

NEW SFBF / VEBA STATEMENTS

You will notice new terms on the statements, Type I and Type II. This is done per IRS rules so new benefits can become eligible for reimbursement. Type I are contributions through September 2004 work month and can be used for out of pocket health and self pays.

Type II are contributions beginning with the October 2004 work month and can be used for health, self pays, education expenses (member only), and dependent care (child care). You do not have to worry about Type I, Type II, etc. The Fund office will use the appropriate benefit to your best advantage.

New – Additional Benefits from SFBF/VEBA

The Board of Trustees is pleased to announce that dependent care, educational assistance benefits, long term care insurance coverage, and group term life insurance coverage will be available for reimbursement from the Supplemental Fringe Benefit Fund (VEBA) EFFECTIVE January 1, 2005.

To keep these new benefits and all current benefits, we have to follow certain tax rules, which include the following:

- ⇒ You can only be **reimbursed** for new benefits-dependent care, educational assistance, long term care insurance and life insurance-with contributions made on or after September 27, 2004 (October work month).
- ⇒ Current SFBF/VEBA reimbursement remains as is. We will ask you to sign an authorization form to allow the Plan to transfer money contributed on or after September 27, 2004 (October work month) as needed for current benefits -medical, dental, prescription, vision, self-pays, etc...
- ⇒ Dependent care expense, educational assistance, long term care insurance, and life insurance will not be eligible for reimbursement unless incurred on or after the effective date of January 1, 2005.

Brief Description of New Benefits

Dependent Care Expenses –Expenses for a child care facility so that you and/or your spouse can go to work. A dependent child must be under age 13 or be financially dependent because of a mental or physical disability and incapable of caring for them self.

Educational Assistance – For the employee/active member only: Spouses and Dependents are **not** eligible. Expenses eligible for reimbursement include any form of instruction or training that improves your employment capabilities. Text books are eligible, tools or other supplies are not eligible. Cost of tuition and books at JATC are eligible for reimbursement.

Long Term Care Insurance/Life Insurance – These are insurance programs that you can use your SFBF/VEBA account balance to purchase. The Trustees are in the process of soliciting quotations from several insurance companies. Information on cost, etc. will be released as soon as a vendor is selected. No outside policies are eligible.