

new jersey **CARPENTERS** benefits watch

Publication of New Jersey Carpenters Funds

march 2011

fund begins to implement health reform

by george r. laufenberg, administrative manager

As you will read on the pages of this newsletter, the NJ Carpenters Health Plan is beginning to implement several of the new benefit provisions mandated by the Patient Protection & Affordable Care Act (PPACA). Specifically, as of the start of the April 1, 2011 Plan Year, the Plan will begin covering dependents of eligible members up until their 26th birthday, unless they are currently employed and receive or have been offered employer-based coverage. We will also end the practice of placing lifetime limits on the dollar value of any essential benefits covered by our plan. Because of our Plan's "grandfathered" status, we will be able to delay the start-up of several other costly mandates until 2014.

Along with the hoped-for increase in health care coverage and access that the reform act is expected to initiate, it will also most likely lead to at least a temporary bump in health care costs and cause considerable uncertainty in the operations of union and employer benefit funds.

While the PPACA has the potential to enact many much needed reforms in our health care system, its failure to institute effective cost controls is a serious shortcoming. In addition, countless new regulations, rules and mandates attached

to the bill are still being developed and may not be published or enacted for months and years to come. When you add the confusion caused by pending lawsuits regarding the constitutionality of the Act to these existing conflicts, it creates a series of unsettling challenges for health care plans.

These challenges have been aggravated by the nearly unprecedented unemployment rates that our Carpenters union and the rest of the building trades have suffered since 2008. As we have previously reported, the massive increase in unemployment has caused an equally severe decrease in member and employer contributions to our funds. This "perfect storm" of economic setbacks placed a serious strain on our ability to provide benefits even before the mandates of the PPACA took effect.

Fortunately, the adjustments and modifications that the trustees have been forced to make in our health and pension plans over the past two years should help us to better deal with the coming challenges, several of which are outlined in the Mercer Study reported in this newsletter. Also, we have noticed a slight uptick in building projects, and the overall economy is showing faint signs of recovery, although it will be some time until we

return to some level of normalcy.

On a happier note, I'm pleased to report that the NJ Carpenters Annuity Fund experienced a plus-8 percent return on its investments in 2010. As you know, effective January 1, 2010 the Annuity Fund no longer offers participants the opportunity to personally direct the investment of their individual accounts. The trustees took this action to stabilize the income and revenues of the Fund and to minimize the risk of severe losses, like those suffered by many of our members in the financial meltdown of 2008.

Under the new system, the Fund is trustee-directed and all participants receive a proportionate share of the investment income of the Fund as a whole. The strong 8 percent return for participants last year bodes well for this new approach.

The trustees will continue to work in the best interests of the funds and the membership as the full impact of the Health Care Reform Act begins to emerge. We are confident that the end result, with some needed alterations enacted along the way, will provide an improved, more accessible system of health care for all Americans. Meanwhile, we will keep you informed of ongoing developments.

health reform mandates new dependent coverage

By now you should have received notice that the federal Health Care Reform Act mandates that benefit plans like ours provide coverage for certain dependents of eligible members up until their 26th birthday. At this time, some dependents may not qualify for this coverage, if they are currently employed and either receive or have been offered employer-based health care coverage.

Under the terms of this mandate, benefit plans that offer dependent coverage must now offer coverage to an eligible member's adult children until age 26, even if the young adult no longer lives with his or her parents, is not listed as a dependent on a parent's tax return, or is no

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federal mandates do not cover retiree plans

Please be advised that the Health Care Reform Act only applies to active members of the NJ Carpenters Health Plan and does not necessarily apply to participants in our Retired Health Benefit Plan. Therefore, the mandate to provide coverage to dependents of eligible members up to their 26th birthday, and the mandate prohibiting lifetime limits on the dollar value of essential benefits, do not apply to participants in the Carpenters Retired Health Benefit Plan. Those members will be receiving a separate Summary Plan Description of their benefits in the near future. The trustees will make a final decision on whether to include our retirees within this mandated coverage at their next meeting.

