

Bricklayers and Allied Craft Workers Welfare Fund of Pennsylvania Summary of Material Modifications (SMM)

The Bricklayers And Allied Craft Workers Welfare Fund of Pennsylvania (“Fund”) has amended its Medical Reimbursement Account (“MRA”) in the following respects:

1. Members enrolled in any of the five medical plans (Plans A, B, C, D, or E) will be eligible for benefits under the MRA effective as of October 1, 2023. Members enrolled in Plan C were already eligible for MRA benefits.
2. Effective as of October 1, 2023, members enrolled in Plans A, B, D, or E will be eligible to receive MRA credits based on hours worked at \$0.50 per hour while members enrolled in Plan C will be eligible to receive MRA credits based on hours worked at \$0.75 per hour.

For all MRA participants, MRA credits are deposited and become eligible for reimbursement two calendar quarters after the calendar quarter during which they are earned. For example, MRA credits earned based on hours worked during the first quarter of 2023 (Jan/Feb/March) will not be deposited and become available for reimbursement until the third quarter of 2023 (July/Aug/Sept).

For new MRA participants not previously eligible, MRA benefits will begin to accumulate as soon as October 1, 2023 although the benefits earned during Oct/Nov/Dec 2023 will not be available for reimbursement until the 2nd quarter of 2023 (April/May/June).

3. Members who opt out of medical plans and who have suitable alternative coverage are already eligible for MRA benefits up to a maximum annual credit of \$8,000. Effective October 1, 2023, this annual limit of \$8,000 will be increased to \$10,000. MRA credits will still equal 50% of your hourly rate for hours worked.
4. For all members, contributions credited to your MRA will no longer be forfeited if not used within 12 months. Unused credits will rollover year-to-year up to a lifetime maximum cap of \$30,000.
5. You must submit a claim for reimbursement from the MRA within 12 months of the date that the expense is incurred. For example, let’s assume that you are eligible for the MRA as of January 1, 2023 and that you incur a medical expense eligible for MRA reimbursement on January 1, 2023. You must submit a claim for reimbursement for that expense within the following 12 months by December 31, 2023. This is true even though MRA credits that you earn during the Jan/Feb/March Work Period of 2023 won’t be deposited and available for reimbursement until July 2023.