



A CENTRAL STATES HEALTH PLAN

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EXECUTIVE DIRECTOR  
THOMAS C. NYHAN

**DATE: MAY 8, 2020**

**TO: LOCAL UNIONS WITH YRCW MEMBERS IN  
CENTRAL STATES HEALTH FUND**

**RE: YRCW DELINQUENCY NOTICE**

YRCW (YRC Freight and USF Holland) is delinquent in paying health contributions owed on members who worked during March. YRCW has also advised the Central States Health Fund that they will be unable to pay contributions for work performed during April and May. We currently project a nearly \$75 million delinquency for the three-month period to both Funds. This debt is in addition to the more than \$48 million owed to the Pension Fund under its last debt restructuring from nearly a decade ago.

We understand the challenging circumstances YRCW is facing and the Fund has had extensive discussions with YRCW leadership and its lenders in an attempt to reach a fair resolution. However, YRCW has not made an acceptable repayment proposal to the Fund.

The attached suspension of benefits notice is being mailed today to active YRCW members in the Health Fund.

**NOTE:** Under the Plan document, a suspension of benefits would mean that any health claims incurred by the member or their family after May 9, 2020 would not be paid by the Fund unless and until YRCW resolves the delinquency (or a member remits self-contributions for coverage).

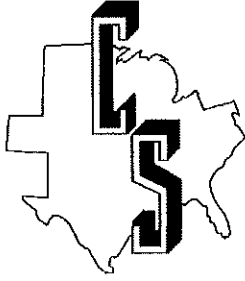
**However, as announced in Special Bulletin 2020-4, the Board of Trustees recently authorized TeamCare Layoff Coverage for laid off members for a maximum of 8 weeks. The Trustees have further authorized that due to unique circumstances surrounding YRCW's delinquency, to also allow TeamCare Layoff Coverage for actively working members during YRCW's suspension of benefits for a maximum of 8 weeks. Therefore, eligible claims incurred after May 10 may be paid even though YRCW is on suspension of benefits status. Please see the attached letter for further explanation.**

We encourage members to visit [MyTeamCare.org](http://MyTeamCare.org) and use our secure **Message Center** if there are any further questions. Local Unions can contact their Field Service Representative with questions.

Sincerely,

BOARD OF TRUSTEES, CENTRAL STATES, SOUTHEAST  
AND SOUTHWEST AREAS HEALTH AND WELFARE FUND, BY:

THOMAS C. NYHAN  
EXECUTIVE DIRECTOR



### **CENTRAL STATES PENSION FUND**

The Trustees of the Pension Fund have not made any determinations at this time concerning the impact of YRCW's delinquency on pension benefits. Local Unions will be promptly advised of any decisions made by the Trustees concerning the impact of YRCW's non-payment of contributions on pension benefits.

## 2020 SPECIAL BULLETIN – 2020-4

**DATE:** APRIL 9, 2020

**TO:** PARTICIPANTS IN THE CENTRAL STATES HEALTH FUND

**RE:** **TEAMCARE PLAN AMENDMENT AUTHORIZING COVERAGE FOR EMPLOYEES ON LAYOFF AND FREQUENTLY ASKED QUESTIONS**

The Boards of Trustees of TeamCare – A Central States Health Fund and the Central States Pension Fund have been closely monitoring the impact of the global outbreak of the novel coronavirus 2019 (COVID-19). Our hearts go out to our members and their families, local unions and employers that have been impacted by this unprecedented crisis.

The Board of Trustees of TeamCare have approved a Plan amendment granting up to eight weeks of **TeamCare Layoff Coverage** at no cost to members who are laid off between March 1, 2020 and December 31, 2020.

In cases where a collective bargaining agreement, other written agreement, or any legal obligation requires employer contributions for laid off employees paid to the Fund; the eight weeks of TeamCare Layoff Coverage will begin the week after the employer paid contributions cease.

Members who continue to be laid off at the end of the TeamCare Layoff Coverage may elect COBRA for continued coverage. More information regarding COBRA coverage is included in the **Frequently Asked Questions** below.

