

T E A M S T E R S B E N E F I T T R U S T

**SUMMARY
FOR ACTIVE
EMPLOYEES**

R E T I R E M E N T S E C U R I T Y P L A N



R E V I S E D O C T O B E R 2 0 1 1

INTRODUCTION



This brochure contains excerpts from the Retirement Security Plan (RSP) *Guide to Your Benefits* and *Summary of Coverage*. It is intended as an introduction to the RSP, a unique retiree Plan, in which Employers and/or active employees pay *before* retirement to fund the cost of retiree health coverage *after* retirement. The Plan provides medical, prescription drug, vision and dental benefits for retirees and spouse.

This brochure is intended for active employees for whom contributions are now being paid into the RSP and for bargaining units considering participation in the Plan. It contains the Plan's eligibility provisions and a brief summary of Plan benefits. The complete *RSP Summary Plan Description* (the *Guide to Your Benefits*, *Summary of Coverage* and Comparisons of Medical and Dental Benefits) is provided to retirees at the time of enrollment (or, upon request to active employees). While intended to accurately reflect the RSP eligibility and benefit provisions as of the publication date, if this brochure is incomplete or inconsistent with the *RSP Summary Plan Description*, the *Summary Plan Description* will be controlling.

You do not become "vested" in the RSP. Even if you have satisfied all the other eligibility requirements described on page 3 of this brochure, you are ineligible for RSP coverage if you retire from a bargaining unit that, as of your retirement date, no longer participates in the RSP. If upon retirement you are ineligible for the RSP, you are not entitled to any of the money you or your employer paid to the Plan on your behalf.

The Plan is administered by the joint Board of Trustees (listed on the back cover of this brochure). The Board of Trustees has the sole authority to interpret Plan provisions, make decisions about the Plan and amend or terminate the Plan at any time. Notices of any material changes to the Plan are sent to the participants at the addresses on file with the TBT Plan Administration Office. This brochure does not guarantee benefits in any way.

Questions?

If you have questions about the RSP or eligibility that are not addressed in this brochure, contact:

Teamsters Benefit Trust (TBT)
TBT Plan Administration Office

Mailing Address

P.O. Box 5820
Fremont, CA 94537-5820

Office Address

39420 Liberty Street, Suite 260
Fremont, CA 94538-2200

Internet Web Site

www.tbtfund.org

Customer Service Telephone Hours

8:30 a.m. to 5:00 p.m. P.S.T.
Monday-Friday (except holidays)
(510) 796-4676 or (800) 533-0119

Office Hours

8:00 a.m. to 5:00 p.m. P.S.T.
Monday-Friday (except holidays)

RSP GOLD and RSP SILVER

The Teamsters Benefit Trust (TBT) offers two RSP options—“RSP GOLD” and “RSP SILVER.”

The only differences between RSP “GOLD” and “SILVER” are, (1) the number of months needed to qualify before retirement, and (2) RSP SILVER requires a monthly *post-retirement premium*. There is currently no monthly premium payable by RSP GOLD Retirees. RSP GOLD and SILVER offer identical benefits.

Minimum Number of Months Required

RSP GOLD requires a minimum of 60 months (five years) of *monthly Plan contributions before retirement* to qualify for benefits. RSP SILVER requires a minimum of 180 months (fifteen years) of *monthly Plan contributions before retirement* to qualify for benefits. For both RSP GOLD and SILVER, you must also satisfy *all* of the eligibility requirements described on page 3.

Changing from RSP GOLD to RSP SILVER

Grandfathered Eligibility Rule

If your bargaining unit decides to switch from RSP GOLD to RSP SILVER, any active employee who was at least age 45 and had a minimum of 36 months of contributions in RSP GOLD as of the effective date of the change, will be “grandfathered” under the old RSP 60-month eligibility rules and will NOT need to satisfy the 180 months of contributions required for

RSP SILVER. They will, however, need to meet the 60-months of contributions minimum (and other applicable eligibility requirements described in this brochure) to qualify for the RSP. *This “grandfathered” provision only applies to eligibility—a grandfathered retiree (and spouse) must still pay the RSP SILVER monthly premiums upon retirement.*

RSP SILVER Eligibility for New Bargaining Units

If a bargaining unit is new to RSP and has 100 or more employees, active employees who are at least age 50 as of the Plan effective date will satisfy the minimum number of monthly contributions required to qualify for benefits after 60 months (five years) of *monthly RSP contributions before retirement* are made on their behalf. These participants would not need to satisfy the 180 months of contributions before retirement (usually required for RSP SILVER) to qualify for benefits. However, they would also need to meet the other eligibility requirements described in this brochure. Upon retirement, everyone retiring from that unit—including the 60 month qualifiers—must still pay the RSP SILVER monthly premiums.

Post-retirement Monthly Premiums

RSP GOLD retirees are currently not required to pay a monthly post-retirement premium (although they do pay out-of-pocket expenses such as copayments and deductibles).

