

Supplemental Unemployment / Underemployment Benefits:

The core of SASMI is the Supplemental Unemployment/Underemployment Benefit. This is one combined Benefit paid by six-month "Stabilization Periods". The "A" Period is January through June and the "B" Period is July through December. Each Stabilization Period is 26 weeks.

This Benefit is paid in to any State Unemployment Compensation received. The Supplemental Unemployment portion includes time where the participant is completely unemployed and is receiving, or eligible to receive State Unemployment Compensation; the Underemployment portion includes time where the participant was not drawing State Unemployment (working short weeks, disabled, etc.).

SASMI is always required to withhold Federal Taxes (15%) from this Benefit. However, we must also withhold FICA (6.2%) and Medicare (1.45%) from the portion of time where the participant was "Underemployed".

Every SASMI Local is annually classified into one of four (4) groups based on the average hours worked by active employees in that Local in the prior year. Participants who work less than their Local's "Group Hours" may be entitled to the Supplemental Un/Underemployment Benefit.

<u>Group Hours:</u>	<u>A Period</u>	<u>B Period</u>
1	800 hours	900 hours
2	750 hours	850 hours
3	650 hours	750 hours
4	600 hours	700 hours

If a participant's Group Hours are 700 and he worked 575 hours, the computation would be:

700 hours LESS 575 hours : 125 hours

125 hours multiplied by Applicable Wage Rate of \$25.00 = \$3,750.00

THE MAXIMUM BENEFIT - 190 HOURS MULTIPLIED BY THE APPLICABLE WAGE RATE.

If a participant has been unemployed for 60 consecutive days during the applicable Stabilization Period, and received State Unemployment Compensation, he or she may file for an:

Advance Supplemental Unemployment Benefit:

SASMI will advance a up to ½ of the maximum Benefit (95 hours multiplied by the applicable wage rate).

Welfare Benefits:

SASMI will make payments on behalf of an eligible and qualified participant, to his/her local union health plan to continue coverage (SASMI will not pay to establish eligibility).

SASMI will continue to make payments up to eighteen (18) months even if no contributions are being made on the participant's behalf, as long as he/she is not permanently disabled.

Please note that all Health Benefits issued on a participant's behalf are deducted from future Supplemental Unemployment/Underemployment Benefits until the participant works at least 3,500 hours without receiving a Benefit.

Travel Benefits:

The SASMI Travel Benefit is paid to eligible and qualified SASMI Participants, who are active members in good standing, and who are available for work and either unemployed or threatened with unemployment in their Home Local Union.

Without exception, all travelers must be referred through the International Job Bank.

Travelers paid to a job less than 1,000 miles away must agree to work at least 30 working days within 42 consecutive calendar days, if the work is available.

Travelers paid to a job at least 1,000 miles away must agree to work at least 60 working days within 84 consecutive calendar days, if the work is available.

If a participant is traveling to another SASMI Local/area, the distance must be more than 100 miles. If a participant is traveling to a non-SASMI Local/area, the distance must be at least 200 miles and outside the participant's home local union.

The maximum round-trip Travel Benefit is \$1,125.00. However, return Travel Benefits are only paid when returning from a job in another SASMI Local/area.

The Travel Benefit: Mileage @ IRS rate per mile plus 7 days @ \$75.00/day (\$525.00).

Severance Benefit:

Due to a determination received from the Internal Revenue Service, the SASMI Board of Trustees were required to discontinue the Severance Benefit effective 12/31/2009. However, participants who had accrued a SASMI Severance Benefit prior to 12/31/2009, may still be entitled to a Benefit, which will be paid after their permanent separation from the Sheet Metal Industry.

In order to qualify for a SASMI Severance Benefit the participant:

- Must have been an active SASMI participant on or after July 1, 1992 (the date the Severance Benefit was implemented); and**
- Must have accrued at least two (2) years of Future Service Credit.**
- Must be PERMANENTLY SEPARATED from the Sheet Metal Trade for at least twelve (12) consecutive months.**
- Must not have been employed by any non-union Sheet Metal Contractor (excluding any work as a Salted Organizer) after the date of SMWIA initiation.**

The amount of the SASMI Severance Benefit is a percentage of all contributions made on a participant's behalf, minus the total of all benefit payments received from SASMI.

Past Service Credit is given for each year of SMWIA membership before gaining initial SASMI eligibility. Each year of Past Service returns 1% (or 1/2% per Stabilization Period).

Future Service Credit is given for each Stabilization Period, after the Stabilization Period in which you gained initial eligibility, and remained a SASMI participant and SMWIA member in good standing.

