



**OHIO
LABORERS**
Benefits

Spring 2023



**For participants of the LDC&C Pension Fund of Ohio, the OLDC-OCA
Insurance Fund, and Laborers Local No. 265 Pension Plan**

800 Hillsdowne Road, Westerville, OH 43081 | 800-236-6437 | ohiolaborers.com | facebook.com/OLFBP | [@OLFBPtweet](https://twitter.com/OLFBPtweet)



Message from the Administrative Manager

Coming Back Into Style

A lot of times, things we think have fallen out of style suddenly re-emerge in society. For example, back in the 1980s, vinyl records were quickly tossed aside as the choice for listening to music – first replaced by the cassette, then the CD, and now digital downloads. But a few years ago, vinyl seemed to make a comeback and is quite popular once again. Now if we could just get classic rock music to make a comeback, too – guitar-driven music with solid vocals, not the electronic music with auto-tuned vocals music we hear every day! I’ll be waiting!

In similar fashion, I’m bringing back a “Message From the Administrator” from years past. In the Spring/Summer 2019 newsletter, I wrote a message titled “Are Americans in a Retirement Crisis?” In it, I talked about how retirement was always intended to be a three-legged stool, with the three legs comprised of employer pension plans, Social Security, and personal savings. If you want to go back and read that article, you can find it on our website (<https://www.ohiolaborers.com/wp-content/uploads/2019/07/Spring-Newsletter-2019-sm.pdf>), and find out why I think it should be a four-legged stool.

The reason I want to revisit that article is to address the “personal savings” portion of the three-legged stool. At the last negotiation of the Heavy Highway Agreement, the Ohio Laborers' District Council and the Ohio Contractors' Association agreed to begin a new benefit fund for members, and the Ohio Laborers Annuity Fund was born. Beginning May 1, 2023, work performed under the Heavy Highway Agreement will call for \$1.00 to be contributed to the Annuity Fund for each hour worked. After the contribution has been made, members will be able to invest those contributions in a variety of investment options. With time and investment returns, the Annuity Fund will help fulfill that third leg of the stool – personal savings. You can read more about the Annuity Fund on page 7.

Some local building collective bargaining agreements already include an annuity fund contribution. Others may choose to add a contribution to the Annuity Fund in the future. Whatever the circumstances, I encourage you to think about that third leg of the stool. Do you have a plan in place that will build that third leg, whether through an annuity fund, an individual retirement account (IRA), or some other savings plan?

Best Wishes,

Matt Archer



BENEFIT UPDATES

COVID-19 Coverage Changes

The COVID-19 national and public health emergencies ended effective April 10, 2023.

With the end of the emergency, COVID-19 testing will no longer be covered at no cost. This testing includes:

- At-home tests,
- Rapid tests, and
- PCR tests (including provider administered tests).

Moving forward, COVID-19 tests may be subject to cost-sharing. There may also be copays for lab work and other test-related services.

The OLDC-OCA Insurance Fund Board of Trustees chose to continue to pay for the COVID-19 vaccine at 100%. Eligible members and dependents can continue to receive the COVID-19 vaccine at no cost.

COBRA Rate Changes

Effective July 1, 2023:

Monthly COBRA rates increase.

	Current Rates	New Rates
Regular	\$1028	\$1076
Disability	\$1512	\$1583

Reminders From the Benefits Office

Keep Your Address Up To Date

When you move to a different address, you will need to update that new address with your **Local AND the Benefits Office**. You can update your address any time through your MemberXG account, or simply call in during normal business hours. Your benefits may be suspended if the Benefits Office is notified that your address is incorrect.

Review Your Quarterly Statement

Active members receive quarterly contributions statements every few months. Please review these statements and make sure the hours reported match your records. Please report any errors to the Benefits Office.