RSP SILVER retirees pay a monthly post-retirement premium (in addition to out-of-pocket expenses such as copayments and deductibles) for themselves and a covered spouse. How much an RSP SILVER retiree pays each month will be based on the medical option (Indemnity Medical or HMO) you select and whether you are eligible for Medicare.

If your Employer or bargaining unit transfers from RSP GOLD to RSP SILVER after you have retired, you will be transferred to RSP SILVER and expected to pay the Plan’s 20% monthly premium.

This chart below shows important differences between RSP GOLD and RSP SILVER.

Monthly Contributions During Active Enrollment

Monthly (or in some bargaining units, hourly) contributions are required to participate in the RSP while you are actively working. **Note:** There is an additional premium for bargaining units that do not participate in a TBT Plan for active employees.

Plan contributions are funded through Employer payment, wage deferral or self-payment. Your Union Contract and/or TBT *Subscriber’s Agreement* states how RSP contributions are funded. The amounts required are subject to change and will increase based on the number covered and Plan experience.

COMPARISON OF RSP GOLD AND RSP SILVER

	RSP GOLD	RSP SILVER
Plan Funding	Currently 100% paid for by monthly Plan contributions while you are in active employment	Currently 80% paid for by monthly Plan contributions while you are in active employment
Cost AFTER Retirement	Plan deductibles and copayments, but no monthly premiums.	Retiree and covered spouse pay a monthly premium of 20% of the cost of the Plan PLUS any Plan deductibles and copayments.
Months of Plan Contributions Needed to Qualify	At least 60 months (5 years) while actively working	At least 180 months (15 years) while actively working

Upon retirement you must meet *all* the RSP eligibility requirements to enroll. See the *RSP Guide to Your Benefits* and *Summary of Coverage* for more details about Plan eligibility, enrollment and benefits.

Eligibility Rules

To qualify for the RSP GOLD or RSP SILVER you must meet *all* of the following eligibility rules:

- 1. Retire on or after January 1, 2000.

RETIREMENT DATE
The date your retirement is effective (your "retirement date") as determined by the Western Conference of Teamsters Pension Plan (or if you do not participate in the WCT Pension, your retirement date based on another retirement plan approved by TBT for this purpose).

- 2. Qualify as a pensioner with the Western Conference of Teamsters Pension Plan (or another retirement plan approved by TBT).
- 3. Have been covered under TBT Plan I, I-85, I-A, III, III-A, III-NEWS, IV, V, V-A, V-A-NEWS, V-A Construction, VI, or A (or other plans approved by TBT) in a bargaining unit that participated in the RSP for at least 24 out of the 36 months immediately preceding your retirement date. *For purposes of this eligibility requirement, "coverage" includes*

active coverage under any predecessor plan that merged into TBT or months during which you self-paid for coverage in your active employee plan.

- 4. Have no current coverage or eligibility for a group health plan for active employees (except as noted under Exceptions on this page).
- 5. Submit an application for RSP enrollment (including pension entitlement documentation) within 12 months from when you first become eligible for TBT retiree benefits. Contact the TBT Plan Administration Office for enrollment materials, deadlines and other information.
- 6. Retire from a bargaining unit that participates in the RSP as of your retirement date. **Note:** If your bargaining unit stops participating in the RSP before you retire, you are ineligible for the RSP regardless of the number of months of contributions made to the Plan on your behalf (although you may be eligible for another TBT retiree plan).
- 7. Pay any post-retirement monthly premiums required by the Plan on a timely basis (see page 5).
- 8. You were covered by a Union Contract or TBT *Subscriber's Agreement* which provided for participation in the RSP and monthly contributions were made for each month that you qualified

for health and welfare benefits, and you have met the *minimum number of monthly Plan contributions needed to qualify* under RSP GOLD or RSP SILVER as shown in the chart on this page.

EXCEPTIONS

Disability

If you retire due to disability, a gap in coverage longer than allowed in Rule #5 will be waived as long as you apply for coverage in a timely manner after you receive notice of entitlement to a disability retirement under the Western Conference of Teamsters Pension Plan (or other TBT-approved retirement plan).

Employer-Paid Health Plan

*If you retire from an Employer participating in the RSP and meet all other qualifications for RSP eligibility, and after retiring go back to work for an employer providing an employer-paid health plan, you may postpone enrollment in the RSP; however, you must enroll in the RSP no later than 60 days after the loss of employer-paid health plan coverage. **If you do not enroll within 60 days, you will not be permitted to enroll at a future date.** You may also postpone RSP enrollment if you are covered under your spouse's employer-paid plan under the same conditions. **Note:** A written request for postponed enrollment and proof of employer-paid coverage are required. Contact the TBT Plan Administration Office for a form to make such a request.*

Employer Contributions to the RSP on Your Behalf	Minimum Number of Monthly Contributions to the RSP Needed to Qualify
RSP GOLD	60 (or 5 years)
RSP SILVER (with prior RSP GOLD contributions)	180 (or 15 Years)
RSP SILVER (With NO prior RSP GOLD contributions)	180 (or 15 Years)

A "month of RSP contributions" for purposes of Plan eligibility means the full month's RSP contribution was paid to TBT on your behalf. The current monthly contribution is subject to change based on the number of employees in the RSP and the Plan's experience.

