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## North Central States Regional Council of Carpenters' Health Fund Dollar Bank and Health Reimbursement Arrangement (HRA) Questions and Answers September 2025

Beginning in November 2025, your coverage under the Plan will be determined based on the amount of credits in your "Dollar Bank." Each month, contributions the Plan receives from Participating Employers on your behalf will be credited to your Dollar Bank and each month the "Monthly Premium" will be deducted from your Dollar Bank. Excess amounts will accumulate in your Dollar Bank until it reaches the maximum months of eligibility. Once your Dollar Bank reaches the maximum months of eligibility, future contributions will be credited to your HRA. This summary provides some background information on what a Dollar Bank is and how it will work. Your HRA will continue to work as described in your SPD, subject to a few changes identified below. Refer to your SPD for defined terms, other than those new terms defined in this notice.

Informational meetings will be held for you to learn more about these changes and to allow you to ask questions about how these changes impact you. Please feel encouraged to attend the in-person or virtual meeting which works best for you.

- September 2, 2025, 6:00 pm at NCSRCC, N2216 Bodde Road, Kaukauna
- September 16, 2025, 6:00 pm at the Madison Training Center, 5202 Monument Lane, Madison
- September 17, 2025, 6:00 pm at Local 1074, 2302 W. Cameron Street, Eau Claire, and Virtual

Virtual Meeting Access for September 17:

<https://wilson-mcshane.zoom.us/j/89317133703?pwd=Jl3XdbbY29k2lgfoORyNCz6lJfb7aK.1>

Meeting ID: 893 1713 3703

Passcode: 227301

### 1) What is the Dollar Bank?

- The Dollar Bank is a notional account that is established for you as a Plan Participant.
- When you work for an Employer, the hourly contributions submitted on your behalf are credited to your Dollar Bank to establish and maintain eligibility for coverage under the Plan.
- The hourly contribution amount is set forth in the applicable collective bargaining agreement. For the examples contained within this document, the hourly contribution rate is \$11.54.
- The Dollar Bank is merely a record keeping system with the purpose of tracking contributions; it does not hold actual dollars.
- A Dollar Bank is a non-vested benefit and can be forfeited. Forfeitures are explained further in question 9 below.

- If you have sufficient contributions in your Dollar Bank to cover the Plan's required contribution (the "monthly premium"), the monthly premium will automatically be deducted from your Dollar Bank to pay for your monthly coverage. Question 4 discusses what will happen if your Dollar Bank does not have sufficient contributions to cover the monthly premium.

## 2) What is the Monthly Premium?

The Monthly Premium is the amount of contributions necessary to pay for one month of coverage under the Plan, as established by the Board of Trustees. The Monthly Premium as of November 1, 2025, is \$1,650. The Monthly Premium will be reviewed by the Board of Trustees on a periodic basis and is subject to change at the discretion of the Board of Trustees based on the Plan's actual and projected benefit payment costs.

## 3) How do I become eligible for and maintain coverage with a Dollar Bank?

- Initial Eligibility** — You will initially become eligible on the first day of the calendar month following the calendar month in which the amount of total contributions in your Dollar Bank exceeds the Monthly Premium for Plan coverage. You must accumulate sufficient contribution credit in your Dollar Bank over six consecutive months to attain eligibility otherwise your Dollar Bank will be forfeited (see question 9).
- Continued Eligibility** — Once you are covered in accordance with the initial eligibility rules, you will remain covered for any succeeding month provided (1) the dollar amount of contributions made on your behalf by the 25<sup>th</sup> of the prior month is equal to or exceeds the Monthly Premium, (2) your Dollar Bank has sufficient contribution credits from prior monthly contributions to pay the Monthly Premium, or (3) you continue coverage pursuant to the self-payment procedures stated in question 6 below.

