

NAME:

SS#:

Bakers Union and FELRA Health & Welfare Fund

EMPLOYER: Safeway
DATE OF HIRE: October 22, 2009
PLAN: BFW

LOCAL: 118
STATUS: Full Time

ISSUE: Eligibility – No Enrollment Forms Received #E12/112-2121

FUND RULE:

“You must complete an enrollment card and return it to the Fund office in order to be eligible for benefits.”

(Quoted from the SPD, page 29, Eligibility section)

“The parties agree that employees hired after ratification shall be obligated to pay the following weekly co-premiums under the terms of the applicable plans, effective the month in which coverage by the Bakers Union and FELRA Health and Welfare Fund starts and will continue every month in which they are eligible for benefits.”

“If an employee chooses not to opt for benefit coverage, they may not reapply for coverage until the open enrollment period for the next calendar year.”

(Quoted from the Memorandum of Agreement between BCTGM Local 118 and Safeway Inc.)

SUMMARY: Appeal Received: April 10, 2012

The **participant** is appealing for immediate Fund coverage. She states that she never received an enrollment package and cannot wait until open enrollment in November 2012 for coverage. The participant states that she does not speak or write English and would like to receive all documents in Spanish.

Fund records indicate that an enrollment package, which included the co-deduction election form, was mailed to the participant on June 24, 2011 and again in November 2011 during the annual open enrollment. To date, completed enrollment materials have not been received from the participant.

Fund records further indicate that a claim for benefits was received from the participant on March 1, 2012 related to pregnancy. The Fund office advised the participant that she was not eligible for benefits because she did not elect Fund coverage.

The participant’s address was last updated on November 17, 2009. No mail has been returned from the post office for this participant.

ACTION: **Approved** ☐ **Denied** ☐ **Tabled** ☐

COMMENTS: