

Category 2 Employees: “Non-Bargaining” Employee Eligibility

A NECA employer contributing to the Trust for regular employees “Category 2”, may include by executing, one month in advance of initial coverage, a “non-bargaining subscription / participation agreement” that allows coverage for non-bargaining employees subject to the following rules and regulations:

1. Contributing employers under a Collective Bargaining Agreement with an I.B.E.W. Local Union and who are NECA members, may elect to cover their employees not covered by a Collective Bargaining Agreement, but must cover all such employees if there are less than 5 employees in this Category. Employers with more than 5 employees must cover 80% in this Category. “Employee” does not include the spouse of an owner, unless the spouse is performing bargaining unit work.
2. Employers electing to cover Category 2 employees must cover newly hired Category 2 employees the first of the month following completion of ninety (90) days of continuous full-time employment by paying the applicable monthly contribution for such coverage in advance. “Full time” means at least eighty (80) hours per month or equivalent pay period.
3. Contributing employers not electing to cover their Category 2 employees initially may thereafter apply on each successive anniversary date of the Plan, which is January 1st of each year, to enroll their Category 2 employees. All applications and payments must be in the Fund Administrator’s Office by December 15th and thereafter the monthly charge for this group must be paid in advance each month to the Fund Administrator. Acceptance of Category 2 contribution payments is subject to Trustee audit and compliance with the foregoing. An employee may be required to provide satisfactory evidence of good health to the Board of Trustees.
4. Non-Bargaining Unit Employees do not have a reserve dollar bank accumulation but are eligible for all benefits under this Plan except the Short Term Disability Benefit.
5. The Trustees shall establish the monthly payment required for Category 2 participants from time to time. The amount of this monthly payment may be obtained by contacting the Fund Administrator’s Office.
6. Employers electing to cover their non-bargaining unit employees must sign a written subscription / participation agreement acknowledging the above rules and agreeing to be bound by the terms of the Trust Agreement for the I.B.E.W. / NECA Sound and Communications Health and Welfare Plan, and specifically to comply with Trust rules concerning compliance with payroll audits and assessment of liquidated damages and other costs if contribution payments are not received on time.