Aging Into Medicare

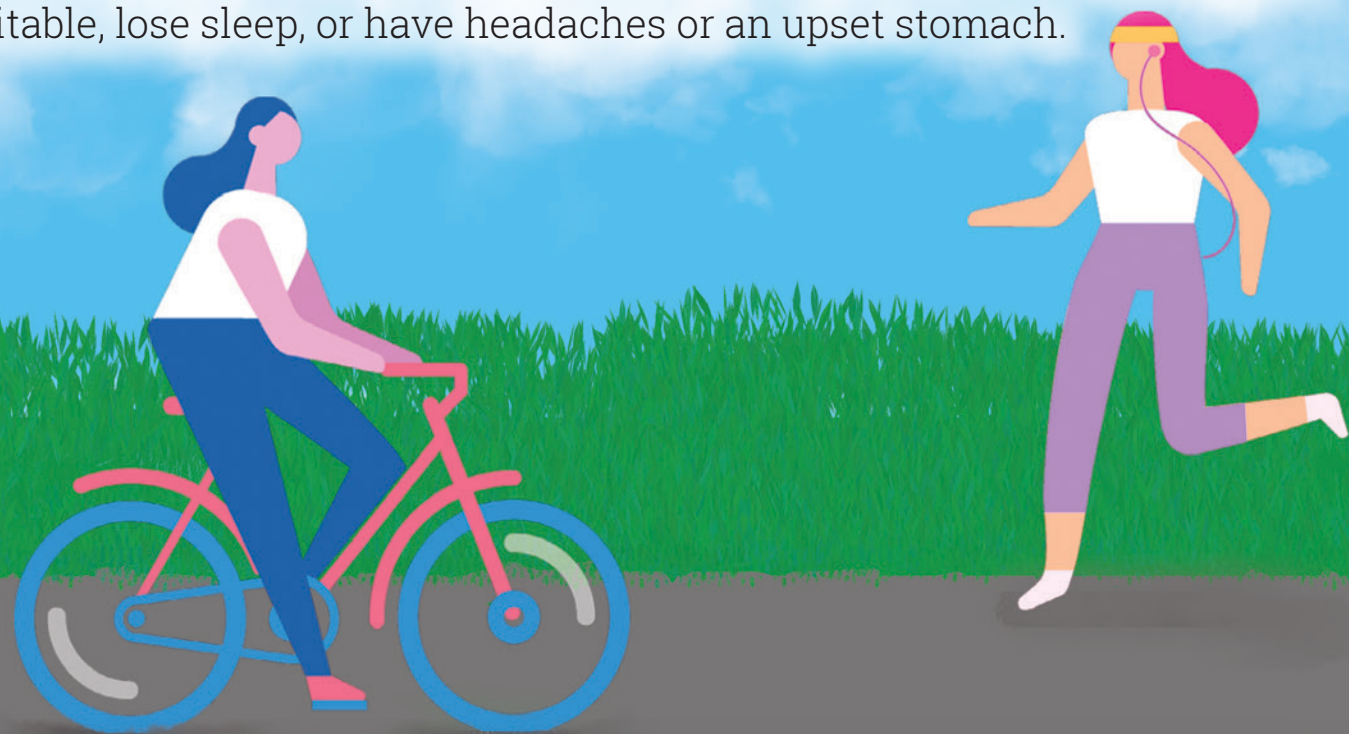
For members about to age-in to Medicare at age 65, you can call the First Impressions Welcome Center for any questions you may have about the Anthem Medicare Preferred (PPO) with Senior Rx Plus plan.

First Impressions Welcome Center: 1-833-848-8730

FOCUS ON WELLNESS

Stress Management

Everyone experiences stress. Sometimes it can help you focus and get the task at hand done. But when stress is frequent and intense, it can strain your body and make it impossible to function. Finding effective ways to deal is crucial to living well. The first step in managing stress is recognizing it in your life. Everyone feels stress in a different way. You may get angry or irritable, lose sleep, or have headaches or an upset stomach.



PRIORITIZE EXERCISE

Physical activity is key to managing stress and improving mental health. Researchers theorize that exercise can reduce stress levels and improve depression and anxiety symptoms by promoting resilience and giving people a break from stress. People can try short bouts of exercise during work or study. The CDC recommends people aim to do 150 minutes of moderate aerobic exercise per week.

Exercise in almost any form can act as a stress reliever. Being active can boost your feel-good endorphins and distract you from daily worries. Schedule time to walk outside, bike or join a dance class. Whatever you do, make sure it's fun. Daily exercise naturally produces stress-relieving hormones in your body and improves your overall physical health. People who are new to exercise may want to contact a doctor before starting a workout routine. This is especially important if they have preexisting health conditions.

GET OUTSIDE

Spending time in nature can reduce stress and improve your overall happiness and well-being. There's evidence that even just 10 minutes in a natural setting can help you feel more relaxed and calm.

MAKE TIME FOR LEISURE ACTIVITIES

Leisure activities can be a wonderful way to relieve stress. Yet, many people feel as though their lives are too busy for hobbies, games, or extra fun.