New Jersey CARPENTERS Funds

EMPLOYER TRUSTEES:

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Alfonso Daloisio, Jr., Robert Epifano, Robert Gariepy, Glenn Garlatti, Louis Germinario, Mark Hall, Michael Jensen, Jack Kocsis, Brian McGlone, Robert Polisoano

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trustees make change in retired health plan options

Effective as of April 1, 2011, the trustees of the NJ Carpenters Health Fund have eliminated the no-cost Retired Benefit Plan option. Those already enrolled in the program will be grandfathered and continue to receive the benefit option until further notice.

This change affects only those members retiring on or after April 1, 2011. They will, however, continue to have the option to participate in the Health

Fund's Retired Self-Payment Plan, provided they meet the eligibility requirements. If you choose not to participate in the Retired Health Plan at the time of your retirement, you will be prohibited from participating at a later date.

As a reminder, in order to be eligible for the Retired Self Payment Plan, a member must have been covered under the NJ Carpenters Health Plan for a minimum of 25 years prior to their date of retirement

nj carpenters health plan is "grandfathered"

The NJ Carpenters Health Fund believes it is designated a "grandfathered health plan" under the Patient Protection and Affordable Care Act (PPACA). As permitted by the Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that the NJ Carpenters Health Fund may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits

on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan, and what might cause a plan to change from grandfathered health plan status, can be directed to the Plan Administrator at: George R. Laufenberg, New Jersey Carpenters' Funds, Raritan Plaza II, P.O. Box 7818, Edison, NJ 08818-7818. Phone (732) 417-3900.

You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

notice to participants, beneficiaries and the pension benefit guaranty corporation

Election of the Application of Special Funding Rules

Under the Pension Relief Act of 2010

NEW JERSEY CARPENTERS PENSION PLAN

(EIN:22-6174423 PN:001)

An election was made on September 29, 2010 by the Board of Trustees to extend the amortization period for the investment loss experienced in 2008 from 15 to 29 years. The first plan year to which this applies began January 1, 2009.

The effect of the application of this special funding rule is to decrease the amount of the required minimum contributions. These contributions are taken into account in determining the appropriate contribution rates

under collective bargaining agreements and may also affect the Plan's funded status under the Pension Protection Act of 2006.

Unless certain conditions are met, the Plan is not permitted to increase benefits during the plan years beginning January 1, 2010 or January 1, 2011.

More information may be obtained from the Plan Administrator, George R. Laufenberg, New Jersey Carpenters' Funds, Raritan Plaza II, P.O. Box 7818, Edison, NJ 08818-7818. Phone (732) 417-3900.

mercier study offers sober appraisal of health care reform act

While the Affordable Care Act (ACA) is expected to have a major impact on America's health care system, the lack of reliable cost controls means it may not be all that beleaguered employers and consumers had hoped for.

In a realistic review of the landmark legislation, the Mercer Consulting Group states: *"Health insurance reform puts the US on a path that increases consumer expectations of having comprehensive and affordable insurance coverage ... (but) absent significant changes in health care cost, this expectation is unrealistic."*

The Mercer study, entitled Health & Benefits Perspective, says the new insurance reforms will place added pressures on employers to control costs, expand eligibility, comply with new mandates and requirements, absorb new expenses and try to avoid excise taxes for having a high-cost plan. Mercer estimates that in the near term, employer and union benefit plans will absorb an additional 4% to 6% increase above current health care costs due to various factors, including among others:

- Expanded eligibility for dependent children up to age 26.
- Higher contributions for low-income employees who are currently paying more than 9.5% of their income for coverage.
- Expanded benefit coverage to eliminate any copayment or coinsurance on preventive care and to eliminate lifetime and annual plan maximums.
- New industry fees on suppliers and manufacturers that are likely to be passed on to employer and union benefit plans.
- Per-participant fees for effectiveness research.

In addition to these new costs, health insurance reform did not address the inequities between provider costs paid by government-sponsored plans and those paid by private sector benefit plans. For example, Medicare and Medicaid have negotiated extremely favorable payment rates, which may encourage providers to cost-shift their expenses to the private sector in order to prevent any profit losses.

