



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

**How it works:** Health insurance premiums are financed by employer contributions to the AGC Health Benefit Trust and are based upon the number of hours worked in a month. An employee must first meet the initial Eligibility Requirements to be entitled to any benefits from the Trust. After the initial eligibility has been met, employer contributions to the Trust for a minimum of 130 hours of work in a given month will provide eligibility for the following month. Contributions in excess of 130 hours in a month will accumulate in the Dollar Bank to create additional eligibility.

**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 130 hours.

#### **CONTRIBUTIONS TO THE DOLLAR BANK:**

**Contribution rate:** The hourly contribution rate is determined by dividing the current Trust cost for a month of coverage by 130 hours.

**Employer Contribution:** The employer contribution is the product of the total compensable hours worked by the employee in a month TIMES the hourly contribution rate.

**Dollar Bank Accumulation:** All contributions in behalf of an employee are credited to the employee's dollar bank for the exclusive purpose of providing benefits under the Trust for an employee and eligible dependents. The accumulated Dollar Bank account balance will be limited to an amount which will not exceed the current Trust cost for a month of coverage TIMES eighteen (18), or a maximum banked credit of eighteen (18) months of coverage.

**Change of Employer:** If an employee begins work for another employer participating in the AGC Health Benefit Trust, the contributions from the new employer will be added to the employee's existing Dollar Bank account balance.

#### **WITHDRAWALS FROM THE DOLLAR BANK:**

**Eligibility:** Eligibility for coverage will continue as long as the balance in the employee's account is sufficient to meet the cost requirement for coverage in the month the coverage is purchased. Each month the employee's account will be charged for one month of coverage at the applicable Trust cost. This is true even though the employee may not be working at the time. An employee will not be eligible for coverage in any month the account balance is less than the Trust's cost requirement for the coverage.

**Terminated Employees:** Account Balances that are not sufficient to purchase a month of coverage, or for which Initial Eligibility has not been met, will be maintained for a terminated employee for a minimum of six (6) calendar months. Or, if the terminated employee continues coverage under COBRA, the remaining dollars may be used toward the purchase of COBRA coverage. If there have been no additions to or withdrawals from such accounts in the prior six months, any remaining account balances will be forfeited to the Trust on January 1 and July 1 of each year.