

BENEFITS TOOLBOX



A publication of
the New York City
District Council
Of Carpenters
Benefit Funds

AETNA DENTAL PLAN – ORTHODONTIA BENEFIT ENHANCEMENT

We are pleased to announce that the Aetna dental plan now covers orthodontia treatment that was started prior to October 1, 2014.

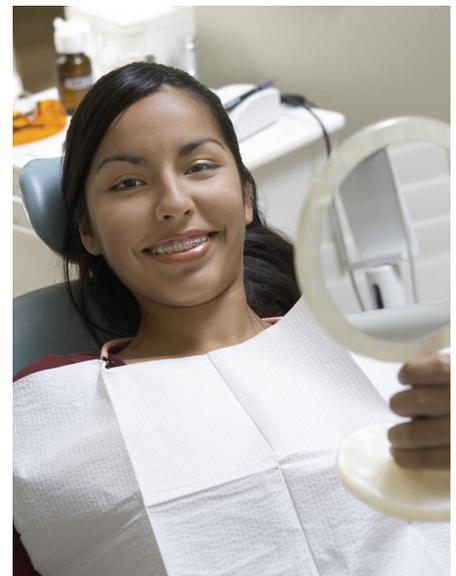
What does this mean?

- Orthodontic treatment that started before your Aetna coverage began may be eligible for a prorated benefit.
- You are responsible for the portion of the treatment that occurred before your coverage began.

- The months of treatment that occur after your plan effective date can be considered for coverage.
- You may continue to receive treatment with your current orthodontia provider. You do not need to switch to a network orthodontist

Do you have orthodontia claims that may be covered under this benefit enhancement?

Contact Aetna directly by calling **(855) 201-8436**. A Member Services Representative will be able to assist you.



ANTHEM/EMPIRE CYBER ATTACK UPDATE: FREE CREDIT MONITORING OFFERED



Beginning in late January of this year, news began to surface that certain information in Anthem's data system was hacked.

As our prior notices explained, Anthem is the parent company of Empire BlueCross BlueShield, which performs claims processing services for the Welfare Fund. In response to this attack, Anthem/Empire BlueCross BlueShield is offering former and current members free

credit monitoring and identity theft protection for two years. If you haven't already done so, we encourage you to visit Anthem's website at www.anthemfacts.com, read more about this situation, and register for your free credit monitoring and identity theft protection services. Anthem/Empire BlueCross BlueShield also has a dedicated hotline that can be reached at (877) 263-7995.

Message from the NYCDCC Benefit Funds



Spring is here at last!

Although it seemed like it was going to last forever, including one last blast of snow in March, winter is finally over and spring has arrived. Hopefully, we can all look forward to a nice stretch of pleasant weather now. More importantly, just as heading toward an enjoyable outdoor season can bring a sense of hope and revitalization, we are happy to report that hope is springing eternal at the NYCDCC Benefit Funds as well!

However, before getting to some of the better news, we must admit that the move into spring was somewhat dampened by recent news that Anthem BlueCross BlueShield, and by association, Empire BlueCross BlueShield, suffered a major cyber-attack. Over 80 million records, with information dating back as far as 2004, were potentially included in the hacked data set. The Benefit Funds does know for sure that our records (those of the NYCDCC Welfare Fund), were in the original 80 million data set. However, we do not yet know if our data was in the breached set, where names, social security numbers, and dates of birth were accessed. As you are probably aware, anyone with those three pieces of information can do a lot of damage to your credit. As a result, please be sure to use the information on the front page of this issue concerning free credit monitoring to enroll (if you haven't already done so) in the protective services being offered by Anthem through its website at www.AnthemFacts.com. Also, remember to not only protect yourself, but also your spouse and your dependent children as well.

On a happier note, as announced in January, vision benefits have been restored and are now available for use by eligible participants of the NYCDCC Welfare Fund. The Welfare Benefits Committee also continues to meet regularly, discussing a variety of potential changes that may be beneficial to you, as well as the Fund. As always, as soon as any action is approved by the Board of Trustees, you'll hear about it first on the NYCDCC Benefit Funds Facebook page and website.