The legislation does assume that payment cuts will be made in both the basic Medicare program and in Medicare Advantage, but the proposed cuts pose several risks:

- If the cuts do not materialize (as has been the case with planned cuts in Medicare physician payments), the shortfall will increase the federal deficit and potentially increase taxes and fees for employers and individuals.
- If the cuts do occur, providers will likely turn to union and employer-sponsored plans and individuals to make-up the difference in their payments.
- Medicare payment reductions also increase the risk that providers will limit the number of Medicare patients they accept.

While the Mercer study does see some positive results from the new law, including increased health care coverage and accessibility, it also warns of conflicting outcomes. For example, increased enrollment in Medicaid and individual and group benefit plans will reduce the uninsured population and save on uncompensated care costs.

However, new enrollees will include individuals who had previously been denied coverage due to pre-existing conditions. They will come into coverage with health conditions that must be addressed. Thus, their initial utilization will be high and costly.

In addition, the low penalty for not having coverage increases the risk of adverse selection and provides an incentive for healthier individuals to opt in and out of coverage as needed. Including these healthier risks in the insurance pool would help stabilize costs and reduce the financial risk of adverse selection.

Also, because of the relatively low financial penalty to be assessed against employers who do not provide coverage, some employers may be inclined to replace the health care benefits they currently offer with some type of contribution to help their employees purchase coverage on their own.

In summary, rather than encouraging employers to retain coverage, the new law may create incentives for them to reduce or drop it altogether, further increasing the cost of coverage.

notice required by DOL

nj carpenters funds participation in early retirement reimbursement program

As a member of the NJ Carpenters Funds, you are either a plan participant, or are being offered the opportunity to enroll as a plan participant in an employment-based health plan that is certified for participation in the Early Retiree Reinsurance Program. The Early Retiree Reinsurance Program is a federal program that was established under the Affordable Care Act. Under the terms of the program, the federal government reimburses a plan sponsor of an employment-based health plan for some of the costs of health care benefits paid on behalf of, or by, early retirees and certain of their family members participating in the plan. By law, this program expires on January 1, 2014.

Under the Early Retiree Reinsurance Program, your plan sponsor may choose to use any reimbursements it receives from this program to reduce or offset increases in plan participants' premium contributions, co-payments, deductibles, co-insurance, or other out-of-pocket costs. If the plan sponsor chooses to use the Early Retiree Reinsurance Program reimbursements in this way, you as a plan participant may experience changes that may be advantageous to you, in your health plan coverage terms and conditions, for so long as the reimbursements under this program are available and the plan sponsor chooses to use the reimbursements for this purpose. A plan sponsor may also use the Early Retiree Reinsurance Program reimbursements to reduce or offset increases in its own costs for maintaining your health benefits coverage, which may increase the likelihood that it will continue to offer health benefits coverage to its retirees and employees and their families.

nj carpenters union loses two of its favorite sons

With the recent passing of former State Council President Thomas C. Ober and former Plainfield Local #155 Business Agent David C. Briggs, the Carpenters Union in New Jersey has lost two of its most cherished and influential leaders. Combined, the two men had dedicated over a century of service to our members and the trade union movement, serving in multiple leadership roles.

Both Ober and Briggs were also long-time trustees of the NJ Carpenters Funds. In that capacity, they worked tirelessly to implement and ensure a strong and secure level of pension, health and annuity benefits for our

members and their families.

“Simply put, Tom Ober and Dave Briggs embodied the best characteristics and finest ideals of the labor movement, both in New Jersey and across the nation,” said George R. Laufenberg, administrative manager of the NJ Carpenters Funds. “I had the great privilege of working closely with both men on behalf of our membership. Their expertise and contributions to the growth and success of our benefit funds were unsurpassed. They will be greatly missed. The trustees extend deepest sympathies to their families.”