REMINDER

*All required enrollment forms (including HMO applications) must be received by the TBT Plan Administration Office before coverage begins. Contact the TBT Plan Administration Office for the **RSP Enrollment Materials, Guide to Your Benefits** and **Summary of Coverage.***

COBRA Exception

If you elect COBRA continuation coverage upon loss of eligibility as an active employee, you may apply for TBT Retiree Plan enrollment when your COBRA coverage ends if you continue to make monthly RSP contributions through self-payment. Your months of COBRA coverage count toward your minimum number of monthly Plan contributions required to be eligible for RSP, but you will still need to satisfy the other RSP eligibility criteria. See *Self-Payment—Optional* on page 5.

Temporary Suspension of Coverage

Once you enroll in the RSP, you may temporarily suspend coverage during any period that you subsequently become covered under an employer-paid health plan through your own employment or as a dependent through your spouse's employment. The same requirements and conditions stated under *Employer-Paid Health Plan* (in the green box on page 3) apply to a temporary suspension of coverage.

Coverage Effective Date for Delayed Enrollment or Temporary Suspension of Coverage

If there is an approved gap between eligibility as an active employee and enrollment as a retiree or if you temporarily suspend retiree coverage, the effective date of enrollment or reinstatement shall be the first day of the month following receipt of your request for reinstatement. No claims incurred before your effective date will be paid.

Dependent Eligibility Rules

The only person eligible for dependent coverage under this Plan is your legal spouse (or domestic partner—see the green box on this page). Children are ineligible.

If your medical coverage as an active employee was through an HMO, you may also contact the HMO for information concerning conversion of your dependent's coverage to an individual plan provided by the HMO. This plan may cost more and provide fewer benefits than group coverage.

Spouse's Eligibility

1. If you are eligible for the RSP and legally married under the laws of the state in which you live as of your retirement date, your spouse is also eligible for the RSP.
2. If you marry *after* you retire and are enrolled in the RSP, your new spouse is eligible upon the first day of the month following the date your completed enrollment forms are received by the TBT Plan Administration Office. *You must enroll a new spouse in the RSP no later than 60 days after the date of marriage.*
3. If you are married and working for an Employer participating in the RSP, but die before or after you have satisfied the *minimum number of monthly Plan contributions needed to qualify*, your surviving spouse is eligible for the RSP as of his/her 60th birthday or the date you would have qualified for an unreduced pension, whichever is earlier, provided that:

- He or she makes the RSP self-pay contribution each month from the date of your death until the earlier of his/her 60th birthday or the date you would have qualified for an unreduced pension; and
- Your bargaining unit at time of death remains an RSP-contributing bargaining unit at least until your (or your surviving spouse's) 60th birthday or an earlier date when you

would have qualified for an unreduced pension; and

- The monthly RSP contributions made before and after your death meet or exceed the *minimum number of monthly Plan contributions that you would have needed to qualify*, and
 - He or she pays any post-retirement monthly premiums required by the Plan on a timely basis.
4. If you die *after* enrollment in the RSP, and your surviving spouse was married to you *continuously* from the time of your RSP enrollment, he or she remains eligible, provided he or she pays any post-retirement monthly premiums required by the Plan on a timely basis.
 5. If you divorce (or terminate a domestic partnership) after enrollment in the RSP, your divorced spouse or former domestic partner may continue coverage in the RSP through COBRA.

DOMESTIC PARTNERS

The RSP covers a domestic partner in the same way that it covers a legal spouse. See the *RSP Guide to Your Benefits*.

Other Eligibility Provisions

1. **Eligibility for Other TBT Retiree Plans:** If you enroll in the RSP, you cannot participate in TBT's Comprehensive Retiree Plan (CRP) or Basic Retiree Plan (BRP). If you do not meet the eligibility requirements for the Retirement Security Plan, you may be eligible to participate in another TBT Retiree Plan; however, in no event will you be entitled to the return of any contributions or wage deferrals that were made on your behalf to the Retirement Security Plan.

2. Non-Union Employees:

Employees who are not covered by a Union Contract are eligible for the RSP as long as contributions are made for all of the Employer's non-Union employees and, upon retirement, they meet *all* RSP eligibility rules.

3. Withdrawal from the Plan by Your Bargaining Unit:

Bargaining units that withdraw from participation in the RSP will be allowed to resume participation only upon submission of RSP contributions for the entire unit retroactive to the date of withdrawal.

