



Sheet Metal Workers' Local 268
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Dear Member:

The Sheet Metal Local 268 Union Welfare Plan provides high quality, comprehensive healthcare benefits to its participants. It is the trustees' intention to continue to do so. However, with the increasing cost of medical and prescription drug coverage, it has become necessary to make some modifications to the benefit structure.

Enclosed is a Summary of Material Modifications (SMM) showing changes to the plan effective July 1, 2018. Please keep this SMM with your Summary Plan Description for future reference.

Please be sure to note Item #2. This changes the eligibility requirement for coverage. Effective July 1, you will need to complete 1,000 or more hours of covered service in the immediately preceding 12 month period or 2,500 or more hours in the immediately preceding 24 month period. This is an increase of 250 hours over what was previously required.

This should not be an issue for the majority of the membership. However, if you are short, you may need to pay for your coverage until you requalify.

The hour requirement of 1,000 hours in a 12 month period is still less than the norm for this area. Most Funds require at least 1,200 hours of contributions for coverage.

The other change is in regards to your emergency room copay. This Fund continues to be a grandfathered plan, and therefore, there are limits on how much this can be increased. Emergency room visits are very costly. There are times when a trip to the emergency room is warranted. They are equipped to handle severe and life-threatening conditions. However, if it is not an emergency, you can save money for yourself and the Fund by utilizing an urgent care center or your primary care physician. Urgent care centers are available after normal business hours and are a good option if you can't see your regular doctor and you have moderate, but not severe, symptoms. Your help in controlling these costs is appreciated.

SHEET METAL WORKERS LOCAL UNION 268 WELFARE PLAN
Summary of Material Modifications
July 1, 2018

Effective July 1, 2018 the Sheet Metal Workers Local Union 268 Welfare Plan has been amended to by making the following changes to the July 1, 2012 Plan Document and Summary Plan Description (SPD):

1. In the Schedule of Medical Benefits table, the “Emergency Room” benefit is revised to read as follows:

Benefit	Tier 1 Provider	Tier 2 Provider	Out-of-Network/ Non-Participating Provider
Emergency Room (including all related expenses)	<u>\$36</u> copay per visit, then 90% coinsurance; deductible does not apply.	<u>\$72</u> copay per visit, then deductible. After deductible is met, 80% of coinsurance applies.	<u>\$108</u> copay per visit, then deductible. After deductible is met, 70% of U&C coinsurance applies.
The Emergency Room copay is waived if the Covered Person is admitted to the Hospital for a Medical Emergency.			

2. In the “Termination of Coverage” Section, paragraph (4) of the subsection entitled “Bargained Employees” is revised as follows:
 - (a) The Bargained Employee failed to complete ~~750~~ 1,000 or more Hours of Covered Service in the immediately preceding 12 consecutive month period; or
 - (b) The Bargained Employee failed to complete ~~2,250~~ 2,500 or more Hours of Covered Service in the immediately preceding 24 consecutive month period, unless the Bargained Employee pays the required contribution necessary to continue benefits in effect from that time until such time as the Bargained Employee is re-qualified. The amount of the required contribution will be in the sole discretion of the Plan Administrator. Once the Bargained Employee’s coverage is terminated for failure to meet the requirements set forth in this paragraph, the Bargained Employee must meet the initial eligibility requirements as set out in the section entitled “Eligibility and Commencement of Coverage”;

Please keep this notice with your SPD for future reference.