Thomas C. Ober

A resident of Pilesgrove, NJ, Tom died on January 24, 2011 at the age of 80, following an extended illness. He joined Gloucester County Local #393 in 1951 as a Millwright. He was elected business manager of Local #393 in 1960 and was instrumental in establishing Gloucester Local #1578 in 1978 for members working in the housing industry. He also previously served as business manager of Gloucester Local #2098 and Salem County Local #542. Tom was cited by the United Brotherhood of Carpenters in 2000 as being the longest serving business manager in the entire Brotherhood at that time.

Tom was elected President of the NJ State Council of Carpenters in 1996, replacing the late George H. Laufenberg. As part of his responsibilities, he also served as Co-Chairman of the Board of Trustees of both the NJ Carpenters Funds and the NJ Carpenters Apprentice & Education Fund. Following his retirement as State Council President, he later served as administrator of the Council's Apprentice & Education Fund. The fund's training center in Mullica Township bears his name.

Tom was also a former executive board member of the NJ State AFL-CIO, former president of the United Building & Construction Trades Council of Camden County, and a trustee of the George H. Laufenberg Scholarship Fund. In addition, he was a member of the Cooper Medical Center Board of Trustees, a founding member of Camden County Workforce Investment Board and received a gubernatorial appointment to the NJ Clear Water Council. He was also former president of the

Camden County Vocational & Technical School. The building that houses the school's carpentry program was named in his honor.

He leaves his wife, Darlene, three daughters, 12 grandchildren and two great grandchildren.

David C. Briggs

A resident of Middlesex, Dave died at his home on December 11, 2010, following a lengthy illness. He was 69. Born in Plainfield and a graduate of Watchung Hills Regional High School, he joined Carpenters Local #155 in 1966. During a stellar 43 year career with the local, he acted in many capacities, serving in the positions of business agent and financial secretary prior to his retirement in 2009.

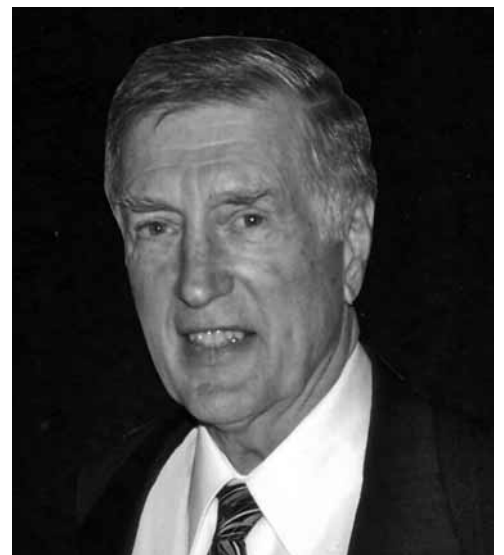
Dave was a long-time member of the NJ Regional Council of Carpenters executive board, serving on its Finance Committee. He was also a dedicated trustee of both the NJ Carpenters Benefit Funds and the George H. Laufenberg Scholarship Fund and was a familiar figure at numerous Carpenter functions and events, both in New Jersey and across the Brotherhood. He also served as chairman of the Middlesex Borough Planning Board for many years.

An avid outdoorsman in private life, Dave enjoyed gardening, birding, hunting and fishing. He was a member of the Elizabethtown Gun Club. The Regional Council and the Benefit Funds' trustees held a well-attended reception and dinner in Dave's honor in Atlantic City in March 2010, in recognition of his “distinguished record of leadership,” during which he “improved the quality of life of our members and advanced the best interests of our union.”

Dave is survived by his wife, Loretta, four children, and seven grandchildren.



Thomas C. Ober



David C. Briggs

nj familycare offers option for health care coverage

Members who have been unemployed for some time, or who have lost a portion or all of their coverage under our health plan, may be eligible for NJ FamilyCare, a federal and state-funded health insurance program that offers affordable coverage to uninsured children and certain low income parents and guardians.

NJ FamilyCare is not a welfare program. It is for families that do not have available or affordable employer insurance, and cannot afford to pay the high cost of private health insurance. It provides a wide range of services, including:

Doctor Visits	Eyeglasses	Hospitalization
Lab Tests	X-Rays	Prescriptions
Regular Checkups	Mental Health	Dental (for children)

Each county has at least three and up to four Health Maintenance Organizations (HMOs) to choose from that will help you obtain these services once enrolled. Who is eligible for NJ FamilyCare?

