



32BJ Benefit Funds
25 West 18th Street
New York, NY 10011-4676

www.32bjfundsemployer.org
212-388-3354 Employer Services

February 1, 2018

Dear Participating Employer

This is to inform you that coverage under the Building Service 32BJ Benefit Funds ("Funds") is available only to your employees (and their dependents) who are covered by the collective bargaining agreement between you and Local 32BJ (or collective bargaining agreement with another union and approved by the Fund trustees that specifically provides for contributions to any of the Funds). It has come to our attention that some employers are reporting and contributing for non-bargaining unit employees and/or persons who are not even employees. It is unlawful for you to seek coverage for your non-bargaining unit employees absent a written agreement between you and the Funds. It is unlawful under any circumstances for you to seek such coverage for persons who are not your employees.

If you wish to provide health coverage for your non-bargaining unit employees, you must request a participation agreement from the Funds. Direct your request in writing to Kevin Toomey, Director of Employer Services 25 West 18th Street New York, NY 10011 or employerrelations@32bjfunds.com. Each participation agreement is subject to Funds' trustee approval. If you have any questions, please call Employer Services at 212-388-3354.

Please be advised that in the event the Funds find that you are reporting non-bargaining unit employees and/or non-employees on your roster, benefits for those persons will be terminated immediately and the Funds will seek to recoup from you benefits that may have been paid to them.

Your cooperation in this matter will be greatly appreciated.

Sincerely,

A handwritten signature in black ink that reads "Kevin Toomey".

Kevin Toomey
Director Employer Services
Building Service 32BJ Benefit Funds
212-388-3354
www.32bjfundsemployer.org