

Your Guide to Local 4 Benefits

Winter 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,

I hope this issue of *The Gauge* finds you well as we enter the colder months. This year is swiftly coming to an end, and I am confident that 2023 will bring new and exciting opportunities for Local 4.

This year has certainly been busy, and I am proud of our members' hard work and dedication throughout. From efforts on job sites to involvement in charitable outreach and more, our Operating Engineers have made a significant impact on our communities.

It was great to see all those in attendance at the Healthy Living and Retirement Planning Fair in October. This event was full of resources to help attendees learn more about wellness and retirement. From biometric screenings to informative sessions, members were given the tools to take control of their health. There were also fun arts and crafts opportunities for kids, and an opportunity to take photos and receive autographs from former Patriots Tight End Christian Fauria.

Ensuring that our members have the resources they need to care for their health and plan ahead is extremely important to us. This issue of the newsletter will provide further information about the many offerings available to you through Local 4's Plans.

On behalf of our full team at Local 4, I wish you and your families a healthy and restful winter season. Stay safe and enjoy the holidays!

William D. McLaughlin

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



Dear Plan Participants,

As we near the end of 2022, I am excited to share another edition of *The Gauge* with you. Including a partner spotlight on American Century Investments, a photo spread from the Healthy Living and Retirement Planning Fair, updates from the Funds, and more, this edition is full of important information.

Though we are moving closer to the holidays, this colder weather is unfortunately accompanied by flu season. Ensuring that you have received the most updated vaccines, including flu shots and COVID boosters, will help protect you and your families. We encourage all who are eligible to take the time to prioritize these vaccines.

In October, we hosted the Healthy Living and Retirement Planning Fair at Gillette Stadium once again. Members had the opportunity to receive flu shots and biometric screenings, connect with our partners, and attend audience-specific sessions to set them up for their futures. Our team at the Funds Office is committed to ensuring Local 4 members have great benefits and access to essential resources. This annual fair is part of that work, and we are proud that attendees were able to take advantage of this opportunity. Thank you to all who helped make this year's fair so successful!

I hope that you will enjoy the holidays and the final season of 2022. Please don't hesitate to reach out to us with any questions or comments.

Gregory A. Geiman, Esq.

Operating Engineers Local 4 Benefit Funds Administrator

PARTNER SPOTLIGHT



American Century Investments®

Regardless of your age, planning for and investing in your retirement is critical to set yourself up for future success. With fluctuating markets and different investment strategies to choose from, getting started may feel daunting or overwhelming. That's why Local 4 is proud to utilize American Century Investments as a target date investment provider.

To get started, Plan Participants can select the target date portfolio that most closely aligns with the year they'd like to retire. A money manager will then tailor an allocation of asset classes based on the number of years remaining until your retirement. Participants will not have to rebalance their portfolios over time, as American Century Investments' customized strategy will automatically become more conservative as you near your target date. This well-balanced, single portfolio will help you manage investment risks and prepare for your future.

American Century Investments launched in 1958 and now manages over \$200 billion in assets. Their trusted strategy is designed to weather the ups and downs of the market and help investors reach their retirement goals. All investments are subject



to market fluctuations, but American Century Investments' target date portfolios will help you protect your finances.

Plan Participants can learn more about their investments through the Empower platform.



Visit this QR code for further information about the American Century Investments Retirement Date Trust.



Updates from the Funds Office

401(K) ELECTION FORMS

The Annuity and Savings Plan is a valuable benefit offered to Local 4 members. All members have the option to make pre-tax 401 (k) contributions from their wages to serve as a supplement to the contributions required to be remitted to the Annuity and Savings Plan by their employer(s).

To participate in the 401 (k) portion of the Annuity Plan, members must complete an Income Deferral Agreement-401 (k) Election Form. Forms can be requested by contacting the Funds Office. Once a member completes an election form, they should forward the completed form to the Funds Office to update our benefits system and the Funds Office will coordinate with the employer to update its payroll records. Please be advised that any time you wish to make a change to your withholdings – whether to stop withholding 401 (k) completely or to change the amount per hour that is being withheld – you must complete an Income Deferral Form and provide the

form back to the Funds Office for processing. Your employer is not able to make this change on their own.