PLAN COSTS / SELF-PAYMENTS

The Retirement Security Plan is "experience-rated" which means that the cost of the RSP (the monthly amount paid for the Plan before your retirement) is likely to increase over time as costs go up. **Because the amount paid for the RSP before retirement may not be sufficient to pay RSP costs after retirement, TBT reserves the right to charge RSP GOLD participants a post-retirement monthly premium and/or increase the monthly premium paid by RSP SILVER participants, to change the benefits provided by RSP GOLD and/or SILVER and to modify or terminate the RSP altogether.**

Contributions During Active Employment**1. Monthly Plan Contributions:**

The monthly amount required to participate in the RSP is funded through Employer or Employee payment on an hourly, monthly or pay-period basis. The payment to the RSP will be stated in your Union Contract.

If your Employer is obligated to transmit the monthly Plan contribution but fails to do so, you will not be credited with the contribution month until TBT receives the payment. Call the TBT Plan Administration Office with any questions concerning RSP contributions made on your behalf.

2. How Contributions Are Applied:

There are two fixed six-month *allocation windows* during which contributions are totaled and divided by the monthly contribution amount to establish the months for which you are credited with a month toward RSP eligibility. The fixed windows are *October through March* and *April through September*. RSP contributions are applied within these six-month windows and will not carry forward into the next six-month period.

3. Contributions Subject to Change:

The RSP monthly contribution amount is subject to increase based on the number of employees covered and the Plan's experience. When either the *active* RSP contribution rate or the RSP *retiree premium* rates are changed, you will be notified.

- 4. Self-payments:** You may self-pay the monthly RSP contribution for any month in which you are entitled to self-pay for active Plan coverage, even if you choose not to self-pay for active Plan coverage. At the end of each six-month allocation window, you will receive notice of the right to self-pay if you have a contribution shortage. **Note:** *Self-payments must be made within 12 months of each six-month allocation window (see "How Contributions are Applied, item #2 above).*

During any month that you are eligible for your Plan's "extension of benefits while totally disabled," you will be credited for a month of RSP qualification without self-payment. However, if you are not covered under a TBT Plan for active employees, this waiver of contributions does not apply. Your spouse's self-pay rights are explained under *Spouse's Eligibility* on page 4.

SELF-PAYMENT—OPTIONAL

*Self-payment when you have a contribution shortage is optional and depending on the **minimum number of monthly Plan contributions needed to qualify** (see chart on page 3) and the period you plan to work before retirement, there may be no need to self-pay. Call the TBT Plan Administration Office with any questions regarding eligibility and self-payment.*

RSP Eligibility Questions and Answers

- 1. Question:** I retire when I am fully qualified to participate in the RSP, but I first elect to self-pay for COBRA continuation coverage in my plan for active employees. While I am self-paying, my Employer terminates participation in the RSP. Am I still eligible?

Answer: *Yes. Since you were fully qualified for the RSP at the time of your retirement, your Employer's actions thereafter have no effect on your RSP eligibility.*

- 2. Question:** I meet all of the RSP eligibility rules listed on page 3, but after retirement I first elect to self-pay for COBRA continuation coverage in my TBT Plan for active employees. Must I also make RSP self-payments during this period of COBRA active coverage?

Answer: *No.*

3. Question: I retire without sufficient contributions to qualify for the RSP. I am self-paying for both COBRA and the RSP, and my former Employer terminates participation in the RSP. May I continue to pay for the RSP and qualify for RSP benefits when the minimum number of months is satisfied?

Answer: *No, because you were not fully qualified for the RSP at the time of your retirement and were still not fully qualified when your former Employer stopped participating. You are not eligible for the RSP.*

4. Question: In the same circumstances as described in #3 above, will I be reimbursed for my post-retirement RSP self-payments made after the date my Employer terminates participation in the RSP?

Answer: *Yes. Upon written request, you will be reimbursed for your RSP self-payments made after the Employer's participation in the RSP ended.*

5. Question: If I retire from a bargaining unit participating in the RSP, but the first contributions made to the RSP on my behalf were from a different Employer, how is my *minimum number of contribution months* determined?

Answer: *The number of months required to qualify for the RSP is based on the date you, not your Employer, started participating in the RSP, provided that you retire from an Employer participating in the RSP. However, whether you qualify for RSP GOLD or SILVER will depend on whether the bargaining unit from which you retire participates in RSP GOLD or SILVER (see Question 6).*

6. Question: If I retire from a bargaining unit that switched from RSP GOLD to RSP SILVER, how is my minimum number of contribution months determined?

