

Your Guide to Local 4 Benefits Summer 2022



THE GAUGE

TAKE THE MEASURE OF YOUR BENEFITS

This issue contains important information about your rights under the Local 4 H&W, Pension, and Annuity & Savings Plans and should be read and retained for future reference.



Dear Plan Participants,

As we enter the summer season, I am pleased to share that our Operating Engineers are hard at work on a number of exciting job sites. It's a pleasure to hear from members about their efforts on new and ongoing projects. I am optimistic that the warmer weather will continue to bring many opportunities for us across the region.

This edition of *The Gauge* focuses on preparing for your future and tending to your physical health. It includes important updates from the Funds office, exciting Participant and Partner spotlights, and tips for staying active. I encourage you to take advantage of the many resources available to you through the Funds Office, as they will help set you up for success!

Last year's busy work trend appears to be continuing through 2022. We have a number of opportunities scheduled to safely gather in person, including the Health & Welfare Plan's inaugural 5k, the OE Local 4 Charitable Foundation, Inc.'s Annual Golf Outing, and the 2022 Healthy Living and Retirement Planning Fair. I look forward to seeing our community come together.

In the meantime, I hope you enjoy this edition of the Local 4 Benefit Funds Summer Newsletter. Take good care and stay safe!

In solidarity,

William D. McLaughlin

Operating Engineers Local 4 Business Manager and Chairman of the Health & Welfare, Pension, and Annuity & Savings Funds



Dear Plan Participants,

On behalf of the Local 4 Funds team, I wish you and your families well as we enter the summer season. I am excited to share the summer 2022 issue of *The Gauge* with you. This newsletter features important resources, tips, and updates that will help you secure a happy and healthy future.

In this edition, we're focusing on Medicare and preparing for retirement, and we hope that it will help you plan for your future. The Funds office is excited to introduce Via Benefits as a partner in our network. Their guidance and support will help our retirees choose the supplementary Medicare plan that works best for their needs.

This newsletter also includes tips on getting and staying active. No matter who you are, exercise has many benefits – both physical and mental. Make sure to check out page seven for a great article on the topic from Cory Burns, RN, BSN. Through this newsletter, the Local 4 Health & Welfare Plan 5k, and our recent steps challenge, we hope that you'll be inspired to head outside and get moving.

I encourage you to get in touch with any questions or comments. Our team loves to hear from you! We hope you enjoy this special edition of *The Gauge*.

Gregory A. Geiman, Esq.

Operating Engineers Local 4 Benefit Funds Administrator

PARTNER SPOTLIGHT



Medicare provides affordable health care for older adults, and can be a complex process to navigate. Retirees deserve to have the support and guidance needed to ensure that they are properly covered. We are pleased to share that Via Benefits is joining the Local 4 Funds network as a new Medicare program partner. Starting on July 1, 2022, retirees can utilize the service for individualized education and support for supplemental insurance selection.

Since 2004, Via Benefits has served more than **2,000,000 retirees**. They represent more than 100 insurance carriers and are the largest private Medicare marketplace in the nation. Their individualized guidance is industry-leading. Via Benefits reports that 98% of retirees feel that they chose the best plan using Via Benefits' services.

Before Plan Participants enter the month of their 65th birthday, they will be contacted by the Social Security Administration. Via Benefits will also reach out around this time to provide education about the benefits of supplemental Medicare and help retirees select coverage. There are no fees for consultations, and members can contact Via Benefits as often as they would like. Spouses are more than welcome to join consultations and get involved as well.

To contact Via Benefits, Plan Participants can contact **1-833-414-1408** or visit **My.ViaBenefits.com/IUOELocal4**.

Phone service is available Monday through Friday from 8 a.m. to 7 p.m. Eastern Time, and the website portal can be accessed at any time.



Updates from the Funds Office

TruHearing becomes the Health & Welfare Plan's hearing program

Beginning August 1, 2022, the Health & Welfare Plan's hearing program will move from EPIC Hearing to TruHearing. TruHearing has a large network of New England-based and nationwide providers, and offers greater discounts on hearing aids. As a reminder, the Plan offers participants a stipend of \$1300 per ear for hearing aids, once every four years.