- Children 18 and younger may apply for the program, as well as certain low-income parents/guardians. The income eligibility level for children's coverage is 350% of the federal poverty level. The program also accepts applications from parents/guardians with work income up to 133% of the federal poverty level.
- Eligibility is based on family size and monthly income (assets are excluded). Family size includes children under 21 and adoptive and natural parents and their spouses.
- If they qualify, parents/guardians who have higher income levels can purchase health insurance for their children at reasonable rates through NJ FamilyCare ADVANTAGE, a program administered by Horizon NJ Health.
- For some families, NJ FamilyCare will be free. Other families will pay a monthly premium based on their income and small co-payments for some services.

For more information about NJ FamilyCare, or to obtain an application, call toll-free at 1-800-701-0710 or access its web page at www.njfamilycare.org.

how to obtain diabetic testing supplies

Diabetic testing supplies are payable under the NJ Carpenters Funds' major medical benefit. You can receive these testing supplies through a participating medical equipment provider with no out-of-pocket costs. If you purchase the supplies through our Medco mail order pharmacy prescription plan, you will be responsible for the \$10 co-payment for generics or the 20% co-insurance for brand names.

Please note that diabetic prescription drugs such as insulin cannot be filled through a medical equipment provider and must be filled through our Medco Mail Order Pharmacy Program.

If you or your spouse are covered by Medicare Part B, your diabetic testing supplies are covered under that program. In that case, you can order testing supplies through a participating Medicare Part B provider. For more information about how to order supplies, please contact Medicare at 1-800-MEDICARE.

voluntary level III benefit programs extended

Because the Health Plan's Level III benefits are still suspended, the voluntary dental, vision and hearing aid programs that were offered to our membership last year will be continued for the upcoming Plan year. Please keep in mind that these are voluntary programs, in which you may or may not wish to participate. All administration and payments for these benefits, including the enrollment process, are transacted directly between the member and the carrier. The programs are not administered by the Funds, nor are we responsible for the services they provide.

Most of these programs have kept their rates the same, with the exception of Cigna Dental which has enacted a minimal increase for the upcoming year. It is your responsibility to make sure you understand the guidelines of any program, prior to your enrollment. These programs have been reviewed by the Health Fund and we believe they offer substantial value to members who wish to enroll. We suggest that you evaluate them carefully to ensure they provide coverage that is appropriate for your family.

Members are also advised that many of our Carpenter dental providers have agreed to continue to accept our previously agreed-to fee schedule, while Level 3 benefits are suspended. If you are using an in-network dental provider, please confirm their willingness to accept our agreed upon rates, prior to beginning your treatment. Members are responsible for the entire cost while Level 3 coverage is suspended. Listed below is contact information for the voluntary benefit programs:

DENTAL PROGRAMS

Cigna Dental –
Contact - John Blasch at 212-840-4949 (office) or 917-439-9173 (cell)

Delta Dental –
Contact – Toll Free Customer Service at 877-307-5923
Website – www.njcfdelta.com

Smile Solutions –
Contact – Jeff Motto at 800-982-5529

VISION

Davis Vision –
Contact – Toll Free Customer Service at 888-444-5616

HEARING AID BENEFIT

Epic Hearing –
Contact – Toll Free Customer Service at 866-956-5400

When inquiring about any of these programs, please indicate that you are a member of the New Jersey Carpenters Health Fund. Also, be aware that the Delta Dental Program has a limited enrollment period, and you must enroll no later than May 15, 2011 for a June 1, 2011 effective date.

laufenberg scholarship luncheon set for june 22nd



The George H. Laufenberg Scholarship Fund will hold its 2011 Awards Luncheon, Wednesday, June 22nd, at the Robert Meyner Reception Center in the PNC Bank Arts Center in Holmdel. Scholarship applications must be submitted by April 15th.

