

LABORERS'
WELFARE
FUND

HEALTH and WELFARE DEPARTMENT of the CONSTRUCTION and
GENERAL LABORERS' DISTRICT COUNCIL of CHICAGO and VICINITY

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Notice of Important Welfare Plan Information

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June 2014

Dear Active Plan 4 Participant:

The Board of Trustees of the Chicago Laborers' Welfare Fund is always seeking ways to provide quality benefits that meet the needs of participants and their beneficiaries. We are pleased to announce the following changes for the Chicago Laborers' Welfare Fund Active Plan 4 (Active Plan 4).

Effective for eligible claims incurred on and after June 1, 2014, please note the following Active Plan 4 Death Benefit improvements:

- \$50,000 for an active Employee (payable to your beneficiary)
- \$10,000 for an active Employee's spouse or dependent child who is six months or older (payable to you)
- \$200 for an active Employee's dependent child who is less than six months old (payable to you) *(Note: This is not a change)*

Effective for eligible claims incurred on and after January 1, 2015, please note the following Active Plan 4 reduced annual deductibles:

- \$200 per person per calendar year
- \$400 per family per calendar year

Please keep this announcement with your SPD for future reference. If you have any questions regarding these changes or your other Active Plan 4 benefits, please contact the Fund Office at 708-562-0200 or 866-906-0200.

Sincerely,
Board of Trustees

Statement of Grandfathered Status. The Board of Trustees believes that Active Plan 4 is a grandfathered health plan under the Affordable Care Act, which means that Active Plan 4 existed when the health care reform law was signed on March 23, 2010, and that Active Plan 4 can preserve certain basic health coverage that was already in effect when the law

EMPLOYER PARTICIPANTS .

Builders Association, Employing Plasterers Association, Underground Contractors Association, Mason Contractors Association, Concrete Contractors Association, Wrecking Contractors, Concrete Products Employers, Lake County Illinois Employers, Illinois Road Builders Association, Bridge and Highway Structural Builders; i.e. all those who employ Laborers Engaged in the Building and Construction Industry.

was passed. As with all grandfathered health plans, Active Plan 4 must still comply with certain consumer protections in the Affordable Care Act (for example, the elimination of Active Plan 4's lifetime maximums). However, because Active Plan 4 is grandfathered and not required to adopt other changes required by the Affordable Care Act, Active Plan 4 may not include certain consumer protections of the Affordable Care Act that apply to other plans. Contact the Fund Office if you have questions about what it means for a health plan to have grandfathered status and what might cause a plan to lose its grandfathered status. You may also contact the U.S. Department of Labor's Employee Benefits Security Administration (EBSA) at 866-444-3272 or www.dol.gov/ebsa/healthreform. The website includes a chart summarizing the protections that do and do not apply to grandfathered health plans.

SUMMARY OF MATERIAL MODIFICATIONS

EIN: 36-2151212 PLAN: 501

June 2014

The information contained in this Notice only highlights certain features of the Chicago Laborers' Welfare Active Plan 4 and is intended to be a Summary of Material Modifications. Full details are contained in the documents that establish the Active Plan 4 provisions. If there is a discrepancy between the language in this Notice and the documents that establish Active Plan 4, the document language will govern. The Trustees reserve the right and have the authority to amend, modify, or eliminate benefits at any time, or terminate Active Plan 4 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 Active Plan 4's provisions.

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