

## Look at what is new for the 2020 Plan Year for Harrison Trust.

We have 3 benefit improvements for 2020.

Effective January 1<sup>st</sup>, 2020, Harrison Trust added an improved pregnancy time loss benefit for members. A pregnant member (meaning the employee) who meets the qualifying requirements and who stops working within 13 weeks prior to the doctor-certified projected due date will be paid \$800 per week in time loss benefits. Disability is not a requirement to receive this time loss benefit. In addition, the member may have her health insurance hours bank frozen while FMLA is provided (i.e., her healthcare will be paid without reducing her hour bank). These benefits will also continue 13 weeks after the birth of the child (with a total maximum of 26 weeks of benefits). All members who qualify for this new Harrison benefit, regardless of job classification, get the full weekly time loss amount as well as the Trust paying the monthly health insurance premiums. Eligibility rules otherwise remain the same

Effective January 1, 2020, the hour requirement from one (1) or more Contributing Employers for anyone applying for FMLA decreased from 1,250 hours to 750 hours during the twelve (12) Months before the Family and Medical Leave. Eligibility rules otherwise remain the same.

Effective with Flex Plan Wage Replacement claims paid February 1, 2020, the weekly benefit is increased from \$300 to \$500.

This article is a summary. For complete details please contact the Trust Office.