Speaking of the website, we made a change to the video library section, providing a new look and more helpful descriptions of common benefit terminology and other benefit information. See the associated article titled, "New and Expanded Library of Benefits Videos Now Available on Website," in this issue of the **Toolbox** for more information.

At this time, we are also in the final process of printing the Welfare Fund Summary Plan Description for Active Participants Working in Outside Construction and Shop Employment. They will be mailed out and posted to the website in the coming weeks. Other Welfare Fund SPDs will be completed and sent out at a later date. We will be sure to keep everyone posted.

On behalf of the Benefit Funds' Office employees, and the Board of Trustees, we wish everyone a happy spring as we look toward continuing a great 2015.

Sincerely,

NYCDCC Benefit Funds

The NYCDCC Benefit Funds is on Facebook!

Breaking News ■ Tips for Using Health & Prescription Drug Coverage
Retirement Articles & Advice ■ A More Personal Connection
Wellness Tips ■ And Much More!



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NYCDCC Welfare Fund Eligibility Rules for Active Participants and Dependents



In order for you to qualify for Welfare Fund coverage, you must have work 250 hours in covered employment in one calendar quarter (three months). These 250 hours “buy” you a calendar quarter (three months) of coverage, making you an active participant in the Welfare Fund.

Once you work the initial 250 hours, you must continue to work 250 hours each calendar quarter to maintain your coverage. If you work more than 250 hours in one calendar quarter, you are able to “bank” extra hours to maintain coverage for when you may be short hours in a future quarter. At any given time, you are allowed to “bank” up to 750 hours. Hours worked during a calendar quarter may be used for the calendar quarter immediately following the quarter in which they were worked and, if they remain unused, for an additional three calendar quarters.

If you have at least 200 but less than 250 bank hours, you can “buy” the missing hours and extend or establish your eligibility for a calendar quarter. The cost for the missing hours will be the current hourly Welfare Fund contribution rate for building construction contractors.

Once you become eligible for coverage, your eligible dependents are also covered under the Fund.

Dependents Eligible for Coverage:

- **Spouse** to whom you are legally married. In the event of a same sex marriage, you are considered legally married if you and your spouse were lawfully married in a state or other foreign or domestic jurisdiction whose laws authorize the marriage of two individuals of the same sex, even if you now live in a jurisdiction that does not recognize same sex marriages;
- ***Children**, until the end of the month in which they reach age 26; and/or
- **Dependent parent** who lives in the United States and whom you claim as a dependent on

your federal income tax return, provided that you not married and have no eligible children.

*Under the Fund, **children** include:

- **Biological children**;
- **Stepchildren**;
- **Legally adopted children or children placed for adoption**, including children placed in your home by a licensed placement agency for the purpose of adoption or children who have been living in your home as foster children, and for whom foster care payments are being made and a petition for adoption has been filed;
- **Children for whom you are the court-appointed legal custodian or guardian and for whom you are required to provide support**. All court orders must meet certain requirements that vary from state to state; and/or
- **Unmarried Children**, regardless of age who are incapable of self-sustaining employment because of disability, and who became disabled prior to reaching the age at which the dependent coverage would otherwise terminate. If the Child is over age 26, he/she must have a Social Security Disability Award to be eligible for continued Fund coverage.

You are required to submit certain documents to the Benefit Funds if you wish to add a new dependent to your coverage. **For more information concerning required documents and how to add a new dependent to coverage, please check the SPD, visit our website at www.nycgbf.org, or call the Member Services Department at (800) 529-FUND (3863).**

WHAT ANNUITY FUND PARTICIPANTS NEED TO KNOW ABOUT MARKET VOLATILITY

“Market volatility” refers to the unpredictable daily changes, both large and small, in the prices of stocks and bonds. The term “volatility” can also describe certain types of investments. For instance, if the price of an investment moves up and down rapidly over a short time, it is considered to have high volatility. If the price almost never changes, it has low volatility.

What causes market volatility?