Answer: *The number of months required to qualify for the RSP is based on the date you, not your Employer, started participating in the RSP; however, the number of months needed to qualify depends on your age and number of years in the RSP (see Changing from RSP GOLD to RSP SILVER: Grandfathered Eligibility Rule on page 2 and the following Examples A and B).*

Example A: You are age 45 or older and have at least 36 months of RSP contributions made on your behalf as of the effective date that your bargaining unit changed from RSP GOLD to RSP SILVER. (1) Because you are retiring from a bargaining unit that participates in RSP SILVER, you will be an RSP SILVER retiree; and (2) Because you were at least age 45 and had at least 36 months of RSP contributions made on your behalf as of the date that your bargaining unit changed from RSP GOLD to RSP SILVER, you only need a total of 60 months of RSP Employer contributions to qualify for RSP SILVER, not 180 months.

Example B: You are younger than age 45 and/or have fewer than 36 months of RSP contributions made on your behalf as of the effective date that your bargaining unit changed from RSP GOLD to RSP SILVER. You will need at least 180 months of RSP GOLD or RSP SILVER Plan contributions to qualify for the RSP.

7. Question: If I retire from a bargaining unit which is not participating in the RSP, but I

previously met RSP Retiree Eligibility Rule Qualifications based on contributions by a previous employer, will I qualify for the RSP?

Answer: *No. RSP Eligibility Rule #6 requires that "you retire from an Employer who is participating in the RSP as of your retirement date."*

8. Question: Can there be a gap between active employment and participation in the RSP, other than a COBRA (or other approved) self-payment period under my active Plan?

Answer: *Yes. You may delay enrollment for a maximum of 12 months after coverage as an active employee ends (see rules #3 and #5 on page 3); however, you are encouraged to enroll as close to your retirement date as possible. Also, see Exceptions on page 3. Note: If at the time you first become eligible there is a post-retirement monthly premium required for continued RSP coverage and you delay enrollment, you may be required to pay premiums retroactive to the date you first became eligible for the RSP.*

9. Question: If I retire and begin participation in the RSP, but later return to work in a bargaining unit that participates in TBT, but not the RSP or does not participate in TBT at all, will I lose RSP coverage?

Answer: *If you return to work after retirement under the RSP, you must notify the TBT Plan Administration Office and your RSP coverage will become secondary to the active plan coverage. Once you stop active employment, your RSP coverage will be restored as primary payer when you provide satisfactory notice to the TBT Plan Administration Office that you have fully retired. You must provide the requested information no later than 60 days after the loss of employer-paid health plan coverage.*

10. Question: Must my RSP contributions be consecutive without a gap or just cumulative?

Answer: Cumulative.

11. Question: If I am paying for the RSP by wage deferral, but stop working because of a disability, do I have to continue to self-pay for the RSP while I'm off work?

Answer: No. The decision to self-pay is up to you: whether you self-pay should be based on (1) whether you are entitled to RSP credit without payment due to disability; (2) your number of RSP months relative to your intended date of retirement (in other words, "how many more months do I need to qualify?"); and (3) your expectation that your employer will remain a participating RSP Employer when you retire.

If you qualify for your TBT active employee plan's disability extension coverage, you are entitled to up to three months' credit toward RSP eligibility.* If you remain disabled after three months, self-payment to the RSP is optional. Of course, non-payment means no RSP credit for that month.

* Plan V-A-Construction participants are entitled to 26 weeks in a 12-month period.

12. Question: Upon retirement, I qualified for RSP GOLD: can I ever be transferred to RSP SILVER?

Answer: Yes. If the bargaining unit from which you retired transfers to RSP SILVER, you will be transferred to RSP SILVER.

13. Question: As of the date when my bargaining unit changed from RSP GOLD to RSP SILVER, I was (1) younger than age 45 but (2) had 60 months of RSP GOLD contributions already made on my behalf to the RSP.

Am I guaranteed RSP GOLD when I retire?

Answer: No one is guaranteed RSP GOLD (or RSP SILVER) when they retire. Whether you will qualify as of your retirement date for RSP GOLD or RSP SILVER depends on, (1) whether you retire from a bargaining unit participating in the RSP; (2) whether you have the number of months of RSP contributions needed to qualify; and (3) whether you meet the other RSP eligibility rules listed on page 3. If you were at least age 45 and had at least 36 months of RSP contributions made on your behalf as of the effective date when your bargaining unit changed from RSP GOLD to RSP SILVER, you would only need a total of 60 months to meet the minimum number of contributions to qualify for RSP SILVER (rather than 180 months) if the bargaining unit from which you retire participates in RSP SILVER as of your retirement date.

SELF-PAYMENT—CAUTION

You could make RSP self-payments and still fail to qualify for RSP coverage if you do not meet **all** the eligibility rules listed on page 3, including rule #3, which requires that you be covered as an active employee under a TBT health plan (or another approved active employee plan) participating in the RSP at least 24 out of the 36 months immediately before the date you retire from active employment. COBRA self-payments count toward this requirement. In addition, rule #6 requires that you retire from an Employer that is participating in the RSP as of your retirement date.

14. Question: Before my retirement date, my bargaining unit terminates participation in the RSP. Am I entitled to a refund of any self-payments for RSP coverage I have made?

Answer: No.