Since its founding in 1996, the Laufenberg Scholarship Fund has awarded more than \$2 Million in education grants to some 282 children and grandchildren of members of the NJ Carpenters' Union. In 2010, the Fund awarded 32 scholarships totaling nearly \$200,000 and ranging in value from \$2,500 to \$1,000 a year for four years, including a special \$7,500 a year grant that will total \$30,000 over four years. A one-time \$500 award was presented to applicants who submitted a qualified application, but were not selected for a scholarship.

To qualify for the program, applicants must be the child or grandchild of a New Jersey union carpenter. Recipients are selected on the basis of academic achievement and overall excellence in their school, community and personal lives. They must have maintained a B-grade average throughout high school, and to retain the scholarship, they must maintain a B-grade average in college.

**APPLICATIONS
DUE BY
APRIL 15TH**

The trustees of the Fund have added several new eligibility requirements that will be enforced beginning with the 2011 application process. Under terms of the new language, student applicants must be:

- The child or grandchild of (a) an active member of the NJ Regional Council of Carpenters who has been a member of the UBCJ&A for a minimum of five years, or (b) a retired member receiving a pension from the NJ Carpenters Pension Fund at the time the application is made, or (c) a current employee of the NJ Carpenters Funds who has been employed by the Funds for a minimum of five years.
- A matriculating high school senior, and
- Will be a full-time student at an accredited four year college or university.
- Also, children and grandchildren of deceased members will no longer be eligible.

Applicants are evaluated and selected by a special committee of the fund's board of trustees. Now in its 16th year, the scholarship program was established as a memorial to the late George H. Laufenberg, former president of the NJ State Council of Carpenters.

Scholarship applications will be mailed upon request from the NJ Carpenters Funds Office. Applicants may phone 1-800-624-3096, Ext. 322, or send their request directly to the George H. Laufenberg Scholarship Fund at Raritan Plaza II, P.O. Box 7818, Edison, NJ 08818-7818. You may also download an application directly from our website at njcf.org and link onto fund applications, or e-mail to: lisad@njcf.org.

jersey hospitals improve patient care & reduce incidents of bloodstream infections

The 2010 Hospital Performance Report shows that the overall rate of Central Line-Associated Bloodstream Infections in patients in acute-care hospitals in 2009 was 27% lower in New Jersey than the national benchmarks set by the Centers for Disease Control and Prevention.

Published annually by the NJ State Department of Health & Senior Services, the report gives a detailed analysis of how hospitals perform in various fields and disciplines. Health officials expressed pleasure over the trending ability of New Jersey hospitals to reduce the incidence of in-hospital infections.

The report also showed that New Jersey ranks 10th in the nation in overall patient care, based on the most recent data from the federal Agency for Healthcare Research and Quality. In 2003, New Jersey was ranked 43rd in the country.

Health care-associated infections that patients incur after being admitted to a hospital or health care facility are considered one of the main causes of unnecessary illnesses and deaths in the U.S. Approximately 1.7 million such infections occur nationwide annually, accounting for up to 100,000 deaths.

Central Line-Associated Bloodstream Infections (CLABSI) occur when bacteria or other germs travel through a line such as a catheter and enter the blood. The Centers for Disease Control estimates that some 250,000 CLABSIs occur every year with an estimated death rate of 12 to 25 percent. In New Jersey, there were 328 CLABSIs recorded in 2009. Ten of the state's 72 acute care hospitals surveyed had "lower than expected" infection rates, five had "higher than expected" rates, and 57 rated "same as expected." Overall, state hospitals reported some 328 CLABSI incidents, lower than the expected 448 incidents.

Even though the numbers at five hospitals were "higher than expected," they were still comparatively low. And, in each case, the facility was able to demonstrate a significant reduction in CLABSI rates in 2010, due to the implementation of "best practices" procedures and an increased emphasis on controlling the infections.