Many factors, such as:

- The state of the U.S. & world economies
- World events
- Taxes
- Industry changes
- Political turmoil
- Natural disasters
- War

... to name just a few.

How you can manage volatility

The value of the investments you’ve chosen for your New York City District Council of Carpenters Annuity Fund account will go up or down,



based on daily market performance. Financial experts agree that asset allocation—spreading contributions across different asset classes (stocks, bonds, and cash equivalents)—can help to manage some of the risks of investing. If one kind of investment is down, another may be up. So investing in a variety of asset classes may enable you to better weather the rough spots in the market.

Choose the investments that are right for you

It’s impossible to accurately predict the performance of one particular investment at a given time. So what can you do? When making your choices, you may wish to consider your age, your retirement time horizon, your investment

objectives, and your risk tolerance, among other things. For your Annuity Fund account, you can use GoalMaker®, which helps you allocate your retirement savings according to your age and risk tolerance. Keep in mind that application of asset allocation and diversification concepts does not assure a profit or protect against loss in a declining market. **It is possible to lose money by investing in securities.**

Remember: You’re in it for the long term.

Staying focused on your long-term goals will help you avoid reacting to short-term market swings. Remember: You don’t want to miss any of the market’s “best days.” Selling off poorly performing investments

will turn a potential short-term loss in your account into a permanent one. Additionally, although past performance is no indication of future results, history shows us that markets tend to recover, even if it takes a year or more to do so. Also, continuing to invest when prices are down is like buying funds “on sale” and benefits your performance when prices go up.

Review your retirement plan account on a regular basis

Doing so at least annually can help you ensure that your investments continue to meet your long-term objectives. Changes in your life can change your financial priorities—and your financial strategy should always reflect your current circumstances. Even if your life hasn’t changed recently, you may need to rebalance your account to bring it in line with your original intentions if there have been significant shifts in

the markets. One of the benefits of using GoalMaker is that your account is rebalanced quarterly.

Help yourself prepare for a better tomorrow

Access your Annuity Fund account by going to **www.nyccbf.org**. From there, click the “Annuity” link, where you will see the new Annuity Fund website. Through the site, you can access your personal account and find helpful retirement planning tools and resources. Click the “Access Your Account” link to log in.

For questions or more information about the New York City District Council of Carpenters Annuity Fund, please call Prudential Retirement® at **1-877-PRU-2100** (1-877-778-2100). Participant Service Representatives are available weekdays from 8 a.m. to 9 p.m. ET.

GoalMaker’s model allocations are based on generally accepted financial theories that take into account the historic returns of different asset classes. But, of course, past performance of any investment does not guarantee future results. Prudential Financial encourages participants to consider their other assets, income, and investments when enrolling in the GoalMaker program. We also recommend participants periodically reassess their GoalMaker investments to make sure their model portfolio continues to correspond to their changing attitudes and retirement time horizon.

Retirement products and services are provided by Prudential Retirement Insurance and Annuity Company (PRIAC), Hartford, CT, or its affiliates. PRIAC is a Prudential Financial company.

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Do you have Questions about your Medical Coverage?

**Contact Empire BlueCross BlueShield at
(800) 553-9603,
or visit their website at
www.empireblue.com.**

**Empire BlueCross BlueShield
will assist you with all of your
medical coverage questions.**

April is Testicular Cancer Awareness Month



April is “Testicular Cancer Awareness Month.” Because of this, we wanted to take this opportunity to highlight some important information about this disease.

If testicular cancer is discovered early, it’s a highly treatable cancer. It is also a rare cancer. According to the *American Cancer Society*, in 2014, there were approximately **8820** new cases diagnosed in the United States, of which approximately **380** resulted in death.

Here are Some Key Testicular Cancer Statistics

- The average age at the time of diagnosis is **33**.
- Testicular cancer is largely a disease of young and middle-aged men (**20-54**), with **87%** of diagnosed

cases coming from this group.

- Male children, teens, and men over **55** only account for **13%** of all diagnosed cases.

