

Eligibility Rules

Eligibility

(Eligibility rules for hours worked beginning January 1, 2008)

As a Covered Employee, you earn eligibility for health and welfare benefits once you accumulate sufficient work hours during a calendar year as described below in the *Basic Eligibility Rule*. You are then covered under the comprehensive *Basic Benefits Plan* for the 12-month period beginning the following March 1 through February 28.

Basic Eligibility Rule

As a Covered Employee, you must work 1,000 or more credited hours (1,500 or more hours if you are a participant in Local 4D covered by an Equipment House Contract) during a calendar year (January through December) to become eligible for health and welfare benefits.

If you cannot meet the requirements of the *Basic Eligibility Rule*, you may become eligible for health and welfare benefits under the alternative requirements of the *Supplemental Eligibility Rule*.

Supplemental Eligibility Rule

As a Covered Employee, you may become eligible for coverage under the *Supplemental Benefits Plan* on the first day of the month *following* the month you work 500 or more credited hours, (the same applies if you are a Covered Employee covered under Local 4D), during the calendar year, *provided you also* meet one of the following criteria:

- You were eligible for benefits at some time during the 22 months that ended on the preceding December 31st;
- You are currently enrolled as an Apprentice in the Hoisting and Portable Engineers Local 4 Apprenticeship and Training Program; or
- You are a newly organized employee affiliated with Local 4 and its branches or Local 4D.

If you do not meet any of these three requirements, you must work a minimum of 1,000 credited hours.

If you become eligible under the Supplemental Eligibility Rule, you will be covered under the *Supplemental Benefits Plan* through the following February 28th.