15. Question: I have sufficient contributions to qualify for the RSP but divorce or legally separate before I retire. Is my ex-spouse eligible for the RSP?

Answer: No. Your spouse must be married to you when you are enrolled in the RSP to be eligible.

16. Question: I divorce after I enroll in the RSP. Does my divorced spouse have COBRA self-pay rights in the RSP?

Answer: Yes.

17. Question: If my spouse and I enroll in the RSP at my retirement and I die or divorce, can my widowed or divorced spouse remarry and add a spouse to Plan coverage?

Answer: No. If you were married to your surviving spouse continuously from your initial enrollment in RSP, he or she will remain eligible after your death (provided he or she pays any post-retirement monthly premiums required by the Plan on a timely basis) but cannot add a new spouse to his/her coverage.

How to Enroll

Once you are eligible for benefits, you must enroll within 12 months after your coverage as an active employee ends. (See the *Exceptions* on page 3.) If at the time you first become eligible there is a post-retirement premium required for continued RSP coverage and you delay enrollment, when you enroll, you may be required to pay premiums retroactive to the date you first became eligible for the RSP.

Application

You must *apply* for RSP coverage by sending the TBT Plan Administration Office a completed *Application for Retiree Benefits* and Social Security or pension entitlement documentation within 30 days, but no later than 12 months, after you first become eligible for TBT retiree benefits. Request an application from the TBT Plan Administration Office a few months before your scheduled retirement.

Once your request to start the RSP enrollment process and pension entitlement documentation is received, the TBT Plan Administration Office verifies that you meet the eligibility requirements (explained on page 3) and mails you a benefit package. The benefit package includes the *Guide to Your Benefits, Summary of Coverage, Comparison of Medical Benefits* and *Comparison of Dental Benefits*, which explain the benefits offered by each medical and dental option.

Medical Options

You may choose between the Indemnity Medical option or one of the Health Maintenance Organizations (HMOs) available

where you live. Each HMO option provides a separate *Evidence of Coverage* that is available through the TBT Plan Administration Office.

Future changes to your medical or dental option can be made once every 12 months. Each time you change a medical or dental plan option, a new 12-month period begins. *You and your eligible spouse must be covered under the same medical and dental options.*

Indemnity Medical Benefits

Indemnity Medical option benefits are described in the *RSP Guide to Your Benefits* and listed in the Schedule of Benefits on page 9.

Item no. 1 on page 9 describes benefits for RSP participants who are not entitled to Medicare and the difference between PPO and non-PPO benefits. Item no. 2 on page 9 describes benefits for RSP participants who are entitled to Medicare.

The RSP integrates benefits with Medicare Parts A and B and pays benefits as if you are fully Medicare-entitled, even if you are not yet enrolled. Therefore, to receive maximum benefits, you must enroll

in both Medicare Parts A and B as soon as you are entitled. Contact your local Social Security Administration office immediately to ensure that you are fully entitled under Medicare Parts A and B.

HMO Application

An HMO application is required for either new or continued HMO coverage. Some HMOs may send you this information before you retire from active employment (while you are still covered under a TBT active Plan). *If you need an HMO packet and application, contact the TBT Plan Administration Office.*

MEDICARE COVERAGE**Medicare Parts A and B Enrollment**

*If either you or your covered spouse is age 65 or older (or otherwise eligible for Medicare), but not enrolled, contact your local Social Security Administration Office for details about Medicare and Medicare enrollment procedures. It is best to inquire about three months prior to your 65th birthday (or, if disabled, as soon as you are eligible). **If you are age 65 and eligible for Medicare, but have not enrolled in Medicare Parts A and B, your benefits will be paid as if you are Medicare-entitled even if you have not elected to enroll in Medicare Parts A and B.***

IMPORTANT NOTICE REGARDING APPLICATION OF THE AFFORDABLE CARE ACT

As plans that cover only retirees, TBT's Board of Trustees has concluded that RSP GOLD and RSP SILVER are exempt from most of the Patient Protection and Affordable Care Act ("the Affordable Care Act") provisions applicable to employee health plans. Questions regarding the RSP's status under the Affordable Care Act can be directed to:

**TBT Plan Administration Office
Teamsters Benefit Trust
39420 Liberty Street, Suite 260
Fremont, CA 94538-2200**

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 with questions concerning the application of the Act to retiree plans.

Prescription Drugs—Outpatient

RSP participants covered under an HMO Medicare Plan receive prescription drugs through the HMO. All other participants have prescription drug coverage through Prescription Solutions.

See the *RSP Comparison of Medical Benefits* and the separate HMO material including the *Evidence of Coverage and Disclosure* form.

SCHEDULE OF BENEFITS

1. INDEMNITY MEDICAL OPTION (For You and Your Covered Spouse) If not Medicare-entitled

Pays for medically necessary services and supplies authorized by a licensed doctor for treatment of illness or injury for you and your covered spouse.

