



# BEHIND THE SCENES

SUMMER 2008

VOLUME 3 ISSUE 2



## How You Can Reach Us

At the Fund Office, we welcome your questions or requests for information.

**DROP IN.** We're located on the third floor at 417 Fifth Avenue, between 37th and 38th Streets.

**CALL US.** In New York, the number is 212-580-9092. The toll-free number is 1-800-456-FUND (3863).

### SEND US A FAX.

Our main fax number	212-787-3607
Benefits	212-730-7706
Contracts & Contributions	212-792-8322
Finance	212-792-8321
Pension	212-792-8323
Executive Director	212-792-8320

**EMAIL US** via our Web site ([www.iatsenbf.org](http://www.iatsenbf.org)).

Please note that the Fund Office will be closed in observance of the following holidays:

Independence Day	Friday, July 4
Labor Day	Monday, September 1
Columbus Day	Monday, October 13
Veteran's Day	Tuesday, November 11
Thanksgiving	Thursday, November 27
Day after Thanksgiving	Friday, November 28
Christmas	Thursday, December 25



## June Is National Iced Tea Month

According to popular legend, iced tea as we know it today was "invented" on a hot day at the 1904 St. Louis World's Fair when English tea merchant Richard Blechynden encouraged passersby to try his beverage by cooling it down.

## FROM THE EXECUTIVE DIRECTOR

In April, participants in the Health & Welfare Fund Plan C received a letter from IATSE International President Thomas Short on behalf of the Board of Trustees about the continued rise in national health care costs and its impact on future CAPP charges. As reported then, the Board is committed to continuing health care coverage to participants and their families, but the Fund can no longer afford to subsidize the cost of coverage. As a result, CAPP charges will be increasing effective October 1, 2008, and again on April 1, 2009.

In this issue of **Behind the Scenes**, we underscore the importance of considering how the higher CAPP account costs may affect you. For example, even if you're not contributing now, you may be required to make a payment to continue your current level of coverage after September 30. As a result, depending on your individual finances and health, you may want to switch to a lower-cost plan—that is, from Plan C-1 to C-2, or from C-2 to C-3. See "Not Quite as Easy as 1-2-3" on page 2 for some guidance on making the choice.

As is our custom, this edition of **Behind the Scenes** refers you to important notices that have (or soon will) hit your mailbox with regard to your Fund benefits. If you're a 401(k) or Annuity Fund Plan participant, be sure to read the reminder on page 3 about the new default investment option that will be introduced July 1, 2008, and the action you may be required to take to ensure that future contributions to your account are invested where you want them.

Finally, we remind you again about the new features that are being added to our Web site and interactive phone system. For instance, you can now instantly, securely and confidentially change your address online. (If you're a Web-savvy pensioner, you can use our Web site to direct your pension checks to a different address.) As we continue to add enhanced tools, keep in mind that they are intended to help you understand and manage information that ensures you and your family continue to receive the benefits you deserve. We encourage you to use them.

Anne J. Zeisler

## Keep an Eye on Your CAPP Account Balance

With the planned increase in CAPP charges, it's more important than ever to keep track of your CAPP account balance. Don't be taken by surprise in August when your quarterly statement arrives with a co-pay requirement you hadn't planned for. It's easy to check your balance 24/7 whether you're at home or on the road. Simply log on to [www.iatsenbf.org](http://www.iatsenbf.org) or call 1-800-456-FUND (3863).

While you can generally change plans only once a year during annual open enrollment, you can switch to a lower-cost plan at the start of any quarter.



## Watch the Mail for Your CAPP Statement

Your October 2008 quarterly CAPP statement will be in the mail to you by mid-August. It will include all employer contributions that were received, processed and credited to your CAPP account as of July 31. It will also show how much (if anything) you'll be required to pay to maintain your current level of health and welfare coverage through the end of the year. Be sure to open it and respond by September 15, 2008.

## Looking Ahead at CAPP Costs

The chart below includes the new CAPP charges that will become effective October 1, 2008 as well as *estimated* CAPP costs for April 1, 2009.

Quarterly CAPP Cost to You

	Effective October 1, 2008	Estimated for April 1, 2009
Plan C-1 and HMOs (Kaiser and Harvard)		
–Individual	\$2,394	\$2,730
–Family	\$4,995	\$5,694
Plan C-2		
–Individual	\$1,329	\$1,530
–Family	\$2,319	\$2,598
Plan C-3		
–Individual	\$951	\$1,086
–Family	\$1,806	\$2,058

## NOT QUITE AS EASY AS 1-2-3

As a Plan C participant, you have a choice of four options—Plan C-1, C-2, C-3 and participation with other coverage. While it's not quite decision time yet, it's never too early to think about which may be best for you and your family. Start by considering the following:

### How important to you is the option to go out of network for health care?

Because Plan C-3 pays benefits only for care or treatment provided by Empire BlueCross BlueShield network providers (except for emergencies), CAPP charges for this coverage are the least of the three options. If you are currently in Plan C-1 or C-2 and are comfortable using a network provider for all

your health care, you can lower your CAPP charges by switching to Plan C-3. Since the options differ (for example, Plan C-3 requires a deductible for most services before benefits are paid and has very limited prescription drug and dental benefits), be sure to compare the options carefully. A side-by-side comparison is available online at [www.iatsenbf.org](http://www.iatsenbf.org) or upon request from the Fund Office.