Are you at Risk? Main Risk Factors for Testicular Cancer

- **Age-** About half of testicular cancers occur in men between the ages of **20** and **34**.
- **Undescended Testicle-** A major risk factor for testicular cancer is a condition called

cryptorchidism, or undescended testicle(s). This means that one or both testicles fail to move from the abdomen (belly) into the scrotum before birth. Males with cryptorchidism are several times more likely to get testicular cancer than those with normally descended testicles.

- **Family History-** A family history of testicular cancer increases the risk. If a man has the disease, there is an increased risk that one or more of his brothers or sons will also develop it.
- **Race and Ethnicity-** The risk of testicular cancer among white men is about 4 to 5 times that of black men and more than 3 times that of Asian-American men. The risk for Hispanics/Latinos and American Indians falls between that of Asians and non-Hispanic/Latino whites.

Prevention and Self-Examination

Although it’s virtually impossible to prevent testicular cancer given the risk factors are not controllable, early diagnosis is possible by checking yourself frequently. **Here’s how:**

- Examine your testicles during or after a bath or shower, when the skin of the scrotum is relaxed.
- Hold the penis out of the way and examine each testicle separately.
- Hold the testicle between your thumbs and fingers with both hands and roll it gently between the fingers.
- Look and feel for any hard lumps or nodules (smooth rounded masses) or any change in the size, shape, or consistency of the testicles.
- It's normal for one testicle to be slightly larger than the

other, and for one to hang lower than the other. You should also be aware that each normal testicle has an epididymis, a small, coiled tube that can feel like a small bump on the upper or middle outer side of the testis. Normal testicles also contain blood vessels, supporting tissues, and tubes that carry sperm. Some men may confuse these with abnormal lumps at first. **If you have any concerns, please ask your doctor.**

- You should check yourself about once per month.

At the end of the day, testicular cancer is a rare and treatable disease, but that does not mean it should be taken lightly. If you have testicular cancer, an early diagnosis can lead to a far better chance of full recovery. All men, even if they do not fall within the primary age group for risk, should perform monthly self-examinations on their testicles.

To read more about testicular cancer, you can visit the *American Cancer Society's* website at **www.cancer.org**.

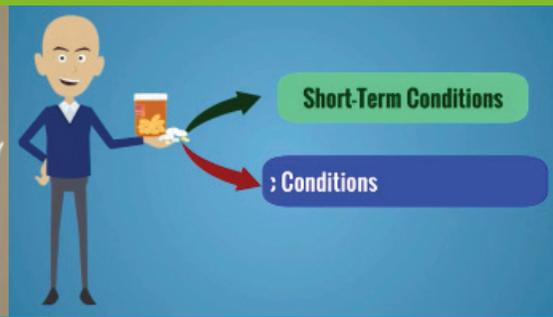
Do you have Questions about your Prescription Drug Coverage?

Contact Express Scripts at (800) 939-2091,
or visit their website at
www.express-scripts.com

Express Scripts has all the answers to your
prescription drug coverage questions.



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New and Expanded Library of Benefits Videos Now Available on Website

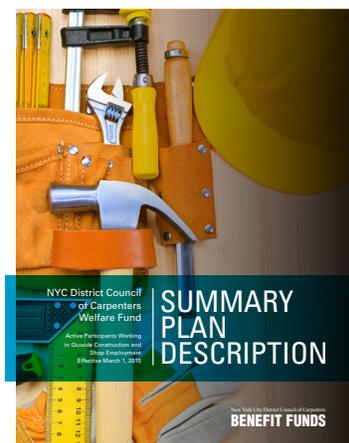
Great news! We have added all new videos to our “Video Library” section. In an effort to provide you more information about your benefits under the Welfare Fund, we recently posted twenty brand new videos. The new videos explain certain terms and rules related to your benefits, and provide valuable information on wellness topics.

These new videos, some of which can be watched in both English and Spanish, are part of our continued efforts to provide information in an easy-to-understand and interactive way. We strongly encourage you to check out our new videos by visiting www.nycCBF.org and clicking on the “Video Library” tab, which you can find in the “News & Media” section of the website. We hope you find these new videos informative and helpful!

