

# CONTRACTORS, LABORERS, TEAMSTERS & ENGINEERS

## – Health & Welfare and Pension Plan –

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June 15, 2010

TO: CLT&E Membership

FR: CLT&E Board of Trustees

RE: Health & Welfare  
- Rate Increase

The CLT&E Health & Welfare Plan is not immune from the troubles that have encircled it. With the economic slowdown continuing, the construction trades have been hit especially hard. And yet like much of the country our health care costs have continued their upward trend. These points I trust you know all too well. This letter is to advise you that the CLT&E Board of Trustees has been closely monitoring the financial condition of the Plan and has taken action to help ensure its financial stability.

This change involves an increase of \$.50 in the hourly contribution rate. That is, effective August 1<sup>st</sup>, 2010, the contribution rate will be \$5.00 per hour worked.

The Board recognizes the challenges this places on each individual and they do not take this action lightly. The Board also realizes however, the important role the Plan plays in protecting your financial wellbeing. They believe the Plan offers excellent coverage at a cost much cheaper than larger plans and they remain committed to ensuring that this Plan continues to add value to you and your family.

So far this year, the financial reports indicate that 2010 will be a difficult year with claims now outpacing contributions 2 to 1. As you know, the CLT&E Plan is designed and administered solely for the benefit of its union membership. As the construction industry slows however, so too have the contributions that support this vital plan. As if that wasn't enough, it is also expected that government mandates will actually increase our costs going forward as we implement additional enhancements mandated by the national healthcare act.

The contribution rate is but one of the things the Board has and will continue to look at. More information regarding the Federal mandates and the need to balance those with reasonable cost control measures will be communicated as it becomes available.

On behalf of the  
CLT&E Board of Trustees