



## TEAMSTERS LOCAL UNION NO. 731 WELFARE FUND

1000 Burr Ridge Parkway, Suite 301 • Burr Ridge, IL 60527 • (630) 887-4150 • Fax (630) 887-4155

September 6, 2013

**To: All Employers who employ employees enrolled in one of the following Teamsters Local 731 Health and Welfare Funds:**

- Health and Welfare Fund of the Excavating, Grading and Asphalt Craft Local No. 731
- Local No. 731, I. B. of T., Private Scavengers Health and Welfare Fund
- Local No. 731, I. B. of T., Garage Attendants, Linen and Laundry Health and Welfare Fund

### EMPLOYER OBLIGATION TO PROVIDE NOTICE TO EMPLOYEES REGARDING HEALTH COVERAGE OPTIONS

The Patient Protection and Affordability Care Act (“ACA”) requires employers to provide notice of coverage to all employees no later than October 1, 2013.

Teamsters Local Union No. 731, Health and Welfare Fund Office will mail the notice to all employees who are participants in any of the Health Plans identified above. Enclosed is a copy of said notice and cover letter for your reference.

Please note that you are required to provide proper notice to all of your non-bargaining unit employees who are not eligible for coverage as a participant in any of the I.B.T. Local 731 Health and Welfare Funds.

For additional information and a copy of a model notice, kindly visit:

- On behalf of employees with health insurance:  
[www.dol.gov/ebsa/pdf/FLSAwithplans.pdf](http://www.dol.gov/ebsa/pdf/FLSAwithplans.pdf)
- On behalf of employees without health insurance:  
[www.dol.gov/ebsa/pdf/FLSAwithoutplans.pdf](http://www.dol.gov/ebsa/pdf/FLSAwithoutplans.pdf)

As an employer, you are also required to provide this notice to anyone hired on or after October 1, 2013. You have fourteen (14) days following an employee’s date of hire to do so. A copy of the notice regarding each Teamster Local 731 Health and Welfare Fund is available on our website at [www.ibt731funds.org](http://www.ibt731funds.org).

The Trustees have elected to provide this notice to employees participating in the Teamster sponsored Health Plans as a courtesy to contributing employers. However, the FLSA notice is the employer’s responsibility and not that of the Funds. Nothing in this letter constitutes legal advice. We recommend that you contact your legal counsel to determine your responsibility pursuant to the FLSA with regard to said notice.