

# Seattle Theatrical Stage Employees Health and Welfare Trust

## Eligibility Rules

All employees who are presently eligible for coverage under the Theatrical Stage Employees Health and Welfare Trust as of February 6, 1974 shall be eligible for coverage under this Plan. Any employee not eligible as of February 6, 1974 must establish his/her eligibility as a New Employee.

### I. New Employees

New employees will be eligible for coverage under this Plan upon accumulating 180 hours within two consecutive months of employment with an employer or employers who have agreed to, and who make contributions to this Trust.

### II. Accumulated Credit

Hours reported for each participant are added to his individual hour bank account. Participants eligible for benefits in a given month will have 90 hours deducted from their hour bank as a charge for the cost of premiums. The maximum hour bank accumulation is 540 hours, equivalent to six months of coverage. Any hours reported which cause the participant's balance to exceed 540 hours at the end of any month are not accumulated. There is a two-month look back period for eligibility: hours worked in a given month will determine eligibility two months in the future; e.g., January hours produce March eligibility.

### III. Loss of Eligibility-Self Payment

To be eligible for benefits in a given month, the participant's hour bank must have a balance of at least 90 hours. When an eligible participant's balance falls below this amount, he may maintain his eligibility by self-paying the premium amount. These self-payments may continue as allowed by COBRA regulations. Hours worked will continue to accumulate in the participant's hour bank, whether or not he is currently eligible for benefits.

A participant who maintains eligibility through self-payment will regain Trust-paid eligibility once his hour bank reaches a minimum of 90 hours. A participant who does not maintain eligibility through self-payment will lose his eligible status and must re-establish eligibility as a New Employee.

A participant who exhausts the self-payment period under COBRA will lose his eligible status and must re-establish eligibility as a New Employee.