### Would you rather pay more upfront or when services are provided?

If you're currently in Plan C-1 and decide that you want to remain in a plan that offers an out-of-network option, you may want to switch to Plan C-2. While the benefits are lower (Plan C-2 pays 80% for many services that are covered in full by Plan C-1), the quarterly CAPP charges in October will be less by about \$1,000 for individual coverage (and almost \$2,700 for family coverage).

### Does your spouse have coverage?

If you're married and your spouse has health care coverage, it may cost you less overall to enroll as a dependent in your spouse's plan. If you do, be sure to enroll in Plan C as a participant with other coverage and provide proof of this other coverage upon enrollment and during each annual open enrollment. As a participant with other coverage, you'll still be eligible for the Medical Reimbursement Program. Under this Program, you can use any contributions in your CAPP account to pay premiums for your other coverage and for most qualified medical expenses that are not reimbursed by your other coverage. This option has an annual administrative charge.

# VACATION

## Going Direct with Vacation Checks

Starting next year, you can request direct deposit for your vacation checks. No more waiting by the mailbox, worrying about lost checks or standing in line at the bank. If you elect this option, your check will be deposited immediately and automatically into a checking or savings account, whichever you choose. The Fund Office will keep all bank account and personal information you provide strictly confidential, so no need to worry.

Be on the lookout for a direct deposit application, which will be mailed early next year. If you want direct deposit, simply complete the application and return it to the Fund Office as quickly as possible—but no later than April 15, 2009. That way, we'll have time to process your request before next year's checks, which will be mailed in May.

If you decide you don't want direct deposit, do nothing and your checks will continue to arrive by mail.

If you're due a vacation check for work performed in 2007, it should have arrived by now. If it hasn't, contact the Fund Office immediately. We may have an incorrect address on file for you.



## Introducing the Balanced Fund



If you're a participant in the 401(k) or the Annuity Fund Plan, you should have received a notice in the mail introducing the **Balanced Fund**, which will become available for contributions in both Plans on July 1, 2008.

The new fund is a blend of existing investment options and invests in a mix of 40% stocks/equities and 60% stable value/ fixed income. *What's especially important to note is that the Balanced Fund will replace the Guaranteed Income Fund (GIF) as the default investment for both the 401(k) and Annuity Fund Plans*, which means that unless you provide specific investment instructions, all contributions to your account after June 30, 2008, will be invested automatically in the Balanced Fund. If you want to invest in the GIF after June 30, you must make an active election to do so.

Keep in mind that your existing account balance can remain in the GIF and not be affected by the new default investment option. Of course, you can move all or part of your balance in the GIF or any other fund to the Balanced Fund or other investment options. To do so, or to change your future investment directions, visit Prudential's Web site at [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement) or call Prudential at 1-877-778-2100.

## Did Juno?

Many people think June is the best month for a wedding—perhaps because it is named after the Roman goddess Juno, wife (and sister) of Jupiter, who was believed to be the protecting goddess of marriage.



## It May Even Fit In Your Beach Bag

We're in the process of updating all of our Benefit Fund Summary Plan Descriptions (SPDs). We expect to have new Pension Plan and Vacation Fund SPDs available within the next few months—and Health & Welfare SPDs not long after. They may not be



your idea of breezy summer reading, but they're guaranteed to be reader-friendly, informative summaries of your Fund benefits.

Please note that if you change your address with your Local Union or the International's Office, it is **NOT** shared with the Fund Office. Since we are separate entities, you must actively provide us with the new address to ensure you receive your mail and benefits. Similarly, we do not provide your address to any Local Union or the International, so please be sure to contact all of us if you have moved or are planning to move. For the Fund Office, you can log on to [www.iatsenbf.org](http://www.iatsenbf.org) to check your address and make changes if necessary.

## Supporting Cast

Here's a list of the organizations that support and administer our programs. You can find contact information in the SPDs or link to their Web sites from ours ([www.iatsenbf.org](http://www.iatsenbf.org)).

**Hospital and Health**  
Empire Blue Cross Blue Shield

**HMOs and PPOs (Plan C)**  
Harvard Pilgrim  
COSVI  
Triple S  
Kaiser Permanente

**Prescription Drug**  
Caremark

**Vision**  
Davis Vision  
Comprehensive Professional Systems  
General Vision Services

**Dental**  
Delta Dental  
A.S.O./S.I.D.S.

**Medical Reimbursement Program (Plan C)**  
A.S.O./S.I.D.S.

**Physical Exam and Hearing Aid Benefit**  
A.S.O./S.I.D.S.

**Life Insurance**  
ULLICO

**Annuity and 401(k)**  
Prudential

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401(k) Fund	Thomas C. Short Matthew D. Loeb	Carol A. Lombardini Dean Ferris
Vacation Fund	Thomas C. Short James B. Wood	Irving W. Cheskin Jeffrey Ruthizer
<b>EXECUTIVE DIRECTOR</b> Anne J. Zeisler		

We've summarized many important plan rules in this newsletter, but we don't intend for these summaries to replace or amend the official plan documents of each of the plans. We will follow the rules of the official plan documents if those rules differ from the summaries in this newsletter.