

Health Care and Retirement Benefits

The **MCA Health Care and Retirement Trusts** offer health care and retirement plans for participating contractor members of the MCA. These employer-sponsored plans are qualified plans as defined by the Internal Revenue Service, making benefit contributions by employers exempt from payroll taxes. The plans are governed by the Employee Retirement Income Security Act of 1974 (ERISA), and are accepted as independent, third-party trusts qualified to administer Davis-Bacon prevailing fringe contributions by the state of Montana.

The **MCA Health Care Trust** offers five health care plan options: four comprehensive medical options and one high deductible option. All Plan options exceed the Affordable Care Act standards for affordability and minimum value.

COMPREHENSIVE MEDICAL BENEFIT OPTIONS			
Plan Options	Deductible per Covered Person / Family Per Benefit Period	Benefit Percentage	Out-of-Pocket Maximum per Covered Person / Family
750 with hour bank	\$750 / \$1,500	80%	\$5,000 / \$15,000
750 (no hour bank)	\$750 / \$1,500	80%	\$5,000 / \$15,000
1500 (no hour bank)	\$1,500 / \$3,000	80%	\$5,000 / \$15,000
3000 (no hour bank)	\$3,000 / \$6,000	80%	\$5,000 / \$15,000

The Family coverage for these Comprehensive plans has Embedded Deductibles. Therefore, if an individual family member meets the individual Deductible during a Benefit Period, then that individual will start receiving benefits at the applicable Benefit Percentage. Also, if members of the family satisfy individual Deductible amounts that collectively equal the Family Deductible, then no further Deductible will apply to any member of that family during that Benefit Period.

HIGH DEDUCTIBLE PLAN (HDHP) HSA-COMPATIBLE BENEFIT OPTION			
Plan Option	Deductible per Covered Person / Family Per Benefit Period	Benefit Percentage	Out-of-Pocket Maximum per Covered Person / Family
5000 (no hour bank)	\$5,000 / \$10,000	80%	\$8,700 / \$17,400

The Family coverage for these HDHP plans has Embedded Deductibles. Therefore, if an individual family member meets the individual Deductible during a Benefit Period, then that individual will start receiving benefits at the applicable Benefit Percentage. Also, if members of the family satisfy individual Deductible amounts that collectively equal the Family Deductible, then no further Deductible will apply to any member of that family during that Benefit Period.

Which Option is best for your company?

A. Consider the 750 with Hour Bank option if:

- Your work force is seasonal (extended layoffs) and you want employees to earn coverage for times when they are laid off
- You want to offer full-family coverage at a consolidated contribution rate (hourly rate for hourly employees)
- Your work is primarily Prevailing Wage projects

The 750 with Hour Bank option includes the following benefits:

- Full Family medical coverage
- Prescription drugs
- Dental coverage
- Vision coverage
- Short-term disability (for employees)
- Life insurance and accidental death and dismemberment benefits
- Portability for employees moving between companies that offer the Hour Bank option

B. Consider one of the four Monthly Contribution options if:

- Your workforce is not seasonal; you don't need an hour bank
- You want to offer full-family coverage at a monthly consolidated contribution rate, or
- You want to offer something less than full-family coverage through a tiered rate plan-employers are only required to pay 100% of the Employee Only tier
- You want to lower your expenses through higher employee deductible options

The four Monthly Contribution options include the following benefits:

- Medical coverage
- Prescription drugs

Employers can elect to include:

- Dental coverage
- Vision coverage

Benefits not included with the four Monthly Plan options:

- Life Insurance
- Accidental Death and Dismemberment
- Short-Term Disability
- Portability for employees moving between companies

All employers participating in the MCAHCT must:

- Be an MCA General Contractor member in good standing;
- Have been in business at least one year; and
- Enroll seven (7) or more employees

The **MCA Retirement Trusts (MCART)** offers a money purchase plan and a 401(k) plan. MCART has averaged an 8.9% annual rate of return since its inception in 1988. These plans help construction workers meet their retirement objectives. MCART has a written investment policy establishing guidelines designed to earn returns comparable to other professional pension plan managers and appropriate market indexes. Assets are diversified over six investment funds to reduce risk.

The MCA Retirement Trust covers both hourly and salaried employees. Both retirement plans are portable; when employees move from one trust-participating employer to another, they maintain their retirement account balances.

MCART investments are managed by the Board of Trustees with the support and advice of an investment consultant and professional investment managers.

MCART handles all recordkeeping, plan document management, 5500 preparation and non-discrimination testing.

Note: Some MCA member companies may not qualify for participation.

To learn more about the plans and company participation requirements, contact us:

**MCA TRUSTS
Transwestern 1 Building
Suite 205
P.O. Box 30177
Billings, MT 59107
Phone: (406) 256-9910
Fax: (406) 255-7123**