Lifetime maximum	\$2,000,000
Deductible per calendar year per covered person	\$250

A. HOSPITAL BENEFITS

NOTE: All in-hospital care must be pre-authorized and monitored by the Plan's review organization. In an emergency, contact the Plan's review organization within 72 hours.

Inpatient (not subject to deductible)	
PPO	100%
Non-PPO	80% of UCR
Outpatient (subject to deductible)	
PPO	80%
Non-PPO	80% of UCR

Exception: Surgery or accident within 24 hours—(not subject to deductible) **100% of PPO or UCR**

B. AMBULANCE

PPO	80%
Non-PPO	80% of UCR

C. SURGERY

PPO	80%
Non-PPO	80% of UCR

D. DOCTOR VISITS

PPO	80%
Non-PPO	80% of UCR

E. PREVENTIVE CARE

Routine physical exams and related x-ray and lab work, pap tests, routine mammograms, PSA tests for detection of prostate cancer and flu shots.

Calendar year maximum	\$250
PPO	90%
Non-PPO	90% of UCR

F. DIAGNOSTIC X-RAY AND LAB

PPO	80%
Non-PPO	80% of UCR

G. NURSING HOME CARE

Room and board (within seven days of inpatient stay of five or more days).

PPO	80%
Non-PPO	80% of UCR
Per disability maximum	60 days

H. MENTAL HEALTH SERVICES —IN-HOSPITAL

Maximum inpatient days per calendar year	30
PPO	100%
Non-PPO	80% of UCR

I. MENTAL HEALTH SERVICES —IN MEDICAL OFFICES

Per visit covered expense maximum	\$80
PPO covered expense	80%
Non-PPO	80% of UCR

J. ALCOHOL OR CHEMICAL DEPENDENCY TREATMENT (Not Subject to Deductible)

Must be pre-authorized and monitored by Teamsters Assistance Program (TAP).

Lifetime maximum	One treatment
Covered expense maximum	\$7,500
TAP-approved facility	100%

K. CHIROPRACTIC TREATMENT (Not Subject to Deductible)

Initial visit and diagnostic x-rays do not count against the maximums below and are subject to the deductible:

Calendar year maximum	\$1,250
Per visit covered expense	\$25
PPO and non-PPO	100% to \$25

NOTE: There is a separate \$300 maximum per covered person per calendar year for treatment of muscle spasms, soft tissue or back strain.

2. INDEMNITY MEDICAL OPTION (For You and Your Covered Spouse) If Medicare-entitled

Covered medical expenses are the same for participants who are entitled to Medicare and those who are not. However, the Plan pays for certain benefits otherwise covered by the Plan that may not be covered by Medicare (such as physical exams or stop-smoking benefits). When this happens, the Plan pays its normal benefit as if you were not entitled to Medicare. Any amounts payable by Medicare will be subtracted from amounts payable by the Plan.

Lifetime maximum	\$2,000,000
Deductible per calendar year per covered person	\$250

Medicare is the primary source of medical benefits; the Indemnity Medical option is secondary. The Plan integrates benefits with Medicare and does not cover charges that are higher than Medicare-approved amounts.

A. HOSPITAL BENEFITS Medicare Part A

In general, Medicare Part A provides 100% coverage for hospital benefits after you pay the Medicare hospital deductible. The Plan pays Medicare deductibles (after you satisfy the Plan's calendar year deductible).

NOTE: The Plan's Pre-admission Certification, Utilization Review, Case Management, Preferred Provider Organization (PPO hospital, physician or other provider) and Teamsters Assistance Program (TAP) procedures are NOT required. Once you are age 65 or otherwise entitled to Medicare, benefits are determined by Medicare.

B. OUTPATIENT HOSPITAL AND DOCTOR VISITS Medicare Part B

Medicare Part B covers outpatient hospital and doctors' services. Medicare's Part B schedule reflects the amounts that Medicare believes are reasonable charges for specific services (the Medicare approved amount). Many doctors and other providers agree to take assignment. This means that they will accept the Medicare-approved amounts as payment in full. It is to your advantage to seek services from a doctor and other providers who take assignment.

The Indemnity Medical option generally covers Medicare Part B deductible (after your Plan's calendar year deductible is satisfied) and 20% of the Medicare-approved amount for Part B services. Your share

of the cost for these services depends on whether or not your doctor takes assignment (as explained in this section). Whenever a provider's charges are higher than allowed under the Medicare Part B schedule, your out-of-pocket costs go up.

3. PRESCRIPTION DRUGS THROUGH PRESCRIPTION SOLUTIONS (For You and Your Covered Spouse)

Generic and brand name drugs from a Prescription Solutions pharmacy **70%**

NOTE: If you (or your doctor) order a brand name drug when a generic is available, you'll pay the cost difference between generic and brand name—in addition to the copayment above.

Specialty Pharmacy Program: Most injectable medications are only covered through the mail order Specialty Pharmacy Program (30-day supply). See RSP Guide to Your Benefits.

