



GENERAL CONTRACTORS ASSOCIATION OF HAWAII

1085 AHUA STREET • HONOLULU, HAWAII 96819-4493 • PHONE 808-833-1681 • FAX 808-839-4167

E-MAIL ADDRESS: gca@gcahawaii.org • WEBSITE: www.gcahawaii.org

December 30, 2011

GENERAL CONTRACTORS ASSOCIATION OF HAWAII TEMPORARY DISABILITY INSURANCE PROGRAM

EFFECTIVE JANUARY 1, 2012

NOTICE TO PARTICIPANTS

1. PREMIUM RATE FOR GCA PLAN WILL **REMAIN** THE SAME FOR CALENDAR YEAR 2012.
The TOTAL premium rate under the GCA's Temporary Disability Insurance Program, as underwritten by Pacific Guardian Life Insurance Company, will remain at **\$.445 per \$100** of covered payroll for calendar year 2012. The rate is guaranteed through December 31, 2014. You may require employees to share in the cost, in which case you can deduct one-half the premium cost, but not more than .5% of the employee's weekly taxable covered wages, with the weekly maximum not to exceed **\$4.52** for the calendar year 2012.
2. COVERED WAGES?
In December of each year, the State of Hawaii Department of Labor & Industrial Relations computes the amount of "covered wages" on which premiums must be paid. This is determined by use of a formula which is contained in the TDI law. **For Calendar Year 2012, "covered wages" is \$903.28 per week (\$3,914.21 per month).**
3. MAXIMUM BENEFIT AMOUNT
The amount of weekly TDI benefits which are payable is also determined by use of a formula contained in the law. For calendar year 2012, the **maximum weekly benefit amount will be 524.00.**
4. DEDUCTIONS FROM EMPLOYEES COVERING THEIR SHARE OF THE COST?
Because of the change in "covered wages" on which premiums must be paid, the amount to be deducted from employees covering their share of the cost must be adjusted beginning **January 1, 2012.**

EFFECTIVE JANUARY 1, 2012

**MAKING DEDUCTIONS FROM THE WAGES OF EMPLOYEES COVERING
THEIR SHARE OF THE COST OF TDI COVERAGE AS REQUIRED
BY ACT 148 (STATE OF HAWAII, 1969)**

APPLICABLE ONLY TO GCA PLAN PARTICIPANTS

NOTE: You CANNOT, by law, make deductions from the wages of an employee who does not meet the Law's eligibility requirements. Employee must have been employed by one or more employers in the State of Hawaii for at least 14 weeks with 20 or more hours of paid work each week and earned wages of at least \$400, during the 52 weeks immediately preceding the first day of disability.

After said employee becomes eligible for benefits, you may then withhold the employee's share of premium cost.

If you would like to enroll or have additional questions, please contact me at 833-1681 ext. 21 or email: Marychelle@gcahawaii.org. Thank you