For more information, link onto the NJ Department of Health & Senior Services 2010 Hospital Performance Report, located on the NJ Department of Health & Senior Services web page.

george h. laufenberg scholarship fund

donations 2010-2011

AFL-CIO HOUSING INVESTMENT TRUST
ALLIANCE BERNSTEIN
AMALGAMATED BANK
AMERICAN REALTY ADVISORS
APPRENTICE TRAINING FUND
ASSOCIATED GENERAL CONTRACTORS OF NJ
ATTALUS CAPITAL
BNY MELLON
BALLANTYNE, JOHN & ALISON
BANK OF AMERICA
BARISO, MARIETTA & ANTHONY (AP)
BENCHMARK ACOUSTICS
BENJET, BRIAN & KIMBERLY (AP)
BERGEN CONCRETE MASONRY
BLANDA, ANGELA (AP)
BLUEFIN CONSTRUCTION CO.
BOURNE, DONNA

(in memory of John Williams)
BRIGGS, DAVID & LORETTA (AP)
BUILDING & CONSTRUCTION TRADES COUNCIL
OF UNION COUNTY (DB)
BUILDING CONTRACTORS ASSOCIATION OF NJ (DB, AP, TO)
BUTTINO, WILLIAM & PHYLLIS (DB)
CANARICK, ROBERT & SANDRA (AP)
CANTO, TOM & SERAFINE
CANTON OFFICE SUPPLY
CAPIZZI, JAMES & DIANA
CARPENTERS LOCAL #6
CARPENTERS LOCAL #15 (DB)
CARPENTERS LOCAL #31 (DB)
CARPENTERS LOCAL #29
CARPENTERS LOCAL #39
CARPENTERS LOCAL #119
CARPENTERS LOCAL #121
CARPENTERS LOCAL #124
CARPENTERS LOCAL #155 (DB)
CARPENTERS LOCAL #393
CARPENTERS LOCAL #455
CARPENTERS LOCAL #620

(in memory of Walter Kosmowski)
CARPENTERS LOCAL #623
CARPENTERS LOCAL #781 (DB, AP)
CARPENTERS LOCAL #1006
CARPENTERS LOCAL #1342
CARPENTERS LOCAL #1489 (TO)
CARPENTERS LOCAL #1743
CARPENTERS LOCAL #2018 (DB, AP)
CARPENTERS LOCAL #2098
CARPENTERS LOCAL #2250 (AP)
CHARTWELL INVESTMENT PARTNERS
CHRISTENSON INVESTMENT PARTNERS
CLARK, JOHN & MARIE
COHEN MILSTEIN SELLERS & TOLL
COLLINS, BARNEY
COLUMBIA MANAGEMENT
COLUMBIA PARTNERS
COMMERCIAL INDUSTRIAL ACOUSTICS
CONROY, KATHERINE (DB)
CONTE, ROBERT
CONVERGEX GROUP
COONEY, PHIL & CHRISTINE (TO)
CORCORAN, JOSEPH
CORRADI, RACHEL & FRANK (AP)
CRISTAUDO, LUCY (TO)
CULL, MARY JANE & FAMILY (AP)
DASILVA, ILKA (AP, TO)
DAVIS, EJ
DAVIS VISION
DEFILIPPIS, CAROL & EDMUND (DB)
DEROSA, ARTHUR & SUSAN (DB, AP)
DEROSA, SHIRLEY (AP)
DERYDER PLANS, INC.
DEVINS, ROSE
(in memory of Bill Devins)
DEVINS, ROSE (AP)
DIERING, ROBERT & BEVERLY (AP)
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EASTERN DENTAL
ELIZABETHTOWN GUN CLUB (DB)
EMMONS, JOAN (AP)
EPIC MANAGEMENT, INC.
FACCENDA, DOLORES & JOHN (AP)