The following examples demonstrate how these rules work:

Dollar Bank — Initial and Continuing Eligibility — Detailed Example									
Work Month	Hours Worked at \$11.54 per Hour	Lag Month	Contributions Reported in Lag Month	Dollar Bank at Start of Lag Month	Dollar Bank Available for Eligibility	Eligibility Deduction/ Monthly Premium	Dollar Bank at End of Lag Month	Coverage Month	Eligible
Apr	50	May	\$577.00	\$0.00	\$577.00	-	\$577.00	Jun	NO
May	70	Jun	\$807.80	\$577.00	\$1,384.80	-	\$1,384.80	Jul	NO
Jun	135	Jul	\$1,557.90	\$1,384.80	\$2,942.70	(\$1,650.00)	\$1,292.70	Aug	YES
Jul	148	Aug	\$1,707.92	\$1,292.70	\$3,000.62	(\$1,650.00)	\$1,350.62	Sep	YES
Aug	159	Sep	\$1,834.86	\$1,350.62	\$3,185.48	(\$1,650.00)	\$1,535.48	Oct	YES
Sep	201	Oct	\$2,319.54	\$1,535.48	\$3,855.02	(\$1,650.00)	\$2,205.02	Nov	YES

In this example, the Participant is credited with enough contributions to meet and exceed the monthly premium of \$1,650 following the Participant's June work hours (April work hours: \$577.00 + May work hours: \$807.80 + June work hours: \$1,557.90 = \$2,942.70). Therefore, \$1,650 is subtracted from the Participant's Dollar Bank to grant coverage for August. Following coverage for August, the Participant now has \$1,292.70 remaining in their Dollar Bank (\$2,942.70 - \$1,650 = \$1,292.70) to be used for future eligibility.

\*\*This document is for general information purposes and does not replace the North Central States Regional Council of Carpenters' Health Plan Summary Plan Description and Plan Document ("SPD"). If there are any discrepancies or differences between this document and the SPD, the language in the SPD supersedes and prevails over any content on this document.

**4) Can I make self-payments to the Plan if I don't have sufficient contributions in the Dollar Bank to cover the monthly premium?**

Yes. Once you have established eligibility for coverage under the Plan, if the amount of contributions credited to your Dollar Bank are insufficient to pay the monthly premium, you will receive a self-pay notice from the Fund Office which will offer you the choice of continuing coverage by either:

- Self-Paying the difference between (a) the amount of contributions made on your behalf plus any available amount in your Dollar Bank and (b) the required Monthly Premium; or
- Electing COBRA continuation coverage

Dollar Bank — Self-Pay Coverage Option Example									
Work Month	Hours Worked at \$11.54 per Hour	Lag Month	Contributions Reported in Lag Month	Dollar Bank at Start of Lag Month	Dollar Bank Available for Eligibility	Eligibility Deduction/ Monthly Premium	Dollar Bank at End of Lag Month	Coverage Month	Eligible
Apr	50	May	\$577.00	\$0.00	\$577.00	-	\$577.00	Jun	NO
May	70	Jun	\$807.80	\$577.00	\$1,384.80	-	\$1,384.80	Jul	NO
Jun	135	Jul	\$1,557.90	\$1,384.80	\$2,942.70	(\$1,650.00)	\$1,292.70	Aug	YES
Jul	148	Aug	\$1,707.92	\$1,292.70	\$3,000.62	(\$1,650.00)	\$1,350.62	Sep	YES
Aug	65	Sep	\$750.10	\$1,350.62	\$2100.72	(\$1,650.00)	\$450.72	Oct	YES
Sep	42	Oct	\$484.68	\$450.72	\$935.40	(\$1,650.00)	\$0.00	Nov	YES

Monthly Premium:	\$1,650.00
Available Dollar Bank:	- \$935.40
<b>Self-Pay for November Coverage:</b>	<b>\$714.60</b>

In this example, following the September work hours, the Participant does not have enough contributions in their Dollar Bank to meet the Monthly Premium of \$1,650 for November coverage. The Participant has the option to continue coverage for November by making a self-payment to the Fund for the difference between the monthly premium of \$1,650 and the remaining amount in their Dollar Bank of \$935.40, which is \$714.60. In this example, the Participant chose to make the \$714.60 self-payment, which grants the Participant November coverage.

