

CHICAGO & VICINITY LABORERS' DISTRICT COUNCIL HEALTH & WELFARE PLAN

Important Notice of Change to Benefits under Active Plan 1

July 2024

Dear Participant:

The Board of Trustees of the Chicago & Vicinity Laborers' District Council Health & Welfare Plan (the "Plan") is announcing the following change under Active Plan 1:

Change to Death Benefit Beneficiary Designation for Active Plan 1

Effective June 1, 2024, when an Active Employee gets married, the current beneficiary designation for the Death Benefit will be voided effective on the date of the Employee's marriage.

After the date of marriage, you may rename your former beneficiary or designate a beneficiary by filing a new beneficiary designation form. Once you have notified the Fund Office of your marriage, the Fund Office will send you a letter with a blank beneficiary form advising you that your previous beneficiary designation is voided and requesting that you complete and return the new, completed beneficiary form to the Fund Office.

If you do not complete a new form, your Death Benefits will be paid according to the Plan's terms for Death Benefits without a named beneficiary.

This change does not affect Employees who were married on or before May 31, 2024. If you would like to make a change to your beneficiary designation, a blank beneficiary form is enclosed.

Questions?

If you have questions about your benefits, please contact the Fund Office at (708) 562-0200 or (866) 906-0200 from 8:00 am to 5:00 pm, Monday through Friday.

Final Note

Please share this Notice with your family members who are eligible for coverage and keep it with your SPD/Plan, and other benefits information for easy reference. The Addendum that follows contains the section by section technical conforming revisions to the SPD/Plan for the changes described above. Capitalized terms used but not defined in this Notice have the meaning as set forth in the SPD/Plan.

Sincerely,

Board of Trustees

ADDENDUM

Conforming Changes to the SPD/Plan: Effective June 1, 2024, the following conforming changes are made to the section references contained in the Active Plan 1 SPD/Plan:

In the “Death Benefits” section beginning on page 55 of the SPD/Plan, the following paragraph is added between the second and third paragraphs, reading as follows:

When you get married, your current beneficiary designation will be void on the date of your marriage. After the date of marriage, you may rename your former beneficiary as your designated beneficiary, or designate a new beneficiary, if you wish, by filing a new beneficiary designation form.

If you do not complete a new form, your Death Benefits will be paid according to the Plan’s terms for Death Benefits without a named beneficiary.

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Statement of the Plan’s Grandfathered Status. The Board of Trustees of the Chicago & Vicinity Laborers’ District Council Health & Welfare Fund believes this Plan is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the Affordable Care Act), which means that the Plan existed when the health care reform law was signed on March 23, 2010. 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 the 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 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 (708) 562-0200 or 866-906-0200. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at (866) 444-3272 or <http://www.dol.gov/ebsa/healthreform/>. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

The information contained in this Notice only highlights certain features of the Chicago & Vicinity Laborers’ District Council Health & Welfare Plan (the “Plan”) and is intended to be a Summary of Material Modifications to the SPD/Plan. The Board of Trustees of the Plan (“Trustees”) reserves the right and has the authority to amend, modify, or eliminate benefits at any time, or terminate the Plan when financial conditions dictate. Receipt of this Notice does not confer or guarantee eligibility for benefits. In addition, the Trustees, or such other persons as delegated by the Trustees, have the discretion to interpret and construe the Plan’s provisions, as set forth in the SPD/Plan.

SUMMARY OF MATERIAL MODIFICATIONS

EIN: 36-2151212

Plan No.: 501

July 2024