

Tuckpointers Local 52 Health and Welfare Trust

Benefit Update

December 2021

Dear Participant:

As the Board of Trustees of the Tuckpointers Local No. 52 Health and Welfare Fund (the "Fund"), we are providing this Benefit Update about an important improvement to your benefits.

Continued Eligibility for Dependents After the Eligible Member Dies

Effective October 1, 2021, the Trustees have amended the Plan rules to offer continued eligibility for welfare coverage to members' surviving dependents. Fund benefits that are only for the eligible member (short-term disability, spouse and dependent death benefits, for example) will end on the date that the eligible member dies.

Under the old rules, your surviving dependents' coverage would end on the last day of the month in which you die. Under the new rules, your surviving dependents who are eligible for and enrolled in coverage at the time of your (the eligible member's) death will continue to be eligible for Fund coverage until your work hours' eligibility ends. This includes looking back at the prior three contribution quarters combined, as the Plan would if you did not work at least 250 hours in a contribution quarter. When your work hours' eligibility ends, your surviving dependents will be offered the option to self-pay for coverage. After the self-pay period, your surviving dependents will have the option to enroll in COBRA continuation coverage.

See your Summary Plan Description (SPD), for more information about the work hours' eligibility rules, self-paying for coverage, COBRA continuation coverage, and other eligibility rules.

In Closing

If you have questions about the information in this notice or about your benefits generally, please call the Fund Office at (630) 516-8008. Please keep this notice, which describes changes to information provided in the most recent SPD, with your SPD for future reference. Only the provisions described in this notice are changing; no other Plan changes are being made at this time.

Statement of Grandfathered Status

The Board of Trustees believes that the Plan of the Tuckpointers Local No. 52 Health and Welfare Fund is a "grandfathered health plan" under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that your Plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits. Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the Fund Office at (630) 516-8008. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at (866) 444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

This notice is a Summary of Material Modifications (SMM), within the meaning of Section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. This notice describes important changes to the Plan. You may find full details in the most recent Summary Plan Description and Plan Document that establish the Plan provisions. The Trustees reserve the right to amend, modify, or terminate the Plan at any time.