

NAME:

SS#:

Bakers Union and FELRA Health and Welfare Fund

EMPLOYER: Safeway
DATE OF HIRE: May 7, 2007
PLAN: 2

LOCAL: 118
STATUS: Full Time
Benefits Terminated,
December 31, 2013

ISSUE: Eligibility – Open Enrollment

#E14/107-9710

FUND RULE:

**"IMPORTANT NOTICE – CHANGE TO YOUR HEALTH PLAN BENEFITS
EFFECTIVE JANUARY 1, 2014
CHANGES TO PLAN 1 and PLAN 2 COVERAGE**

If you wish to continue to receive benefits under the Fund please complete the attached Authorization for Payroll Deduction form to authorize payroll deductions and return it to the Fund office by December 1, 2013..."
(Quoted from the Open Enrollment letter mailed to the participant on October 31, 2013)

"The Trustees of the Bakers Union and FELRA Health & Welfare Fund ("the Fund") announce the following changes to your health plan. Effective January 1, 2014, Full-Time employees will be required to contribute \$42.54 per month in order to continue to receive the current level of benefits under the Bakers Union and FELRA Health and Welfare Fund.

If you wish to continue to receive benefits under the Fund please complete the Authorization for Payroll Deduction form below to authorize payroll deductions and return it to the Fund office by December 31, 2013."
(Quoted from the Bakers Union and FELRA Health and Welfare Fund "For Your Benefit" newsletter, December 2013, mailed to the participant on December 11, 2013)

SUMMARY: Appeal Received: January 30, 2014

The **participant** is appealing for reinstatement of his Fund coverage, effective January 1, 2014. The participant states, "I took the... necessary steps to complete my form as soon as I got it. Unfortunately, once given to my store manager at the time, he failed to follow through." Included with the participant's appeal, is a signed letter from their store manager, indicating, "[The participant] faxed this form over from my office prior to December 1, 2013."

Fund records indicate an Open Enrollment letter and payroll deduction authorization form were mailed to the participant on October 31, 2013. A "For Your Benefit" newsletter, including another payroll deduction authorization form, was mailed to the participant on December 11, 2013. The participant's Fund coverage terminated on December 31, 2013 when a completed payroll deduction authorization form was not received. A HIPAA statement was mailed to the participant on January 13, 2014, with a retroactive coverage termination date of December 31, 2013. A completed payroll deduction authorization form (signed and dated November 7, 2013) was received from the participant, with his appeal, on January 30, 2014 (30 days late).

Note: The participant's address was last updated on August 1, 2012 and matches the address on his letter of appeal. No return mail has been received from the post office.

ACTION:

Approved

☐

Denied

☐

Tabled

☐

COMMENTS: