



## CONTRACTORS, LABORERS, TEAMSTERS and ENGINEERS

November 15, 2021

To: CLT&E Membership  
From: CLT&E Board of Trustees  
Re: **Your Benefit Program for 2022**

Dear Member,

As the seasons change from summer to fall, and now from fall to winter, chances are you are preparing for the new year. We've done much the same at the CLT&E Benefit Office, only we're looking at your benefit package for the coming year. This "**Summary of Material Modifications**" outlines the changes you need to know for the coming year. Please review the following as these changes will impact your personal and financial situation.

### Health and Welfare Benefits

It's been nearly a decade since we've addressed the membership with news about the benefits offered under the CLT&E Health and Welfare Plan. The same could also be said about the hourly rate you pay for the program. This is not necessarily a bad thing in that the hourly rate for the Health & Welfare Plan has remained unchanged throughout this period (if you don't count the 12-months in which the rate decreased from \$5.50 to \$5.00). This memorandum is to announce the following changes are coming for the new year to both the benefits offered and the hourly rate you pay.

- The **dental plan** will undergo significant changes for the new year. The annual maximum benefit allowed under the plan will increase from the current \$600 to \$2,400 for in-network services. The benefit for out-of-network services will increase to \$1,200/year. Much like today, this benefit applies (without a deductible) to most dental services, including preventive care, x-rays, extractions and orthodontics.
- **Administration of the dental plan** will move from the CLT&E Office to Blue Cross Blue Shield — the same company that administers your medical benefits. Much like the medical plan, the discounts available through the network provide enough financial relief to pay for the administrative costs, and in this case, much of the cost associated with the additional benefits.

- As for the **cost of medical benefits** however, the plan is not immune to rising health care costs and the trend has been working against us. To protect the plan from future financial erosion, the Trustees have determined that a **rate increase** of \$.25 per hour will be necessary. This change will also be effective January 1, 2022. Please note that since this was not previously embedded in the contract, the additional charge will reduce your hourly wage.

You will receive additional information, including a new ID card, as we near the new year.

### Pension Plan

We recognize that not all **contracts** (or members) use the CLT&E Pension Plan as their retirement plan of choice. For those that do, we have some exciting news for you!

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You may recall that much of the news of the last decade regarding your pension plan was rather disheartening as we implemented programs to help strengthen the financial condition of the plan. Largely, these programs, along with a more positive stock market, have helped relieve much of the original stress stemming from the financial crash of 2008. Although it may be too early to call this concern over, the Board believes it is time to recognize the efforts of the membership in this recovery process. Hence, we are happy to announce that effective January 1, 2022, the multiplier for the pension plan will increase from the current 1 % to 2. This means the benefit earned (or accrued) going forward will double in 2022 as compared to that of 2021.

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The Board remains committed to offering one of the most comprehensive and ~~yet~~ competitive benefit programs offered in the industry. -Additionally, we strive to find just the right balance between benefits awarded and costs assigned. -We appreciate your contributions to the industry you serve and your continued support for the CLT&E Benefit Funds.

Regards,

CLT&E Board of Trustees