**5) If I lose eligibility, how do I regain my eligibility under the Plan?**

If you become ineligible for coverage because of insufficient contributions in your Dollar Bank and you fail to make the required self-payment to maintain eligibility, you will have to satisfy the Plan's initial eligibility rules in order to restore your eligibility for coverage without self-payments. You cannot make self-payments to acquire eligibility once it is lost.

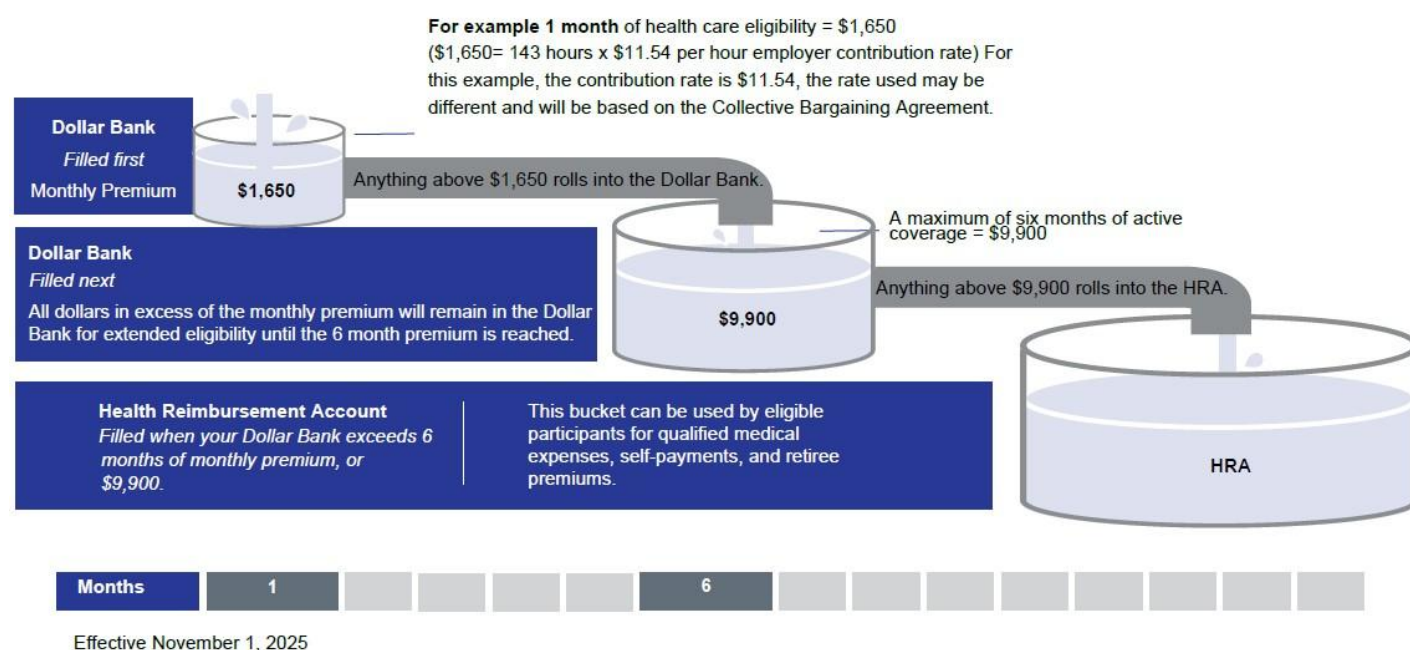
If you lose eligibility through active employment, but then maintain coverage through COBRA continuation coverage, you will need to satisfy the Plan's initial eligibility rules to restore your eligibility for coverage without self-contributions for COBRA continuation coverage.

