

**Benefits &
Wellness**

INTERNATIONAL ASSOCIATION OF MACHINISTS ORIENTATION PACKET





INTERNATIONAL ASSOCIATION OF MACHINISTS BENEFITS

Life Insurance

- \$50,000 benefit
- No cost to employee
- Employees may also purchase optional coverage for themselves or dependents

Accidental Death and Dismemberment (AD&D)

- Provides income protection in the event of an accident that causes death or catastrophic injury
- \$50,000 benefit
- No cost to employee
- Employees may purchase additional optional AD&D insurance for themselves or family

Group Legal

Two plan options are available:

1. Basic:

- Covers estate planning documents, document preparation and document review

2. Advantage:

- Covers attorney fees for a variety of personal legal services when you use a plan attorney
- Provides coverage for various legal services such as legal telephone advice and consultations, document review, debt collection, will preparation and estate advice

Benefits Contact Information

Hyatt Legal:
1.800.821.6400
www.legalplans.com

**Huntington Ingalls
Benefits Center (HIBC):**
1.877.216.3222
www.hiibenefits.com

Billing:
Huntington Ingalls Service
Center
1.855.444.7447

Employee Benefits Office:
Bldg. 884-7
(2600 Washington Ave., 7th floor)
757.380.2268 or 1.800.442.1108 (Toll-free)



INTERNATIONAL ASSOCIATION OF MACHINISTS EMPLOYEE BENEFIT CONTRIBUTIONS

EFFECTIVE JULY 1, 2019

OPTIONAL EMPLOYEE LIFE INSURANCE

Based on employee age on 12/31

| Age | Weekly Rate Per \$1,000 of Coverage |
|--------------|-------------------------------------|
| Under Age 25 | \$0.008 |
| 25-29 | \$0.009 |
| 30-34 | \$0.012 |
| 35-39 | \$0.014 |
| 40-44 | \$0.015 |
| 45-49 | \$0.024 |
| 50-54 | \$0.036 |
| 55-59 | \$0.069 |
| 60-64 | \$0.103 |
| 65-69 | \$0.205 |
| 70 and over | \$0.329 |

OPTIONAL SPOUSE LIFE INSURANCE

Based on employee age on 12/31

| Age | Weekly Rate Per \$1,000 of Coverage |
|--------------|-------------------------------------|
| Under Age 25 | \$0.008 |
| 25-29 | \$0.009 |
| 30-34 | \$0.012 |
| 35-39 | \$0.014 |
| 40-44 | \$0.015 |
| 45-49 | \$0.024 |
| 50-54 | \$0.036 |
| 55-59 | \$0.069 |
| 60-64 | \$0.103 |
| 65-69 | \$0.205 |
| 70 and over | \$0.329 |

OPTIONAL ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

| Plan | Weekly Rate Per \$1,000 of Coverage |
|----------|-------------------------------------|
| Employee | \$0.007 |
| Family | \$0.012 |

OPTIONAL CHILD LIFE INSURANCE

| Coverage | Weekly Rate |
|----------|-------------|
| \$10,000 | \$0.23 |
| \$20,000 | \$0.46 |
| \$30,000 | \$0.69 |

HYATT LEGAL PLANS

| Plan | Weekly Rate |
|-----------|-------------|
| Advantage | \$3.12 |
| Basic | \$1.56 |

For more information on rates, or to enroll in benefits, contact the Huntington Ingalls Benefits Center (HIBC) at 1-877-216-3222, Monday-Friday, 9:00am-6:00pm.



INTERNATIONAL ASSOCIATION OF MACHINISTS FAQ

Savings Plan

Q. Will I be able to view my 401(k) and RAC savings plan information on UPoint and make changes to my contributions?

A. Savings plan information with Wells Fargo is not available on the UPoint website. You will need to visit the Wells Fargo website at www.wellsfargo.com/401k or call 1-800-377-9188.

Medical, Dental and Vision

Q. What benefits are covered by NNS?

A. NNS offers basic and optional life insurance; spouse and child life insurance; basic and optional accidental, death and dismemberment (AD&D) insurance; group legal; the Employee Assistance Program (EAP) and the BeWell for Life wellness program.

Q. Who can I contact for IAM benefits information?

A. Medical, dental and vision benefits are offered by the IAM union. For more information regarding IAM benefits, contact NNS Payroll for a benefits package.

Miscellaneous

Q. Who do I contact if I have additional questions regarding my benefits?

A. The Huntington Ingalls Benefits Center (HIBC) is available Monday – Friday from 9:00am – 6:00pm EST (1-877-216-3222) or you can find benefits information on the HII UPoint site: hiibenefits.com.

Q. What information do I need to provide when I call the HIBC?

A. You will be asked to enter your password. New users can create a password on the HII UPoint website site or receive assistance from a benefits representative at the HIBC.

Q. Can I make changes to my benefits after I enroll?

A. Benefit elections can only be changed during the annual open enrollment period or if you experience a qualified life event such as gaining a dependent through marriage, birth or adoption. You have 31 days from the date of the event to call the HIBC and change your benefits.

Q. Do you have to be enrolled in a HII medical plan to be eligible to use the Employee Assistance Program (EAP)?

A. No, the EAP program is not part of the HII medical plans and it is separate from the mental health and substance abuse programs available under the medical plan options.