If a participant has 2 – 5.5 years, each year returns 2%. Once a participant has 6 – 9.5 years, all years convert to 3%. Once a participant has 10 years, all years convert to 10%.

If a participant has 20 years of Future Service Credit, years 20 – 29.5 return 4 ½%.

If a participant has 30 – 35 years of Future Service Credit, years 30 – 35 return 5%.

The maximum number of years (Past and Future) is 35. The maximum number of years of Past Service is 23.

**Total Service Credit Percentage, multiplied by the total Contributions through 2009
Less: Total Amount of Benefits (excluding Retiree Health) Previously Received = Severance Benefit**

A participant can receive a Severance Benefit of up to 150% of the total contributions made on their behalf.

Death Benefit:

This Benefit is only payable if a participant dies pre-retirement and meets the following criteria:

- **The participant is eligible for Benefits at the time of death; and**
- **The participant had accrued at least five (5) years of Future Service Credit; and**
- **The participant had not received Benefits exceeding the amount of contributions received on his/her behalf; and**
- **The participant did not die while committing an assault or felony.**

The application must be received within one (1) year or will be considered untimely.

The amount of the Benefit is based upon the participant's Years of Future Service Credit:

Years 5 – 9.5:	Benefit Amount \$5,000
Years 10 – 14.5:	Benefit Amount \$10,000
Years 15 – 19.5:	Benefit Amount \$20,000
Years 20 – 24.5:	Benefit Amount \$30,000
Years 25 – 29.5:	Benefit Amount \$40,000
Years 30 or more:	Benefit Amount \$50,000

This Benefit is payable to the participant's designated SASMI Beneficiary. If there is no SASMI Beneficiary Designation Card on file with the Local Union, this Benefit (as well as any Severance Benefit due) will be paid in the following order:

- 1. Surviving spouse;**
- 2. If no surviving spouse, to the participant's children in equal shares;**
- 3. If no children, to the participant's parents in equal shares;**
- 4. If no parents, to the participants siblings in equal shares;**
- 5. If no siblings, to the participant's estate.**

Health Care Reimbursement Account (HCRA):

After the Trustees were forced to discontinue the Severance Benefit, the Trustees established a Health Care Reimbursement Account ("HCRA"). Like the Severance Benefit, a participant may receive up to 150% of the total contributions made on their behalf. Also, because this Benefit is a direct reimbursement of health-related expenses, it is tax-exempt.

In order to qualify for the HCRA Benefit, the participant must:

- Cease work with all SASMI Employers after January 1, 2010, including total and permanent disability; and**
- At the time of retirement the Retiree must be eligible for and receiving an Early Retirement from the National Pension Fund or another retirement plan maintained pursuant to a Contract with ten (10) years or more of service, or the Retiree must be eligible for and receiving a Normal Retirement from the National Pension Fund or another retirement plan maintained pursuant to a Contract with least five (5) years of service at the time of retirement, or have been found eligible for Social Security Disability at any age with ten (10) years of service; and**
- Be eligible for and receiving a pension from the Sheet Metal Workers National Pension Fund or another SMART Local Union Pension Fund.**

The amount of the SASMI HCRA Benefit is a percentage of all contributions made on a participant's behalf, minus the total of all benefit payments received from SASMI.

Past Service Credit is given for each year of SMWIA membership before gaining initial SASMI eligibility. Each year of Past Service returns 1% (or 1/2% per Stabilization Period).

Future Service Credit is given for each Stabilization Period, after the Stabilization Period in which you gained initial eligibility, and remained a SASMI participant and SMWIA member in good standing.

Future Service is credited at 4% per year through 2017. Effective 1/1/18 Future Service is credited at 4 1/2 per year.

The maximum combined number of years (Past and Future) is 37.5. The maximum number of years of Past Service is 23.

A participant may be entitled to a maximum of 150% ($37.5 \times 4 = 150$).

Calculation: Total contributions after multiplied by the applicable percentage, less: all active Benefits.

Service-Based HCRA Benefit:

The Retiree Premium Benefit may be payable to participants who retire from a contributing employer, on or after February 1, 2002 and meet the following criteria:

- **Participant must have 25 years of service at the time of retirement; and**
- **Participant must be receiving a SMWIA National or Local Pension; and**
- **Participant must have at least five (5) years of SASMI eligibility (Future Service Credit) immediately preceding the date of retirement; and**
- **Participant must have not received more in non-Severance Benefits than the amount of contributions received on his/her behalf.**

Qualified participants may receive an \$12,000 as a HCRA Benefit balance. This amount is added to any HCRA balance they may have.