepancies to the Administrative Office no more than 3 years from the date of the statement.

In addition to the digital accessibility offered through the MemberXG portal, physical copies of Pension Statements will be mailed out by the end of May to participants who have NOT opted into receiving electronic communications. If you previously opted in to receive Plan communications and documents electronically, you will receive an email regarding digital statement availability with instructions for access. This dual approach ensures that participants have access to methods of communication delivery that best suit their preferences.

CSAC understands the importance of the availability of this information. Should you require a copy of your Annual Pension Statement or encounter any challenges accessing MemberXG, please reach out to our Administrative Office for assistance.

ANNOUNCEMENT: Welcome Alaska Carpenters!

The Southern Alaska Carpenters Retirement Trust, the Alaska Carpenters Defined Contribution Trust Fund and the Alaska Carpenters Health and Welfare Trust Fund (formerly the "Alaska Carpenters Trusts") will be merging into the Southwest Carpenters Trusts as of June 1, 2024.

As a result of this merger, Alaska Carpenters will have enhanced flexibility to work within the 12 states under the Southwest Carpenters' jurisdiction and receive improved benefits for their contributions, ensuring greater long-term sustainability.

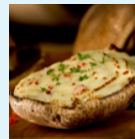
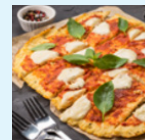
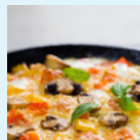
Look for more communications regarding this transition in the coming months!



Better health can taste great

Virta Health can help members eat their way to lower blood sugar, weight loss, and fewer meds.

Learn more:
virtahealth.com/join/swc
 Or scan this code



Available at no cost to PPO plan participants



LIFE IS CHALLENGING. WE CAN HELP.

Did you know that in addition to the many free services offered by your ComPsych Carpenters Assistance Program (CCAP) through Guidance Resources, you have free access to Working Advantage? By signing up for this members-only program you can unlock hundreds of discounts for sporting events, theme parks, movie tickets, shopping and much more. Take advantage of all that your CCAP has to offer, sign up today and book your family's next big adventure!

COMPSYCH[®]
—The GuidanceResources Company—



To Access: Visit guidanceresources.com or download the Guidance Resources app and log onto the site. Remember to sign up with the web code: **SWCCAP**. Then, scroll down and click on the discounts icon and click on the Working Advantage box and create your username and password to begin browsing the hundreds of discounts available to you!



Discounts and Offers



Save up to 60% on entertainment events and online shopping
Working Advantage
Gain access to exclusive discounts for movie theatres, movie rentals, theme parks, ski tickets, Broadway theatre, special family events, online shopping, hotel stays and much more. Click here to register and take advantage of discount offers of up to 60 percent. For questions, call Working Advantage at 1-800-565-3712.

TRUSTEE PROFILE

Pete Rodriguez



Pete Rodriguez, Western District Vice President for the United Brotherhood of Carpenters and Joiners of America, currently serves as a labor trustee to the Southwest Carpenters Pension, Vacation, and Training Trusts as well as the Co-Chairman of the Health & Welfare Trust. He assumed his role as a trustee in 2017, subsequently joining

the Board of Directors for the Carpenters Southwest Administrative Corporation in 2022.

Following the recommendation of his father, a union laborer, Mr. Rodriguez started his career twenty-seven years ago as an apprentice carpenter specializing in bridge and concrete form setting. During this phase of his career, Mr. Rodriguez was involved in prominent projects such as Disney's California Adventure and the 241 Toll Road.

As he has said, "Being a Union Carpenter defines me as the ultimate professional in my trade, defines me as a person, defines me as the head of household, it defines me as a Dad. Being a Union Carpenter has given me the ability to provide for my children." He notes that even when his children lived in another state, he appreciated the security of knowing they were covered by a top tier PPO health plan because of his work as a Union Carpenter.

In 2001, Mr. Rodriguez was recruited by the Carpenters/ Contractors Cooperation Committee (C/CCC), where he eventually took on various responsibilities within the organization. He collaborated closely with local, state, and federal enforcement agencies throughout the Southwest, ensuring adherence to regulations and fostering fair competition to level the playing bidding field within the construction industry.

After spending 15 years at the C/CCC, he began to work directly for the Southwest Regional Council of Carpenters, eventually becoming Executive Secretary-Treasurer/CEO in 2022. When he became EST, he said, "As the new Executive Secretary-Treasurer/CEO of the Southwest Regional Council of Carpenters, I'm going to be laser-focused on recruiting new members into the Union to meet the workforce needs of the future, while ensuring our current members have the skills, education, and support they need to succeed."

Mr. Rodriguez has expanded that focus, beginning in January 2023, in his current position as Western District Vice President of the United Brotherhood of Carpenters and Joiners of America by assisting the West Coast Regional Councils – Hawaii, Northern California, and Western States - with programs, cultural initiatives, and new opportunities for better Union jobs, wages, and benefits for 130,500 members and their families.

Remember to notify us if your address or dependents change.

CONTACT US

COMUNÍQUESE CON NOSOTROS



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M-F 8:00 a.m. to 5:00 p.m. PT
lunes - viernes 8:00 a.m. a 5:00 p.m. PT

Lobby Hours/Horas del pasillo:
M-F 8:00 a.m. to 4:45 p.m. PT
lunes - viernes 8:00 a.m. a 4:45 p.m. PT

MemberXG



bit.ly/MemberXG-CSAC

Asegúrese de notificarnos si su dirección o sus dependientes cambian.