Via Benefits to connect members with supplemental Medicare insurance

Starting on July 1, 2022, the Health & Welfare Plan will be adding Via Benefits as a supplemental Medicare insurance service. Through this partnership, Plan Participants can learn more and select coverage that best fits their healthcare and medical needs. There is no fee for a consultation with Via Benefits, and their licensed advisors are equipped to provide individualized recommendations and solutions. Plan Participants can connect with Via Benefits via the web portal at My.ViaBenefits.com/IUOElc4 or call **1-833-414-1408**.

Newborns' and Mothers' Health Protection Act

This Act requires group healthcare plans to provide a minimum hospital stay for the mother of a newborn child of 48 hours after a vaginal delivery and 96 hours after a cesarean section. Federal law does not, however, prohibit the mother's or newborn's attending physician, in consultation with the mother, from determining that a shorter length of stay is appropriate. The Plan requires admission certification of your maternity stay only if the minimum length of stay (48 or 96 hours, as applicable) is exceeded. A stay exceeding the minimum length requires authorization and is subject to review for medical appropriateness. Under the Plan, a pregnancy-related hospital stay is treated as an illness, as required by federal law.



Recent Health Initiatives

The Health & Welfare Plan recently hosted a number of health initiatives, including a steps challenge and its inaugural 5k event on June 12. These initiatives encouraged Plan Participants to get moving with our community and provided opportunities to win exciting prizes. Thank you to all who took part in each of these events! Make sure to stay tuned for further opportunities to prioritize your physical activity in a fun and competitive way.

Save the Date for the 2022 Healthy Living and Retirement Planning Fair

We are pleased to share that the 2022 Healthy Living and Retirement Planning Fair will be held at Gillette Stadium on October 15. This annual event brings Local 4 members, families, and partners together to discuss important topics for financial and physical health. The Funds Office is excited to once again host this opportunity to prioritize financial, physical, and emotional wellness, in addition to retirement planning. We hope that you will join us in October for this important community event.

Vanguard Small-Cap Index Fund to replace Boston Partners Small Cap

As part of its ongoing review to ensure that participants in the Annuity & Savings Plan have direct investment options with strong historical performance and low fees, the Board of Trustees has decided to remove the Boston Partners Small-Cap Value Fund and add the Vanguard Small-Cap Value Index Fund as of July 15, 2022. Any participants with funds currently invested with Boston Partners will have those funds automatically transferred to Vanguard unless otherwise reallocated by Participants no later than 4:00 p.m. Eastern Time on July 14, 2022.

In-network negotiated rates for covered items and services

As of July 1, 2022, in accordance with the Transparency in Coverage and No Surprises Act, the Plan will provide a link – accessible at our website, [Local4Funds.org](https://www.local4funds.org) – to allow you to access files containing the in-network negotiated rates for all items and services that are covered through Blue Cross Blue Shield of Massachusetts and Modern Assistance Program. Please contact the Funds Office with any questions.

The Empower Retirement record-keeping system

Effective January 1, 2021, Empower Retirement purchased MassMutual's retirement plan business. In October 2022, Empower will be transitioning Plan Participants from the MassMutual record-keeping system to the Empower Retirement record-keeping system. Plan Participants will benefit from Empower's enhanced website and mobile app experiences. Among other great innovations, the website and the app will allow you to input your expected Pension Plan, Social Security benefits, and other assets and liabilities to produce an illustration of your expected lifetime income. More information will follow as we get closer to October. Be sure to attend the October 2022 Healthy Living and Retirement Planning Fair at Gillette Stadium to view and participate in demos of the new website!



Join your fellow Operating Engineers who are already contributing to their 401(k) retirement plans. Scan the QR code to learn more today.

PLAN PARTICIPANT SPOTLIGHT

Eddie McLaughlin

As a long-time member of IUOE Local 4, Eddie McLaughlin has been an active retiree in our community. Beginning as an apprentice, working on a number of job sites, and eventually serving as a union leader, Eddie has devoted his professional life to the Operating Engineers. Now retired, he fondly looks back on his career and the many resources available to him through the Local.

