

The AGC Health Trust provides a unique solution to assist employers and employees deal with the cyclical or seasonal nature of the construction business. This solution is the Trust's Dollar Bank eligibility system. Dollar Bank eligibility allows employees to build up a "Dollar Bank" during the busy months, and then utilize those banked dollars during the lean months. This means employees won't have to worry about losing their health benefits when they need it most.

How the Dollar Bank works: The Trust's Health insurance premiums are paid by employer contributions based upon the number of hours worked in a month. Under the Dollar Bank eligibility system, contributions are paid at an hourly contribution rate for each hour worked (rather than a flat monthly premium). The hourly contribution rate is the premium required for a month of coverage divided by 130. The employer's total monthly contribution is the product of the total compensable hours worked by the employee in a month TIMES the hourly contribution rate. All hourly contributions are paid into the employee's dollar bank.

Banking Future Coverage: If an employee works more than 130 hours in a month and has more dollars than is necessary for a month of coverage, the excess contributions will be added to his or her Dollar Bank and carried over to the following month. Contributions in excess of 130 hours in a month will accumulate in the Dollar Bank Maximum, which is elected by your employer to be 6, 9 or 12 months of coverage. Contributions that exceed the Dollar Bank Maximum will be returned to the employer.

Initial Eligibility: Health Benefits will begin on the first of the month FOLLOWING the month in which an employee has met the employer's established waiting period AND has accumulated sufficient dollars to cover a month's premium.

Subsequent Eligibility: Each month the employee's Dollar Bank is charged for one month of coverage at the applicable Trust cost. Eligibility for coverage will continue as long as the balance in the employee's Dollar Bank is sufficient to purchase a month of coverage. This is true even if the employee is not working. An employee will not be eligible for coverage in any month the Dollar Bank balance is less than the Trust's cost requirement for the coverage.

Insufficient Dollar Bank: If your Dollar Bank is not sufficient to purchase a month of coverage, the balance of your Dollar Bank will be maintained for a minimum of six (6) calendar months. If there have been no additions to or withdrawals from your Dollar Bank in six months, any remaining account balances will be forfeited to the Trust.

Alternatively, you may elect to self-pay to increase your Dollar Bank to provide one additional month of coverage. Once your Dollar Bank is exhausted and you are no longer employed, no additional funds can be paid into the Dollar Bank; but you may have other continuation rights, such as COBRA continuation coverage.

Permissible Use of Dollar Bank: Your Dollar Bank can generally only be used to provide Trust coverage. If you die, your enrolled surviving spouse and/or dependents can use the remaining balance of your Dollar Bank until exhausted. Your Dollar Bank is not a health reimbursement account. Your Dollar Bank cannot be used to purchase any other individual or group health insurance or reimbursement out of pocket medical expenses. In no event can your Dollar Bank be "cashed out" or paid to a third-party. The only exception to this is if the Trust ceases to provide a health plan within the jurisdiction of the employer; in which case, your Dollar Bank may be payable to a similar trust provided by your employer to provide health coverage to you and your dependents or to pay for group health insurance premiums for a plan offered by the employer. Your Dollar Bank is not vested and may be terminated by the Board of Trustees.

Please note: the cost of the Trust's coverage is updated upon renewal. This may result in an increase in the Dollar Bank deduction rate and increase the hourly contribution rate.