Updated NYCDCC Welfare Fund Summary Plan Description (SPD) for Active Participants Working in Outside Construction and Shop Employment

We recently completed the new **NYCDCC Welfare Fund Summary Plan Description (SPD)** for Active Participants Working in Outside Construction and Shop Employment. Effective **March 1, 2015**, this new SPD replaced your previous SPD and all Summaries of Material Modifications (SMMs) that were distributed prior to March 1, 2015.

We will be mailing you the new SPD in the coming weeks. You can also access the new SPD now on our website by going to <https://nycCBF.com/member/>



[welfare/active-nycdc-carpenters/](https://nycCBF.com/member/welfare/active-nycdc-carpenters/) and clicking the SPD image.

Please note that this new SPD is for Active Participants

Working in Outside Construction and Shop Employment (Active Carpenters) **ONLY**. Separate SPDs for other groups, such as Retirees and City Carpenters, will be issued at a later date. We will be sure to send you updates as they become available.

If you have any questions about the new SPD, or you haven't yet received a copy of the SPD in the mail by the end of May, you can contact our Member Services Department at (800) 529-FUND (3863).

Knowing Your Welfare Coverage: Out-of-Pocket Maximums and You

When using your welfare coverage during the course of a calendar year, it is possible for you to reach a point at which you are no longer required to spend any additional money on your health expenses. This is referred to as reaching your **“out-of-pocket maximum.”**

An out-of-pocket maximum is a cap the Plan places on the amount of money you are required to spend each year on your covered medical expenses after meeting your annual deductible. After you reach that limit, the Plan will then pay 100% of your covered expenses for the remainder of the calendar year.

The NYCDCC Welfare Fund Plan has separate out-of-pocket maximums for in-network and out-of-network services. The out-of-pocket maximum for **in-network** services is **\$1,500 for an individual and \$3,750 for a family**. The out-of-pocket maximum for out-of-network services is **\$3,000 for an individual and \$7,500 for a family**.

Expenses incurred from in-network and out-of-network providers cannot be combined to satisfy your out-of-pocket maximums. This is another important reason why you should stay in-network as often as possible. Your out-of-pocket maximum is



significantly less for in-network services, and in addition, your costs for out-of-network services throughout the year do not count toward your in-network out-of-pocket maximum. This means that it will take you a longer time (and cost you more money) to reach the point at which you are 100% covered by the Plan.

If you have questions about how your out-of-pocket maximums work, you can contact Empire BlueCross BlueShield at (800) 553-9603, or our Member Services Department at (800) 529-FUND (3863).

The NYCDCC Benefit Funds is on the Web!



- Breaking News
- Benefits Information & FAQs
- Electronic SPDs & SMMs
- Preventive Care & Wellness Section
- Benefits Video Library
- *Benefits Toolbox* Newsletter
- Member Portal & User Guide
- Important Contact Information
- And Much More!

Stay informed about your benefits...
Check us out at www.nyccbf.org!

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Important Reminder To Make Sure Your Beneficiary Designations Are Current:

PLEASE READ CAREFULLY, ESPECIALLY IF YOU ARE RECENTLY MARRIED, WIDOWED, OR DIVORCED!

Life changes often result in the need to update beneficiary designations for your Welfare, Pension, Annuity and Vacation benefits. You should be certain that your beneficiary designations on file at the Benefit Funds Office and Prudential reflect your current wishes.

It is not uncommon for people to mistakenly believe that a divorce judgment or separation agreement automatically revokes any prior designations of their former spouse as the beneficiary for their benefits. However, the Benefit Funds are generally obligated to pay benefits to the last beneficiaries you designated. It often does not matter that you might be divorced from your last beneficiary or that your former spouse might have agreed to waive all of his/her rights to your benefits in your separation agreement or a waiver form. If you have not changed your beneficiary designation in writing with the Fund Office and Prudential, your former spouse may very likely be entitled to your benefits.



*For your Annuity and Pension benefits, if you re-marry, your new spouse generally will be entitled to those benefits unless a qualified domestic relations order ("QDRO") awards benefits to your former spouse.

