

Initial Eligibility

Members working prior to 5/1/06 were granted initial eligibility and received 12 to 24 credits.

Members beginning employment after 5/1/06 must establish initial eligibility by earning a minimum 12 credits.

Once you establish initial eligibility, you never have to again, unless you retire or have a break in service.

A break in service occurs when you do not accrue a new credit for 24 consecutive months. All credits are forfeited at this time, except in the case of:

- Service in the US Armed Forces
- Unemployment due to accident, disease, injury, or illness
- Employment outside the geographic area by an employer subject to IBEW-NECA national reciprocity agreement

Eligibility

To be eligible for ERP benefits, you must be:

- Involuntarily terminated for reasons other than cause, and
- Not working in another jurisdiction, and
- Be on the Local 8 available-to-work list, and
- Be receiving state unemployment benefits or show conclusive evidence of eligibility

Credits

Credits are earned monthly based on hours worked that month:

- More than 1 hour but less than 24 hours worked per month = 1 credit earned
- More than 24 hours worked per month = 2 credits earned

Weeks of benefit are paid in exchange for credits, where one credit pays one week of benefit. Each member has an account to track credits and can accrue a maximum of 52 credits in their account.

You can also accrue credits by sending reciprocity payments while working outside of Local 8's jurisdiction. The "health and welfare" dollars are prioritized in this manner:

- Paying for Health Insurance
- Satisfying the VEBA/SFBF
- Earning credits for the ERP

If we receive payment sufficient to satisfy #1 and #2, contributions are converted to credits:

$$\begin{aligned} & \$ \text{ amount per hour above H\&W and VEBA} \\ \times & \# \text{ of reciprocity hours} \\ \div & \$1/\text{hour ERP contribution} \\ = & \text{Hours worked for the credit formula} \end{aligned}$$

This brochure is intended to be a summary of the benefits available under this plan. While all efforts are made to keep this brochure up to date, in the event of a discrepancy, the Plan Document, available for review at the Fund Office, will govern.

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EFFECTIVE: MAY 1, 2006



EMPLOYEE RETENTION PROGRAM (ERP)

9/23/2009

Application for Benefits

When you sign the book, you should also return a completed application to the benefits office. These are available online or at the benefits office. Receipt of a completed application sets the calculation of benefits into motion.

After receiving the first ERP benefit check, **you must complete a new application EACH WEEK** in order to continue receiving ERP benefits.

Plan Design

Benefits are paid on a weekly basis at an amount equal to 18% of the base wage* at 40 hours per week. Once you run out of credits, you are ineligible to receive the benefit until you have obtained at least 1 credit.

*The “base wage” is the JIW rate, or the applicable percentage based on apprentice classification.

Please Keep in Mind:

- The benefit week is Monday-Sunday and applications are due by Monday for the preceding week
- If you work 1 day in a week, you can still collect benefits for that week
- Benefits are taxable income for which tax documents will be provided
- All checks are mailed. Checks are not available for pickup

Ineligibility

You are ineligible for benefits if you:

- Quit or are terminated for cause
- Are working outside Local 8’s jurisdiction or for a non-signatory contractor
- Have retired or received a termination-of-employment distribution from the pension plan
- Are receiving disability benefits

Note: Class 26 employees, Residential and Tele-data employees, Retirees, and Dependents are NOT eligible for ERP benefits.

If you rolled the book, you are not eligible for ERP benefits unless you were working out of the Local 8 jurisdiction for an employer subject to reciprocity.

To be eligible for benefits after having rolled the Local 8 book, but before you accept a new referral, you must meet the following 3 requirements:

1. You were employed out of the jurisdiction when you rolled the Local 8 book
2. You can provide proof (such as pay stubs) that you were employed by a qualifying employer out of the jurisdiction when you rolled, and
3. You are currently on the Local 8 available-to-work book.

If you were not employed out of Local 8’s jurisdiction when you rolled, you are not eligible for ERP benefits, and will not be eligible until you accept a work referral from Local 8 and are laid off clean.

Frequently Asked Questions

How do I get an ERP check?

To qualify for the ERP, you must:

- Have established initial eligibility
- Have fulfilled the current eligibility requirements
- Not be on a scheduled vacation or on medical or disability leave
- Have returned a completed application to the Funds Office

How can I submit an application?

Applications are available at the Funds Office or on our website, and can be dropped off, faxed or mailed. If you are set up to view your account information on our website, you may also submit an application online. Please call the fund office to set this up.

When can I submit an application?

We accept applications from Friday of the week you are unemployed to the end-of-day the preceding Monday. If you don’t apply, you lose that week’s benefit. Please keep in mind, we do not “hold” applications until you are eligible.

The ERP was suspended for a week - what does that mean?

In any week that the referral office fills calls from Book 2, the ERP is suspended for that week. No one is eligible for payments nor accrues credits for weeks of “waiting,” unless he is on Book 2.

