



PAMCAH UA LOCAL 675



ADMINISTRATIVE OFFICE • ANNUITY • COOPERATION
HEALTH & WELFARE • PENSION • TRAINING • VACATION & HOLIDAY

1109 Bethel Street • Suite 403 • Honolulu, HI 96813 • Ph: (808) 536-4408 • Fax: (808) 524-0658

Date: October 2024

To: Retired Participants
PAMCAH-UA Local 675 Health and Welfare Fund

From: Erinn L. Liu, Administrator 

Re: ***Revision to Change in Contribution Rates for Retiree Health & Welfare Coverage,
Effective January 1, 2025***

Our Retiree Health & Welfare plan offers some of the richest benefits in the construction industry and are generously subsidized. In order to continue to offer these rich benefits, the costs of the Health & Welfare Fund must continuously be monitored and managed since health care costs continue to rise every year. Due to escalating health care costs, the retiree rates will be increasing effective ***January 1, 2025***. The Health and Welfare Plan has experienced consistent increases in health care cost each year and has absorbed the increases for our Retirees over the years. This is the first rate increase since August 1, 2017.

The Trustees approved a change to provide a 100% subsidy for bargaining employees who have obtained thirty-five (35) years of credited service and are at least age 55. Retirees previously had to obtain forty (40) years of credited service to receive a full subsidy.

If you are already retired, ***your withholdings for coverage will be changed automatically***, unless you decide to terminate your coverage (by calling Wilma at 808-536-4408 by November 30, 2024).

If You Retired on or After March 1, 2020

Effective January 1, 2025, monthly contributions will be based on the following schedule for eligible Retirees who retired on or after March 1, 2020.

			<u>Per Person Monthly Contributions</u> (For Retiree or Spouse)	
Age at Retirement	Years of Service	% Subsidy (Paid by Fund)	Non-Medicare Retiree	Medicare Retiree
Bargained Employees:				
Unsubsidized	--	0%	\$964	\$378
Less than 55	25-29	20%	771	303
Less than 55	30+	40%	579	227
At least 55	25-29	60%	385	152
At least 55	30-34	75%	241	95
At least 55	35+	100%	0	0
Disabled		50%	482	189

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Age at Retirement	Years of Service	% Subsidy (Paid by Fund)	Non-Medicare Retiree	Medicare Retiree
Non-Bargained Employees:				
Unsubsidized	--	0%	\$964	\$378
Less than 55	20+	40%	579	227
At least 55	15-19	40%	579	227
At least 55	20-24	60%	385	152
At least 55	25-29	75%	241	95
At least 55	30-34	90%	97	37
At least 55	35+	100%	0	0
Disabled		50%	482	189

If You Retired from October 1, 2007 to February 29, 2020

Effective January 1, 2025, monthly contributions will be based on the following schedule for eligible Retirees who retired from October 1, 2007 to February 29, 2020.

			Per Person Monthly Contributions (For Retiree or Spouse)	
Age at Retirement	Years of Service	% Subsidy (Paid by Fund)	Non-Medicare Retiree	Medicare Retiree
Bargained Employees:				
Unsubsidized	--	0%	\$964	\$378
Less than 55	25-29	40%	579	227
Less than 55	30+	60%	385	152
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Unsubsidized	--	0%	\$964	\$378
Less than 55	20+	40%	579	227
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At least 55	35+	100%	0	0
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Examples: If you are a married bargaining employee retiring on January 1, 2025 at age 55 with 30 years of service, and both you and your spouse are not eligible for Medicare, your monthly cost for coverage would be \$482 (\$241 for you and \$241 for your spouse). If instead, only you are eligible for Medicare and not your spouse, your monthly cost for coverage would be \$336 (\$95 for you and \$241 for your spouse). There will be no additional cost for your dependent children.

Keep this notice with your Health & Welfare Booklet. If you have any questions regarding this announcement, please contact the Fund Office.