

# Teamsters Local 641 Welfare Fund

714 Rahway Avenue, 2nd Floor, Union, New Jersey 07083

Telephone: (908) 687-4488

Fax: (908) 687-8368

www.641funds.org



## TO ALL PLAN PARTICIPANTS:

### *Notice Informing Individuals about Nondiscrimination and Accessibility Requirements and Nondiscrimination Statement: Discrimination is Against the Law*

Teamsters Local 641 Welfare Fund complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Teamsters Local 641 Welfare Fund does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Teamsters Local 641 Welfare Fund:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
  - Qualified sign language interpreters
  - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
  - Qualified interpreters
  - Information written in other languages

If you need these services, contact Mary Anne Gerlach.

If you believe that Teamsters Local 641 Welfare Fund has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with: Mary Anne Gerlach, Plan Manager 714 Rahway Avenue, Union, New Jersey 07083, Telephone Number: (908) 687-4488; Facsimile Number (908) 687-8368. Email: [mag@641funds.org](mailto:mag@641funds.org) who has been designated to coordinate the efforts of Teamsters Local 641 Welfare Fund to comply with Section 1557.

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Mary Anne Gerlach, Plan Manager is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services  
200 Independence Avenue, SW  
Room 509F, HHH Building  
Washington, D.C. 20201

1-800-368-1019, 800-537-7697 (TDD)

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

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## Section 1557 Nondiscrimination Taglines

ATTENTION: If you speak any of the following languages, language assistance services, free of charge, may be available to you. Contact 1-908-687-4488.

Source: <http://www.hhs.gov/civil-rights/for-individuals/section-1557/translated-resources/index.html>

If the plan covers multi-state plan participants, the **migration policy website** ([http://www.migrationpolicy.org/article/limited-english-proficient-population-united-states#Distribution by State](http://www.migrationpolicy.org/article/limited-english-proficient-population-united-states#Distribution%20by%20State)) shows these as **most frequent languages with limited English proficiency in the US**: Spanish, French, Italian, German, Chinese, Hmong, Vietnamese, Persian, Hindi, Tagalog, Navajo, Arabic, Hebrew, Syriac, Korean, Thai, Laotian, Russian, Polish, Serbian. (*Federal website does not yet have a tagline translated for the shaded languages.*)

Many companies, claims payers and health care providers use Language Line to assist with translation. There is a fee for their services: <https://www.language.com/>.

The term Limited English Proficient (LEP) refers to any person age 5 and older who reported speaking English less than "very well" as classified by the U.S. Census Bureau. The term English proficient refers to people who reported speaking English only, or "very well."

HHS provided these taglines in a PDF. As you will notice, a number of them do not convert properly into a word document. We are working on resolving this issue.

<b>ATTENTION: FREE LANGUAGE ASSISTANCE</b>	
This chart displays, in various languages, the phone number to call for free language assistance services for individuals with limited English proficiency.	
Language	Message About Language Assistance
Spanish	ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-908-687-4488.
Chinese	注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-908-687-4488。
French	ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1908-687-4488.
Italian	ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-908-687-4488.
German	ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-908-687-4488.
Hmong	LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 1-908-687-4488.
Vietnamese	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-908-687-4488.
Persian	باشدی م فراهم شمای براگان یرا بصورتی زبان الیتیت سه دی کنی م گفگت گو فارسی زبان به اگر: توجه دی ری گب سامت 1-908-687-4488 با.
Hindi	□□□□ दः यद आप □□ □□□□ ह □□ □□□□ □□ □□□□ म □□□□ □□□□□ □□□□□ □□□□□ ह। □ 1908-687-4488 पर □□□ कर □
Tagalog	PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-908-687-4488
Arabic	إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالامجان. اتصل برقم 1-908-687-4488 (رقم هاتف الصم والبكم: . مل حوطة:
Korean	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-908-687-4488 번으로 전화해 주십시오.
Thai	เตือน: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร 1-908-687-4488.
Russian	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-908-687-4488.
Polish	UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-908-687-4488.
Serbo-Croatian	OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-908-687-4488 (TTY- Telefon za osobe sa oštećenim govorom ili sluhom: .