



DEPENDENT ELIGIBILITY REVIEW AUDIT

A Health and Welfare Fund Dependent Review Audit is a process where TeamCare verifies the eligibility of all dependents ensuring only eligible dependents are covered which can lead to cost savings and compliance with our Plan rules.

While the government does not explicitly mandate "dependent audits" for HW Funds, ERISA does require that only eligible dependents are covered under the Plan.

DEPENDENT ELIGIBILITY REVIEW AUDIT



TEAMCARE HAS PARTNERED WITH THE **PDA VERIFICATION TEAM**

- ASSURE **ALL DEPENDENTS** IN TEAMCARE ARE ELIGIBLE FOR COVERAGE
- FUND HAS FIDUCIARY RESPONSIBILITY TO OPERATE ACCORDING TO THE PLAN.
- ENSURING DEPENDENTS MEET ELIGIBILITY REQUIREMENTS ALLOWS TEAMCARE TO MAINTAIN INDUSTRY LOW HEALTH RATES



WE ADVISE LOCALS TO REFER MEMBERS BACK TO PDA WITH ANY QUESTIONS ON THE DEPENDENT REVIEW

WHAT'S REQUIRED OF THE MEMBER?

STEP

1

AMNESTY FOR MEMBER'S TO "SELF-REPORT" IMPROPER COVERED DEPENDENTS. TO DATE, WE HAVE REMOVED NEARLY 2,000 DEPENDENTS (MOSTLY UNREPORTED DIVORCES).

STEP

2

WAVES – BECAUSE OF OUR SIZE, FOUR (4) WAVES OF 32K MEMBERS WITH AT LEAST ONE DEPENDENT WILL RECEIVE A LETTER REQUESTING DOCUMENTS TO PROVE ELIGIBILITY STATUS.

STEP ONE: AMNESTY TIMELINE ...

AMNESTY TIMELINE?

- **BEGAN WITH A LETTER SENT BY PDA VERIFICATION (SEPT 19TH)**

- **INCLUDED LIST OF THE MEMBER'S CURRENT DEPENDENTS**

- **MEMBER NEEDED TO REVIEW AND TAKE ACTION IF NECESSARY**

- **ENDED OCTOBER 25, 2024**

- **MEMBERS NOTIFIED PDA VERIFICATION TEAM OF ANY INELIGIBLE DEPENDENT**

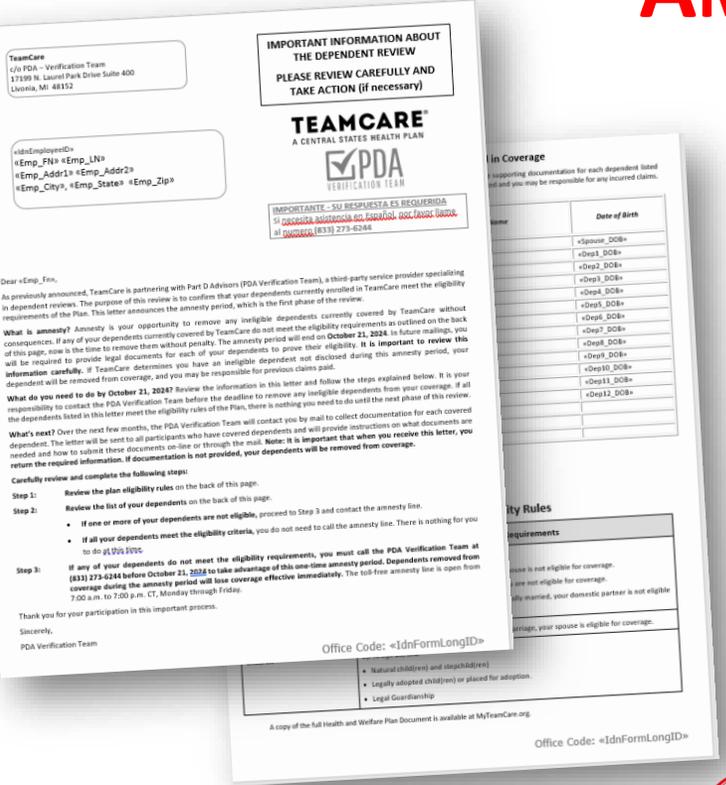
NO CONSEQUENCES FOR A MEMBER WHO REMOVES AN INELIGIBLE DEPENDENT DURING THE AMNESTY PERIOD



September 2024						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

October 2024						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

Around 2,000 Dependents were removed during Amnesty.



Dependent Review

STEP TWO : WAVES - MEMBERS RECEIVED THEIR DEPENDENT REVIEW LETTERS IN WAVES.

1ST WAVE JOINT COUNCILS

25 (IL)
26 (OH)
41 (OH)
43 (MI)
69 (IN)
94 (KY, WV)

2ND WAVE JOINT COUNCILS

3 (CO) 46 (NY)
7 (CA) 53 (PA)
10 (MA) 55 (DC)
16 (NY) 58 (TX)
18 (NY) 62 (MD)
28 (WA) 73 (NJ)
37 (OR) 80 (TX)
40 (PA) 83 (VA)
42 (CA)

ALLEGIANT AIRLINES
BU AND NBU

3RD WAVE JOINT COUNCILS

9 (NC)
13 (MO)
56 (NE, MO)
75 (FL)

4TH WAVE JOINT COUNCILS

32 (IA, MN, ND, SD, WI)
39 (WI)
87 (MS)

RETIRES UNDER PLAN
RU, RV, R4, R6

Nov 24 – MAY 25

DEC 2024 – JUNE 2025

JAN – JUNE 2025

JAN 2025 – JULY 2025

COMMUNICATIONS AND TIMELINES

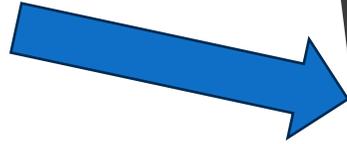
- Six Letters
- 12 E-mail blasts to Locals and Employers
- PDA phone calls and e-mails
- TeamCare texts, e-mails and “alerts”



Waves	TeamCare Announcement Letter	Amnesty Letter	PDA First Wave Letter	PDA Second Wave Letter	PDA Third Wave Letter	TeamCare Final Letter
1	8/28/2024	9/19/2024	11/15/2024	1/10/2025	2/28/2025	4/25/2025
2	8/28/2024	9/19/2024	12/6/2024	1/24/2025	3/7/2025	5/12/2025
3	8/28/2024	9/19/2024	1/3/2025	2/20/2025	4/4/2025	6/9/2025
4	8/28/2024	9/19/2024	1/21/2025	3/10/2025	4/21/2025	6/25/2025

STEP TWO: WAVES (CONTINUED)

Attention Locals



- To get the word out about this Dependent Review
- Stop by the AR/IR Help desk to sign up to get a list of Employers and Members unverified at your Local

QUESTIONS?

*We also have a table in the Registration Room to assist in any questions or concerns.