

# *Hanford Employee Welfare Trust*

# **HEWTF**

## ***Reduction of Force Benefits***

Benefits Homepage:

<http://www.hanford.gov/hr>

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# Reduction of Force Benefits

- Benefits Homepage

[www.hanford.gov/hr](http://www.hanford.gov/hr)

- Click: “Employee Benefits”  
“Hanford Site Severance Pay Plans  
and Summaries”  
“Reduction of Force Summary”

# Your Personal Benefits

- Employee Self Service
  - Enter HID, including “h”
  - Enter HLAN password
- Click on “Current Benefits”

# Health Insurance

- If eligible, you may elect to continue...
  - Cannot add or increase coverage(s) at time of reduction of force
  - Annual Open Enrollment
  - Rates and coverage subject to change
  - Dependents may be covered without the employee being covered, if the dependent is not eligible for coverage under another plan.

# Health Insurance

- Medical/Vision, and/or Dental **are not** available if/when you are eligible for coverage under another plan...
  - New employer
  - Spouse's employer
  - Other (Medicare, Military, etc.)

# Coverage Rates

|            | COBRA           | DWMB                     |                                    |
|------------|-----------------|--------------------------|------------------------------------|
| Year One   | 100% COBRA Rate | Medical/Vision<br>Dental | Active Rate<br>100% COBRA Rate     |
| Year Two   | 100% COBRA Rate | Medical/Vision<br>Dental | 50% COBRA Rate<br>100% COBRA Rate  |
| Year Three | 100% COBRA Rate | Medical/Vision<br>Dental | 100% COBRA Rate<br>100% COBRA Rate |

# Coverage

- You have the option to elect
  - Medical/Vision Only  
OR
  - Dental Only  
OR
  - Medical/Vision and Dental insurance coverage as a package.

# Additional Information

## UPON EXIT:

- One-on-one with Benefits Representative where continuation of insurance coverage will be elected.
- BRING CHECKBOOK; must pay for benefits at time of exit.
- Pay a minimum of 3 months to a maximum of 12 months.
- If paid in full (or a portion) and coverage is not needed; with prior (two weeks) notification, you can be reimbursed. Retroactive reimbursement not an option.



# Savings (401 K)

## ■ Options First Year of Layoff:

- Leave money in plan, or
- Take a total distribution: tax consequences
- Rollover to IRA-defer tax and penalty
- Rollover to another employer plan if available

## ■ After One Year:

- If \$1,000 or less, a total distribution will be made
- If over \$1,000, may leave in plan, or take a total distribution, or
- Rollover to another qualified plan or IRA.


# Savings (contd.)

- Outstanding Loan Options:
  - Can pay entire loan balance, or
  - Can continue to make monthly loan payments during first year only, for up to 12 months.
    - It is your responsibility to contact Vanguard following exit.
  - Loan will default at 90 days with no payment. Loan balance is treated as distribution. Balance becomes taxable and possible penalty for the year in which the loan defaults.

# Pension

- Vesting requires 3 years of pension credited service.
- No pension benefit if service is less than 3 years
- Terminated-vested pension estimate reports, with accrued pension, explanation of options, forms, etc. will be mailed to home following last day worked, when prepared.

# Early Retirement

- Must be at least 55 years of age with 10 years of Vesting service
  - Includes post-retirement medical and life insurance options
  - Early retirement reduction of  $\frac{1}{2}\%$  per month before age 60 for monthly annuity.
  - Lump Sums are reduced from age 65.
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# Retirement (contd.)

## ■ IMPORTANT:

- If you qualify for early retirement (55 and 10 years of vesting service), and you are laid off, you **MUST** make an election for post-retirement insurance within 12 months following your last day as an active employee.
- You must not extend beyond the 12 months to maintain eligibility of available post-retirement insurances.