



MORE ABOUT Your Benefits

UNITE HERE Health & Welfare Plan

TRANSITION TO REOPENING

June 28th, 2021

Effective August 1st, 2021, your UNITE HERE Health & Welfare Plan will begin returning to the hour bank eligibility rules described in your Plan booklet.

All members' hour banks were frozen effective March 31st, 2020. That is, whatever hour bank balance you had on March 31st, 2020 will be the hour bank balance you will start with on July 31st, 2021.

During this transition period from August 1st, 2021 to December 31st, 2021 the hourbank deductions on the first of each month will be reduced as per the "Eligibility Chart" below .

SECTION A – ACTIVE MEMBERS

(1) Members Who Were Recalled Prior to August 1st, 2021

You will be eligible for the regular Benefits Plan, as described in your benefits booklet and subsequent newsletters, according to the following chart.

| ELIGIBILITY CHART | | |
|-------------------------------|--|--|
| Eligibility for the Month of: | Hour Bank Deduction* | Minimum Hours Reported* |
| August, 2021 | none | Any hours in July |
| September, 2021 | August 1 st , 2021 60 hours (full time) 32 hours (part time) | July 2021 32 hours (full time) 16 hours (part time) |
| October 2021 | September 1 st , 2021 60 hours (full time) 32 hours (part time) | August 2021 32 hours (full time) 16 hours (part time) |
| November, 2021 | October 1 st , 2021 60 hours (full time) 32 hours (part time) | September 2021 32 hours (full time) 16 hours (part time) |



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| ELIGIBILITY CHART | | |
|--|---|---|
| Eligibility for the Month of: | Hour Bank Deduction* | Minimum Hours Reported* |
| December 2021 | November 1 st , 2021 60 hours (full time) 32 hours (part time) | October 2021 32 hours (full time) 16 hours (part time) |
| January 2022 | December 1 st , 2021 60 hours (full time) 32 hours (part time) | November 2021 32 hours (full time) 16 hours (part time) |
| Starting February 1st, 2022, the Regular Hour Bank rules as described in your Benefits Booklet will be in force. | | |
| February, 2022 and thereafter | January 1 st , 2022 120 hours (full time) 64 hours (part time) | Any hours in the preceding 3 months |
| *You must meet BOTH of these requirements to be eligible | | |

(2) Members Who Are Recalled After August 1st, 2021

Members who are recalled after August 1st, 2021 will be eligible for the regular Benefits Plan, as described in your benefits booklet and subsequent newsletters, on the first day of the following month following recall. However, there may be a short delay in reactivating benefits, because employers do not have to report your hours until the middle of the next month. If this happens, keep your receipts and send a paper claim to Soben for processing. After that, you will be eligible based on the “Eligibility Chart” above.

- Members who have their **first hours in August, 2021 after being recalled** will be eligible starting September 1st, 2021, however there may be a short delay in reactivating benefits. From October 2021 onwards, eligibility will be as in the “Eligibility Chart” above.
- Members who have their **first hours in September, 2021 after being recalled** will be eligible starting October 1st, 2021, however there may be a short delay in reactivating benefits. From November 2021 onwards, eligibility will be as in the “Eligibility Chart” above.
- Members who have their **first hours in October, 2021 after being recalled** will be eligible starting November 1st, 2021, however there may be a short delay in reactivating benefits. From December 2021 onwards, eligibility will be as in the “Eligibility Chart” above.



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- Members who have their **first hours in November, 2021 after being recalled** will be eligible starting December 1st, 2021, however there may be a short delay in reactivating benefits. From January 2022 onwards, eligibility will be as in the “Eligibility Chart” above.
- Members who have their **first hours in December, 2021 after being recalled** will be eligible starting January 1st, 2022, however there may be a short delay in reactivating benefits. From February 2022 onwards, eligibility will be as in the “Eligibility Chart” above.
- Members who have their **first hours in January, 2022 after being recalled** will be eligible based on the regular hour bank rules described in your benefits booklet.

(3) New Plan Members

There is no change in eligibility for NEW Plan members (i.e. members who are joining the Plan for the very first time). Please see your benefits booklet for details.

SECTION B – Retired Members

There is no change in benefits for retired members. Please see the newsletter “Dental Benefits for Retirees” for details.



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SECTION C – LAID OFF MEMBERS

A laid off member is a member who had any number of hours reported to the Plan from January 1st, 2020 to March 31st, 2020 and who is NOT an “Active Member” in Section A above or a “Retired Member” in Section B above.

For the period August 1st, 2021 to December 31st, 2021, laid off members will be entitled only to:

- (a) Basic dental treatment (i.e. diagnostic, preventative, restorative, endodontic, periodontic and surgical treatment) provided only at the UNITE HERE Wellness and Dental Centre locations.
- (b) Major (prosthodontic) dental treatment (i.e. crowns, bridges, dentures, implants) provided only at the UNITE HERE Wellness and Dental Centre locations with a patient co-payment for each treatment. The Dental Centre will provide you with an estimate of the amount you will need to pay before treatment starts.
- (c) Please see your benefits booklet for a full description of the treatments available.

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