

TEAMSTERS LOCAL 1932 HEALTH AND WELFARE TRUST

SELF-PAYMENT POLICY

EFFECTIVE NOVEMBER 5, 2020

For employees in a regular position scheduled for a minimum of forty (40) hours per pay period (“Regular Employee”)- If a Regular Employee is paid for less than ½ plus 1 hour of scheduled hours, they shall not receive MPS and DPS for that pay period. Hours paid shall not include disability payments such as short-term disability and workers’ compensation. If the Regular Employee is paid for any hour during that pay period and does not receive MPS and DPS, the Regular Employee shall be allowed to make a self-payment for the amount owed toward their health care and dental premium. If the Regular Employee’s paycheck is not sufficient to cover this amount, the Trust will bill the Regular Employee for the difference. Regular Employees are allowed to make one self-payment. After this time, if the Regular Employee does not work sufficient hours to maintain eligibility, they will be offered COBRA coverage.

For County Part Time/Recurrent Employees: There is no MPS or DPS provided to Part Time/Recurrent Employees. If a Part Time/Recurrent Employee works or is paid for 1 hour or more per pay period they are eligible to make a self-payment for the amount owed toward their health care premium. If the Part Time/Recurrent Employee’s paycheck is not sufficient to cover this amount, the Trust will bill the Part Time/Recurrent Employee the difference.