FACKINA, CAROLE & DONALD
(in memory of John Williams)
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FEE, JOSEPH & BONNIE (AP)
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GOLEJ, MATTHEW (AP)
GRASZ, THEODORE & CAROL (AP)
GREEN, ALICE (DB)
H GK ASSET MANAGEMENT
HAHR CONSTRUCTION (DB)
HALL CONSTRUCTION CO.
HAMILTON LANE ADVISORS
HEALTH CARE PAYERS COALITION
HECK, PATRICIA (DB)
HEYERT, ROBERT & JOANNE (TO)
HICKEY, JAMES & ELIZABETH
HICKS, GLENDA (DB)
HILLEGASS, LISA (DB)
HODSON, CHRISTINA
(in memory of John Ryder)
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HOVER, SANDRA (DB)
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INTERCONTINENTAL REAL ESTATE
INVESCO
INVESTMENT PERFORMANCE SERVICES, LLC (AP)
JANUS CAPITAL GROUP
JERSEY TRADES FEDERAL CREDIT UNION
JOHNSON, NEIL
JOHNSTON ASSET MANAGEMENT
KAHN, LESTER (AP)
KAHN, SEYMOUR (AP)
KALBA, LEONA
(in memory of Frank Krajacic)
KANE, JOAN (DB)
KELLY, KEVIN (AP)
KROLL HEINEMAN (DB, AP)
KUNTZ, TERRI (DB)
KWIATEK, DEBBIE & ROBERT (AP)
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LABORERS LOCAL 472
LADEN, JOHN & BARBARA
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LONDON BUTLER & COMPANY, LP
LANGE, LAMAR & HELEN (AP, TO)
LAUFENBERG, GEORGE (DB, AP, TO)
LAUFENBERG, ROBERT
JOHN D. LAWRENCE, INC.
LAZARD ASSET MANAGEMENT
KEITH K. LINDBERG ASSOCIATES
LINKS INSURANCE SERVICES, LLC
LORD ABBETT & CO., LLC
LUCASSEN, AUDREY
(in memory of Harold & Sigurd Lucassen, James Kirk)
LUCASSEN, AUDREY (AP)
MSPC, CPAS
MACKAY, JOHN (DB)
MACQUARIE CAPITAL
MAJOR, DAVID & JOYCE (AP)
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verify exemption from working spouse program

Members are reminded that the NJ Carpenters Health Fund has implemented a Working Spouse Program, which requires eligible spouses to enroll in employer-sponsored benefit plans as their primary coverage when available. Working spouses who have been exempted from the program are required annually to verify that their exemption remains in effect.

Exemptions: Spouses are not subject to the requirements of the program under the following circumstances:

- Spouses who are not employed.
- Spouses who are self-employed.
- Spouses who work part-time (less than 24 hours a week).
- Spouses whose employer does not offer health care coverage.
- Spouses whose employer requires employees to pay 100% of their health care premium with no employer contributions.

Implemented in April 2010, the program is one of several steps taken by the trustees in order to restore the Health Fund to a strong financial condition. "The lingering recession and continued

high unemployment rates mean we can simply no longer afford to assume the responsibilities of employers who may wish to shift their financial and medical obligations onto union health plans," said Funds Administrator George R. Laufenberg.

"We want to emphasize that all spouses eligible for primary coverage under their employer's plan will continue to receive secondary coverage through the Carpenters Plan. Also, working spouses will not be required to enroll their dependents in their employer's plan. Although some families may find it beneficial to purchase coverage for dependents under an employer's plan, it is a totally voluntary choice."

Working spouses who were exempted from the requirements last year will be receiving a verification form in the mail that they must complete and return to the Funds Office before any health care claims submitted on their behalf will be processed.

If you have any questions regarding the Working Spouse Program, please contact the Eligibility Department at 1-800-624-3096.

new dependent coverage

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longer a student. The stated goal of the new policy is to cover as many young adults as possible with the least burden. It applies to both married and unmarried children, although a dependent's own spouse and children do not qualify.

To comply with this new mandate, the NJ Carpenters Health Fund has set an open enrollment period to extend from March 1 to March 31, 2011. In order to enroll your eligible dependent child for the start

of the next Plan Year beginning April 1, 2011, you must complete and return a questionnaire no later than March 31st, or your adult child will not be allowed this coverage. If your dependent child is currently enrolled in our plan, you do not have to re-enroll him or her at this time.

If you have not received a prior notice and questionnaire, or if you have any questions regarding this new policy, please contact the Fund's Office immediately at 1-800-624-3096.