WHEN YOU ARE MOST VULNERABLE TO STRESS

People are most susceptible to stress when they are:

- Not getting enough sleep
- Not having a network of support
- Experiencing a major life change such as moving, the death of a loved one, starting a new job, having a child or getting married
- Experiencing poor physical health



INTRODUCING THE OHIO LABORERS ANNUITY FUND

THE FUTURE OF SOLAR IS BRIGHT

Ohio has seen a recent boom in utility-scale solar energy, with several large solar projects currently under construction or in the planning stages. This growth presents an opportunity to both provide a significant amount of clean energy to the grid and create countless good, family sustaining green energy construction careers.

The Ohio Laborers' District Council (OLDC) is committed to engaging with the industry and building productive partnerships with developers and stakeholders. These efforts were on display on March 15, 2023, when OLDC hosted a Solar Summit at the Drexel J. Thrash Training Center. The event focused on both industry engagement and workforce development. In addition to OLDC staff, representatives from LIUNA Regional Organizing Committee, the Operating Engineers, IBEW, ACT Ohio, and signatory contractors met, presented, and discussed the solar industry and opportunities for Laborers within it. The Training Center even had a solar panel class with live training for the attendees to see the industry leading training in person.

In summary, **Solar is coming to Ohio, and the Ohio Laborers' District Council is making every effort to make sure as much work as possible is done by signatory contractors, and most importantly by our Ohio Union Laborers.**

If you are interested in pursuing a career in Solar, please contact your Local Union.



Ohio Laborers Benefits is excited to announce the commencement of the Ohio Laborers Annuity Fund. Starting with hours worked in May 2023, \$1.00 per hour will be reported to the Annuity Fund for all Heavy Highway and Building 245 work. After a thorough evaluation, we're pleased to announce that we have chosen to partner with Empower on the administration of the Annuity Fund.



About Empower

Empower is the second largest retirement plan record-keeper in the nation, helping more than 17 million people achieve the future they imagine. Retirement is all they do, empowering people to save money today to enjoy their retirement. Highlights include a robust website with access to a state-of-the-art app with personalized planning tools to help you easily model different savings and investment scenarios.

Need to know

Soon, you'll be able to access your account at empowermyretirement.com or by downloading the free Empower mobile app and connect to your plan whenever, wherever. Available in the App Store® from Apple® and on Google Play™. If you want to speak with a representative, call 833-569-2433. (Just remember, Empower won't have any of your records until contributions are received starting in June.)

What's next

Be on the lookout for further communications this summer about how to access your account and the many features available to you. You will have the opportunity to select how these annuity monies are invested. Additionally, you will need to name beneficiaries for the annuity. Directions will be included with future communications from Empower.

We are excited about our partnership with Empower and more importantly with the ability to help hard working Laborers secure a more financially healthy future!

ATTENTION CONTRACTORS:

The Ohio Laborers Annuity Fund will require a \$1.00 per hour contribution for any laboring work performed under the Heavy Highway or Building 245 agreements starting 5/1/23. Please make sure to update your payroll records to reflect this new fund and the other negotiated benefit contributions to Ohio Laborers Benefits. Contributions for the Annuity Fund will be made to Ohio Laborers Benefits in the same manner as the other benefit funds.

In addition to the Annuity Fund being added, rates for the Health & Welfare (insurance) and Pension Funds were also increased. Please note the hourly rates for each benefit fund below effective 5/1/23:

Health & Welfare	\$8.20	previously \$7.70
Pension	\$4.05	previously \$3.95
Annuity	\$1.00	new

OHIO LABORERS BENEFITS
800 Hillside Road
Westerville, OH 43081



OHIO LABORERS Benefits

Follow us on social media:

 [facebook.com/olfbp](https://www.facebook.com/olfbp)

 [@olfbptweet](https://twitter.com/olfbptweet)

 [@ohiolaborersbenefits](https://www.instagram.com/ohiolaborersbenefits)

The information contained in this document is intended to provide highlights of the OLDC-OCA Insurance Fund, the LDC&C Pension Fund of Ohio, and the Laborers Local No. 265 Pension Plan. In the event of any inconsistency between the information provide here and the official Plan documents of the Funds, the terms of the official Plan documents, as interpreted by the Board of Trustees in its sole discretion, will control. Any examples and projections included are not a guarantee of future benefits under the Plans.