CENSUS CARDS

To best serve the Local 4 membership, we want to confirm we have your accurate information on file, including mailing addresses, Social Security numbers, dates of birth, as well as proper beneficiary designations. The Funds Office will be sending new census cards to all members to ensure we have each member's most recent information for our files.

The Funds Office is also looking to capture updated cell phone numbers and email addresses of all members and dependents so we can best communicate important information to all participants.

If a member is divorced and is required by court order to cover his or her former spouse on the health plan,



we also need accurate contact information for former spouses as they remain a participant in the health plan.

Please expect to receive a new census card via mail during January 2023. We would very much appreciate your timely completion and submission to the Funds Office.

DISABILITY CREDIT

If you experience a total disability injury or illness, as documented by a medical physician or surgeon, and are unable to perform work of any kind for wage or profit, you may be able to continue accruing benefits toward eligibility for Health & Welfare Plan Basic Plan coverage for the following March 1 through February 28. This year, you will be asked to fill out a form in order to obtain disability credit. The form is available on the Funds' website. On the form you will need to either receive documentation of total disability by your physician, or provide evidence that you received either Massachusetts Paid Family and Medical Leave (PFMLA), workers' compensation, or Weekly Accident and Sickness (Loss of Time) benefits. If you qualify, you will be credited with six hours per day (30 hours per week), for the period of your total disability, toward the following Health and Welfare eligibility period. You will also receive Pension Credit for any period for which you received and can document Massachusetts PFLMA pay, workers' compensation, or Loss of Time benefits.



Massachusetts Paid Family and Medical Leave Act

If you work primarily in Massachusetts, you may be eligible to take the following paid leave under the state's Paid Family and Medical Leave Act:

- ✓ Up to 20 weeks per year for your serious health condition;
- ✓ Up to 12 weeks per year related to the birth, adoption, or foster care placement of a child, or because of certain reasons related to a family member's being called to active military duty;
- ✓ Up to 26 weeks per year to care for your family member who incurred an illness or injury during active military duty; or
- ✓ Up to 12 weeks per year to care for a family member with a serious health condition.

If you qualify, you will receive partial wage replacement from the Massachusetts Department of Family and Medical Leave. Additionally, if you are an active member and receive benefits under the MA PFMLA, you will be credited with up to six (6) hours of disability credit per day during your leave.

The Health & Welfare Plan cannot provide direction regarding applying for PFMLA as the program is administered by the Commonwealth of Massachusetts. For more information contact the department by calling **1-833-344-7365** or by visiting [Mass.gov/paid-family-and-medical-leave-benefits](https://www.mass.gov/paid-family-and-medical-leave-benefits).



EVENT SPOTLIGHT

2022 Healthy Living and Retirement Planning Fair

IUOE Local 4 was pleased to host the 2022 Healthy Living and Retirement Planning Fair on October 15. This annual event welcomes Local 4's members, vendors, and families to Gillette Stadium for educational wellness opportunities.

In addition to receiving flu shots and informative biometric screenings, members had the opportunity to connect with representatives from Empower, American Century Investments, CAPTRUST, CVS Health, Hinge Health, EyeMed, Progyny, Modern Assistance Programs, and TruHearing. Attendees could also join sessions about smart investing and retirement planning dedicated to different phases of life.

The event was fun for the whole family and hosted a hands-on kids' craft station, raffle, and stadium tours.

We were also honored to welcome former Patriots Tight End Christian Fauria for photos and autographs.

The Funds Office works hard to help Local 4's members plan for their futures, prioritize their wellness, and learn more about the resources available to them through the Plans. This event is a great opportunity to inspire and empower our community to take control of their physical, financial, and emotional health. Thank you to all who attended!



We have so many resources available to us, and the fair has helped me understand how to use them."

- Mike Scotia, Operating Engineer



IUOE Local 4 Benefit Funds

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Brightline

Behavioral Health Benefit

The Health & Welfare Plan is pleased to offer a behavioral health benefit through Brightline. This benefit offers personalized virtual care for children and teenagers, as well as resources for parents and caregivers.

Interested eligible members can set up an account at HelloBrightline.com/benefits. Brightline Member Support is also available via phone at **1-888-224-7332** or via email at care@helloworldbrightline.com.



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 on Operating Engineers Local 4 should be directed to the Union Hall.