### **FREQUENTLY ASKED QUESTIONS**

- 1. If an employee is laid off after the paid sick leave and/or the expanded paid family medical leave periods have expired under the Families First Coronavirus Response Act (FFCRA) and CARES Act, is the employee entitled to up to eight weeks of TeamCare Layoff Coverage at no cost?**

Yes. The TeamCare Layoff Coverage is available after the employer's paid contributions required under the FFCRA ends.

- 2. Is the TeamCare Layoff Coverage required to be used in consecutive weeks if the employee works intermittently?**

TeamCare Layoff Coverage must be used in consecutive weeks of layoff. If the layoff is intermittent, the eight weeks of TeamCare Layoff Coverage will be applied to those weeks the employee would not be eligible for coverage due to the absence of employer contributions.

- 3. Will the TeamCare Layoff Coverage be applied to a week where an employee works less than the required number of days for a full week of benefit coverage (for example, works one day and per CBA needs 3 days for a full contribution)?**

Yes.

- 4. Is an employee eligible for short-term disability benefits from TeamCare while receiving the two weeks of paid sick leave or the ten weeks of expanded paid family and medical leave under the FFCRA?**

No. Short-term disability benefits are never payable for a period an employee is receiving compensation from the employer. This includes the paid leave under the FFCRA as well as any compensation paid under a collective bargaining agreement (for example, vacation pay). An employee may be eligible for short-term disability benefits after the paid leave period if the employee is not in a layoff status and would have otherwise returned to work if not for the illness.

**5. Is an employee eligible for short-term disability benefits from TeamCare because the employee is laid off, on a leave of absence or has been terminated by the employer?**

No. Short-term disability benefits are only payable if an employee is unable to work due to a physical disability that has been verified by a health care provider.

**6. If an employee qualifies for a short-term disability benefit from TeamCare, is the employer required to pay contributions during the disability period?**

If contributions are required to be paid by written agreement or the collective bargaining agreement between the parties for an employee absent due to illness or injury, contributions to the respective Funds are required. Please refer to the collective bargaining agreement.

**7. What is COBRA continuation coverage and how is it elected?**

Once TeamCare receives notice that a member has a loss of coverage, COBRA continuation coverage will be offered to the member and each of the qualified beneficiaries. COBRA continuation coverage is a temporary continuation of coverage that lasts up to 24 months due to reduction of hours of work (such as a layoff) or employment termination.

A COBRA notice will be mailed to the member after TeamCare is notified by an employer that a member is inactive, and an employer health contribution is not required. The member can also download the notice at **MyTeamCare.org**. It is important for the member to read the notice carefully and determine whether to submit a COBRA election form to continue coverage within the allotted timeframe.

The cost of coverage varies by plan and will be stated in the COBRA notice. The COBRA notice will also outline the timeframe to elect COBRA and to make the payment.

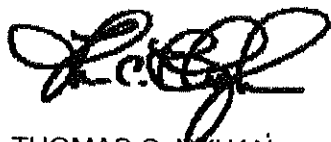
**NOTE:** Due to the timing of work history reporting and eligibility posted by our vendor partners, certain healthcare claims may be paid inadvertently during a period after coverage ceases. These claims will be recouped by TeamCare for any period a member does not have coverage.

**8. Are there other coverage options besides COBRA Continuation Coverage?**

Yes. Instead of enrolling in COBRA continuation coverage, there may be other coverage options for you and your family through the Health Insurance Marketplace, Medicaid, or other group health plan coverage options (such as a spouse's plan) through what is called a "special enrollment period." Some of these options may cost less than COBRA continuation coverage. You can learn more about many of these options at [HealthCare.gov](http://HealthCare.gov).

If you have a question, we encourage members to utilize our website **MyTeamCare.org** and send your questions through our secure Message Center. The most-up-to date information, resources, and FAQs are available at **MyTeamCare.org**.

