

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.