The good news is that it is very easy to change your beneficiary if that is what you want to do. To check or change your beneficiary for your Pension, Welfare and Vacation benefits, please contact the Fund Office at **(800) 529-FUND (3863)**. You can also find the form on our website at **www.nyccbf.org**. To check or change your beneficiary for your Annuity benefits,

please go to www.prudential.com/online/retirement or call **(877) 778-2100**.

You should also review your beneficiary designations if you have had other life changes, for example, if you have gotten married or become widowed, or if your current designated beneficiary has died.

Finally, please remember to let the Fund Office know immediately if you get divorced so that your former spouse can be removed from your health coverage and be offered COBRA coverage.

What are Summaries of Material Modifications and Why Should you Pay Attention to Them?

A Summary of Material Modification (“SMM”), is a written document that describes changes to how a particular plan works, or modifies certain information within the plan. According to the Employee Retirement Income Security Act (“ERISA”) of 1974, SMMs must be sent out to plan participants within an established time period to notify them of any changes made to the plan. This document will often alter information within your Summary Plan Description, meaning that you should always keep the SMMs with your SPD.

To be fully knowledgeable of how your plans work, you must keep track of all your SMMs. We distribute SMMs by mail and they are also available on our website at www.nycCBF.org.

If you have questions about SMMs you have received, you can contact our Member Services Department at (800) 529-FUND (3863).

Tool Time

Notes and Reminders

Pension Benefit Statement Availability

Every participant who has a vested accrued benefit under the New York City District Council of Carpenters Pension Fund (the “Pension Fund”) and who is employed by an employer that contributes to the Pension Fund may request a statement of his/her accrued benefit from the Pension Fund. You may request such a statement once in any 12-month period. The benefit statement is an estimate of the monthly benefits you have earned as of the date of your request, based on the most recent information available to the Pension Fund. To request a benefit statement, please submit a written request to the Fund Office.

You can also obtain information concerning your pension benefit at any time by visiting the NYCDCC Benefit Funds website at www.nycCBF.org, logging into the member portal located on the top right corner of the screen, and selecting the “View Pension Estimate” option.

Please keep the NYCDCC Benefit Funds updated on any changes in your contact

information or marital status by contacting our Member Services Call Center at (800) 529-FUND (3863) or (212) 366-7373.

Compliance & Ethics Program

Report Misconduct, Fraud, Waste, or Abuse

The New York City District Council of Carpenters Benefit Funds strives to maintain the highest standards of ethics and conduct in all aspects of our operations. Because of this, the Board of Trustees has adopted and implemented a Compliance and Ethics Program (CEP). The CEP explains the Benefit Funds’ policies for how we conduct our business and sets forth standards for everybody who works at the Funds.

Reporting

If you are unsure of whether an action is permitted by applicable law or the Benefit Funds’ policies, you should contact the Chief Compliance Officer. All of us are responsible for preventing violations of law and for speaking up if we are aware of or have concerns about inappropriate conduct.

All Benefit Funds members or employees can report any matter that may constitute a breach of applicable laws, rules, regulations or Benefit Funds’ policies to Julie Block, the Benefit Funds Chief Compliance Officer. Reporters can provide their name or remain anonymous. All information will be considered confidential. The Chief Compliance Officer can be contacted via:

Mail:

**Julie Block, Chief Compliance Officer
New York City District Council of Carpenters Benefit Funds
395 Hudson Street, 9th Floor
New York, New York 10014**

Work Phone: (212) 366-7533

Confidential Hotline: (646) 484-1665

Email:

jblock@nycCBF.org
Julie@muellerblock.com
complianceandethics@nycCBF.org

Website:

Visit www.nycCBF.org and click on the “Report a Compliance Issue” link located at the bottom of the screen.

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Contact Information

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*The information in this newsletter is intended to highlight certain information about your benefits and to provide other information about the Benefit Funds. *Benefits Toolbox* is not a substitute for the official Plan documents which set forth all of the requirements and conditions for benefits. In the event of any inconsistency between *Benefits Toolbox* and the Plan documents, the Plan documents control.