

Section 1557 Nondiscrimination Notice

The Sheet Metal Workers Local Union 268 Welfare Plan complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The Sheet Metal Workers Local Union 268 Welfare Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The Sheet Metal Workers Local Union 268 Welfare Plan:

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

If you need these services, contact:

Jonathan Mentz
Managing Trustee
2701 North 89th Street, Caseyville, IL 62232
Phone: (618) 397-1443
Fax: (618) 397-3204
Jmentzfst268@sbcglobal.net

If you believe that the Sheet Metal Workers Local Union 268 Welfare Plan 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:

Jonathan Mentz
Managing Trustee
2701 North 89th Street, Caseyville, IL 62232
Phone: (618) 397-1443
Fax: (618) 397-3204
Jmentzfst268@sbcglobal.net

You can file a grievance in person, or by mail, fax, or email. If you need help filing a grievance, Managing Trustee Jonathan Mentz 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 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, DC 20201, 1-800-868-1019, 800-537 7697(TDD). Complaint forms are available at:
<http://www.hhs.gov/ocr/office/file/index.html>.

Section 1557 Required Language Taglines

- (English) ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-618-397-1443.
- (Spanish) ATENCIÓN: si habla Español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-618-397-1443.
- (German) ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-618-397-1443.
- (French) ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-618-397-1443.
- (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 1-618-397-1443.
- (Vietnamese) CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-618-397-1443.
- (Serbo-Croatian) OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-618-397-1443.
- (Korean) 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-618-397-1443. 번으로 전화해 주십시오.
- (Russian) ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-618-397-1443.
- (Arabic) بالمجان لك تتوافر قى اللغو المساعدة خدمات فإن، اللغة اذكر تتحدث كنت إذا ملحوظة. 1-618-397-1443. برقم اتصل
- (Tagalog) PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-618-397-1443.
- (Italian) ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-618-397-1443.
- (Pennsylvania Dutch) Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kannsch du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1-618-397-1443.
- (Hindi) ध्यान दः यद आप हदी बोलते ह तः आपके िलए मुफ्त मः भाषा सहायता सेवाएं उपलब्ध हः। 1-618-397-1443. पर कॉल करः।
- Japanese 注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-618-397-1443. まで、お電話にてご連絡ください。
- Persian 1-618-397-1443 شما یبراگان یرا بصورت یزبان لاتیتسه، دیکن یم گفتگـو یفارس زبان به اگر توجه 1443. دیریگ تماس با. باشد یم فراهم.
- (Urdu) 1-618-397-1443 کال۔ سیہ ابی دست سیہ مفت خدمات یک مدد یک زبان کو آپ تو، سیہ بولتے اردو آپ اگر خبردار کر۔
- (Gujarathi) ં યુના: જો તમે ંજરાતી બોલતા હો, તો ંન: 1-618-397-1443 ભાષા સહાય સેવાઓ તમારા માટ ં ઉપલબ્ધ છ. ફોન કરો 1-618-397-1443.
- (Polish) UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-618-397-1443.
- (Dutch) AANDACHT: Als u nederlands spreekt, kunt u gratis gebruikmaken van de taalkundige diensten. Bel 1-618-397-1443.