In 1969, after his service in the Marine Corps, Eddie learned about an opportunity to join the Local's newly launched apprenticeship program. For 4 years, he and his fellow apprentices learned the tricks of the trade, including mechanics, operating machinery, making repairs, and above all, how to do it all safely. During his tenure as an Operating Engineer, Eddie worked on a variety of projects, including the Seabrook Nuclear Power Plant, the Big Dig, the cleanup of the Boston Harbor Tunnel Project, and more. He also served as the Conductor, an Executive Board Member, and a Business Agent for Local 4.

Eddie retired in 2017 and now enjoys his new routine. He is able to make his own schedule, spend time tending to his property, and golf when he is able. In his retirement, Eddie appreciates the lack of a commute, as well as facing traffic and inclement weather.

Though he appreciates his new routine, Eddie misses being on the job with his fellow Operating Engineers. He affectionately recounts that the Local's history, tradition, and camaraderie are some of the central tenets that make it so special. When he is able, Eddie enjoys joining events and spending time with the community. He hopes to take part in the Operating Engineers Local 4 Charitable Foundation, Inc. 5th Annual Golf Outing this September.



Of the many resources available to him as a retiree, Eddie appreciates the stability of Medicare. Through the Local, he was able to take part in the annuity and the 401k program as well. These essential resources allowed him to set himself up for financial success and plan for his future. "That was basically my way to go. That was what kept me living," he said.

In the future, Eddie hopes to travel south or west during the colder months. In the meantime, he has Local 4's community and resources to guide him along.

Updates from Cory Burns, RN, BSN

Focus on Your Fitness

Regardless of your age, weight, or physical ability, the benefits of exercise are undeniable and can help you to live a longer and healthier life. No matter which activity you choose, you should aim to get active for at least 30 minutes on 5 or more days per week. Joining an exercise group, going for a walk, taking the stairs, and getting outside are all great ways to integrate activity into your regular routine.

Increasing your exercise levels has a number of important benefits, both for your physical and mental health. Getting moving will help you to:

- ✓ Decrease the risk of heart disease, diabetes, high cholesterol, high blood pressure, cancer, and more
- ✓ Improve diabetes, cholesterol levels, and blood pressure
- ✓ Prevent osteoporosis
- ✓ Increase energy levels, strength, and stamina
- ✓ Strengthen heart and lungs
- ✓ Stimulate brain chemicals that can result in an increase in feelings of happiness and relaxation and a decrease in feelings of depression, stress, and anxiety
- ✓ Improve mental acuity
- ✓ Maintain the ability to perform activities of daily living as you age
- ✓ Increase feelings of well-being
- ✓ Maintain a healthy weight
- ✓ And more!



I am excited to see members taking advantage of recent opportunities to engage with their Brothers and Sisters while being physically active. The Funds Office has been hard at work on Fitness Challenges, Steps Challenge, and our recent inaugural 5K event. We are always thinking of new ways to get members moving and there will be more fun opportunities to join in the future!

One resource I encourage members to take advantage of is the Fitness Reimbursement benefit through Blue Cross Blue Shield. Eligible members can be reimbursed up to \$175 per year for a qualified health club/gym membership or fitness classes. This reimbursement has also expanded to cover cardiovascular and strength-training equipment that is purchased for use in the home, such as stationary bikes, treadmills, weights, and other fitness machines.

I hope you'll take the opportunity to get moving in the summer sun! With questions about physical activity and health, please feel free to contact me at **508-533-1400 ext. 128**. Make sure to check the Local 4 Benefit Funds Website at **Local4Funds.org** to learn more about health challenges and upcoming events!

IUOE Local 4 Benefit Funds

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Save the Date: 2022 Healthy Living and Retirement Planning Fair

The 2022 Healthy Living and Retirement Planning Fair will be held on October 15 at Gillette Stadium. We are excited to invite Local 4 members, families, and representatives from our partners to this important community event. Please save the date and join us for this opportunity to prioritize your physical, emotional, and financial health!

October 15, 2022

Gillette Stadium, 1 Patriot Pl, Foxborough, MA 02035

Stay in touch with your Local 4 Benefit Funds!

Main office: 508-533-1400

Office@Local4Funds.org

Local4Funds.org/Contact

Please note that general inquiries for Operating Engineers should be directed to the Union Hall.

Visit Us At

Local4Funds.org

At Local4Funds.org, you'll find:

- ◆ Plan details and important updates
- ◆ Essential documents
- ◆ Your Member Self Service (MSS) Portal