BOARD OF TRUSTEES, CENTRAL STATES, SOUTHEAST  
AND SOUTHWEST AREAS HEALTH AND WELFARE FUND, BY:



THOMAS C. NYHAN  
EXECUTIVE DIRECTOR

For more detailed information on the Families First Coronavirus Response Act (FFCRA) and CARES Act, please refer to **Special Bulletin 2020-3** on our website at **MyTeamCare.org**.

May 8, 2020

**SAMPLE LETTER  
YRCW CONTRIBUTION DELINQUENCY**

**IMPORTANT NOTICE REGARDING  
YOUR TEAMCARE COVERAGE**

**RE: YRCW CONTRIBUTION DELINQUENCY**

Dear TeamCare Member:

This is to inform you that your employer, YRCW (YRC Freight and USF Holland) is delinquent in paying health contributions owed on your behalf for work performed during March. YRCW has also advised the Health Fund that they will be unable to pay contributions for work performed during April and May. We understand the challenging circumstances YRCW is facing and the Fund has had extensive discussions with YRCW leadership in an attempt to reach a resolution. However, YRCW has not made an acceptable repayment proposal to the Fund.

Coverage to you and your family for health benefits has continued to be provided while the Health Fund attempted to work out a solution with YRCW. However, the Fund cannot continue to pay claims without an acceptable repayment proposal from YRCW for the contributions that are necessary to provide your health benefits. Therefore, the Trustees have decided that they have no alternative but to place YRCW employees on a **suspension of benefits status** effective **May 10, 2020**.

Under the Plan document, a suspension of benefits would mean that any health claims incurred by you or your family after May 9, 2020 would not be paid by the Fund unless and until YRCW resolves the delinquency (or you remit self-contributions on your behalf).

However, as announced in the attached **Special Bulletin 2020-4**, the Board of Trustees recently authorized **TeamCare Layoff Coverage** for laid off members for a maximum of 8 weeks. The Trustees have further authorized that due to unique circumstances surrounding YRCW's delinquency, to also allow **TeamCare Layoff Coverage** for actively working members during YRCW's suspension of benefits for a maximum of 8 weeks. Therefore, eligible claims incurred after May 10 may be paid even though YRCW is on **suspension of benefits status**.

In the event that you are subsequently laid off from YRCW, any TeamCare Layoff Coverage weeks applied while you were actively working and while YRCW was on suspension of benefits

status, will reduce the maximum 8 weeks of eligibility outlined in Special Bulletin 2020-4. Additionally, if you were previously laid-off and received TeamCare Layoff coverage under the Special Bulletin 2020-4, those weeks will reduce the maximum 8-week eligibility outlined in the Special Bulletin.

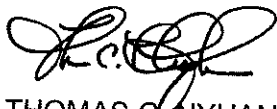
If YRCW resolves the delinquent contributions in the future, the suspension of benefits will be lifted, and your weeks of TeamCare Layoff Coverage applied will be reinstated and available to you in the event you are subsequently laid off.

If YRCW does not pay the delinquent contributions, you may make self-payments to continue your health coverage once your 8 weeks of TeamCare Layoff Coverage is exhausted. A COBRA notice will be sent to you at that time.

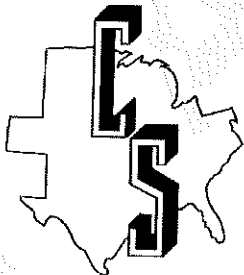
We encourage members to visit **MyTeamCare.org** and use our secure Message Center if there are any further questions. We hope that you and your family remain safe and healthy during this difficult time.

Sincerely,

BOARD OF TRUSTEES, CENTRAL STATES, SOUTHEAST  
AND SOUTHWEST AREAS HEALTH AND WELFARE FUND, BY:  
Sincerely,



THOMAS C. NYHAN  
EXECUTIVE DIRECTOR



**CENTRAL STATES PENSION FUND**

The Trustees of the Pension Fund have not made any determinations at this time concerning the impact of YRCW's delinquency on your pension benefits. You will be promptly advised in the future of any decisions made by the Trustees concerning the impact of YRCW's delinquency on your pension benefits.