## 6) How does the Dollar Bank work with your HRA?

- Once your Dollar Bank hits the maximum (see question 7), excess amounts will be credited to your HRA. No other contributions will be credited to your HRA. If you do not currently have an HRA under the Plan, one will be established for you; there is no election required for the account to be established.
- The HRA may be used to pay self-payments or COBRA payments to continue eligibility under the Plan and out-of-pocket medical expenses (as defined under Section 213(d) of the Internal Revenue Code) as long as you are eligible for the HRA. Effective January 1, 2026, you must be an eligible active or retired Plan Participant to be eligible for HRA reimbursement.
- The HRA notional account is a non-vested benefit and can be forfeited. Forfeitures are explained further in question 9.

## 7) Is there a maximum amount I can have in my Dollar Bank?

Yes. The maximum amount that you can have in your Dollar Bank is six (6) months of eligibility. All amounts in excess of the six-month threshold will fund your HRA account.



## 8) Is there a maximum amount I can have in my HRA?

No. There is currently not a maximum amount that you can have in your HRA Account.

## 9) Can my Dollar Bank or HRA be forfeited?

Yes. Your Dollar Bank and/or HRA will be forfeited in the following scenarios:

- While you are in the process of obtaining initial eligibility and once monthly premiums are made to the

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Plan, you will have a rolling six (6) month period to establish initial eligibility for coverage under the Plan. If you are unable to establish initial eligibility during the first six (6) months, the contributions made on your behalf in the first month of the initial six (6) month period that were credited to your Dollar Bank will be forfeited. The rolling six (6) month initial eligibility period will continue until the dollar amount of total contributions during a consecutive six (6) month period exceeds the required contribution.

- The same rolling six (6) month period will apply for continuing eligibility such that any Dollar Bank amount that is not sufficient to cover a Monthly Premium will forfeit after six months if not used to offset your self-pay.
- If you begin working Covered Employment within the jurisdiction of the UBC International Union for a non-participating Employer who is not subject to a written agreement requiring contributions to the Plan or you continue working for a former Participating Employer after the Employer withdraws from the Plan, your Dollar Bank and HRA are forfeited. If, however, you are working in Covered Employment under a UBC collective bargaining agreement that requires contributions to another health plan, this rule will not apply to your HRA if you have timely frozen your HRA.
- Your HRA will be forfeited:
  - Upon your death, unless you have covered Dependents who remain eligible for the Plan.
  - Effective January 1, 2026, if it is inactive for a continuous twelve (12) month period. An HRA is considered “inactive” if you are not maintaining active or retiree coverage under the Plan via your Dollar Bank or self-payments, no contributions are credited to the account and no reimbursements are paid from the account. This rule does not apply if you are on military leave under USERRA or you have formally opt-ed out of coverage pursuant to Plan rules. This rule also does not apply if you are eligible to freeze your HRA. You may freeze your HRA if (1) you are going to work either under a UBC collective bargaining agreement requiring contributions to another health plan or in non-covered employment for a Participating Employer and (2) you notify the Fund Office at least 30 days in advance of the freeze date. Your frozen HRA can be reinstated by requalifying for Plan coverage and remaining eligible for benefits (including through self-payment) for at least 36 of the previous 60 months.

## **10) What happens to my coverage if I am unable to work as a result of an accidental Injury or Sickness?**

If you are eligible to or are receiving Accident and Sickness Weekly Disability benefits under this Plan, or if you provide evidence of entitlement to benefits under any workers' compensation or occupational disease law, you will receive the equivalent of 30 hours of contributions each week into your Dollar Bank for each week that you are entitled to or are drawing such benefits up to 780 hours per disability. In no case will the monthly contributions under this section exceed the amount required to pay the Monthly Premium. No credit will be provided for periods in which your Employer contributes to the Plan for your time on leave.

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