Mail Service Program: Prescriptions ordered through the Prescription Solutions Mail Service Program (100-day supply) **85%** (See rules above about brand name drugs.)

Medicare Part D: If you are Medicare-eligible and currently covered under TBT's Indemnity Plan, Kaiser's Senior Advantage or PacifiCare's Secure Horizons (also known as Medicare Advantage Plans), do not enroll in a Medicare Part D program.

Medicare HMO Participants: Prescription drug benefits are provided by that HMO rather than by TBT.

4. DENTAL BENEFITS (For You and Your Covered Spouse)

NOTE: You may choose Option 1—the Indemnity Dental option through Delta Dental, or one of the prepaid dental options through TBT (Option 2—Bright Now! Dental|Newport or Option 3—Pacific Union Dental) by completing the RSP Dental Option Form.

Summary of Indemnity Dental—Option 1

Calendar year maximum	\$1,500
Deductible per calendar year (except preventive care) per covered person	\$25
If Delta participating dentist	
Preventive & Basic care	80%
Major care	50%
If non-Delta participating dentist	
Preventive & Basic care	80% of UCR
Major care	50% of UCR

NOTE: For Temporomandibular Joint Dysfunction (TMJ), the Plan pays 50% of specific covered charges to a \$1,000 lifetime maximum. See the RSP Guide to Your Benefits and Comparison of Dental Benefits for additional details, limitations and exclusions.

5. VISION CARE BENEFITS (For You and Your Covered Spouse)

Paid on a reimbursement basis under medical benefits (not subject to deductible)

Maximum benefit (For all professional services including exam, lenses and frames)	\$250
Benefit Period	24 months

For More Information

This brochure briefly describes the material portions of the Retirement Security Plan for the convenience of active employees. The complete *RSP Summary Plan Description* is available by contacting the TBT Plan Administration Office listed below.

**TBT Plan Administration Office
Teamsters Benefit Trust
39420 Liberty Street, Suite 260
Fremont, CA 94538-2200**

Local telephone: (510) 796-4676

Toll-free: (800) 533-0119

Internet Web Site: www.tbtfund.org

Customer service hours are from 8:30 a.m. to 5:00 p.m. P.S.T. on Monday through Friday (except holidays).

Union Trustees

Rome A. Aloise, Co-Chairman
Teamsters Benefit Trust
Secretary-Treasurer
Warehouse, Mail Order, Retail Employees
and Wholesale Liquor Salespersons
Teamsters Local Union No. 853
2100 Merced Street, Suite B
San Leandro, CA 94577-3247

Carlos Borba
Secretary-Treasurer
Teamsters, Chauffeurs, Warehousemen
and Helpers
Teamsters Local Union No. 490/315
445 Nebraska Street
Vallejo, CA 94590-3830

Bill Hoyt
Secretary-Treasurer
Teamsters, Freight, Construction, General
Drivers, Warehousemen and Helpers
Teamsters Local Union No. 287
1452 North Fourth Street
San Jose, CA 95112-4778

Robert Morales
Secretary-Treasurer
Sanitary Truck Drivers and Helpers
Teamsters Local Union No. 350
295 89th Street, Suite 304
Cedar Hill Office Building
Daly City, CA 94015-1656

Ron Paredes
Trustee, Teamsters Benefit Trust
c/o Lipman Insurance Administrators, Inc.
39420 Liberty Street, Suite 260
Fremont, CA 94538-2200

Dale Robbins
Secretary-Treasurer
General Truck Drivers, Warehousemen,
Helpers and Automotive Employees
Teamsters Local Union No. 315
2727 Alhambra Avenue
Martinez, CA 94553-3120

Open Seat

Employer Trustees

Keith Fleming, Co-Chairman
Teamsters Benefit Trust
President
IEDA
2200 Powell Street, Suite 1000
Emeryville, CA 94608-1809

William Albanese
President
Central Concrete Supply
755 Stockton Avenue
San Jose, CA 95126-1839

Richard Jordan
Trustee, Teamsters Benefit Trust
c/o Lipman Insurance Administrators, Inc.
39420 Liberty Street, Suite 260
Fremont, CA 94538-2200

Richard Murphy
Trustee, Teamsters Benefit Trust
c/o Lipman Insurance Administrators, Inc.
39420 Liberty Street, Suite 260
Fremont, CA 94538-2200

Jeanette Paige
Director of Human Resources
Southern Wine & Spirits of
Northern California
33321 Dowe Avenue
Union City, CA 94587-2033

Bill Rossi
Trustee, Teamsters Benefit Trust
c/o Lipman Insurance Administrators, Inc.
39420 Liberty Street, Suite 260
Fremont, CA 94538-2200

Chris Servi
Group Controller
United Parcel Service (UPS)
2222 17th Street, 4th floor
San Francisco, CA 94103-5015