

## **Ability One Health and Welfare Benefit Frequently Asked Questions**

### **What is a health and welfare benefit?**

This is also known as a “fringe benefit” and it is a specific amount of money given to you by the federal government to assist you in paying for your benefits and/or retirement. The terms are specific to this contract with the government. (\$4.57 for each hour worked up to 40 hours a week / changing to \$4.93 as of July 1, 2025.)

### **Who gets this benefit?**

All employees on the Ability One contract receive this benefit and they all receive the same dollar amount per hour, regardless of position.

### **Is money held out of my check?**

No, this money is given to you for free as an employee of the contract.

### **What benefits can I use this for?**

You can cover your health insurance, dental insurance, vision insurance, retirement or life insurance with this money.

### **What if I don't have benefits or want benefits?**

If you don't want or have any benefits at this time, all the money can be deposited into your retirement account.

### **What if I want all the benefits, but the fringe benefit money doesn't cover it all?**

You can use as much of the fringe benefit as you want to cover your insurance. Any amount you have not covered will be deducted from your paycheck.

### **Why were we not able to use this money before to help pay for benefits?**

This money used to be automatically placed into a retirement account, but we have changed this year to allow you to use this to cover benefits if you wish.

### **What happens to the money already in my retirement account?**

The money already in your account will remain in the account.

### **If I choose all the benefits and still have money left over, can I get the rest in cash?**

No. Any fringe benefit money that is left over will go into your retirement account. Cash options are not available.

### **Can I only pay some of my insurance premiums?**

No. You can't pay a portion of a benefit. You can choose WHICH benefit to pay for, but not how much to pay for each one.

### **What if I want to change my mind?**

Once you choose where the fringe benefit money will go, you will have to keep that choice until next year, unless there is a qualifying change in status (like a divorce, marriage or baby).