



Heat & Frost Insulators of Northern California Local 16 Trust Funds

Date – July 2024

To: Participants and Dependents enrolled in the Heat and Frost Insulators of Northern California Local Union 16 Health and Welfare Indemnity Plan
From: Board of Trustees

This information is VERY IMPORTANT to you and your dependents. Please read it carefully.

CLARIFICATION OF EXCLUSION OF EXPENSES FOR SURROGATE PARENTING

The purpose of this Notice is to remind our Participants and their Dependents that the Indemnity Plan does not provide any benefits for surrogate parenting. The term “surrogate” refers to an arrangement for a woman to carry and give birth to a child who will be raised, and usually legally adopted, by others and often includes invitro fertilization, the implantation of a fertilized egg for the purpose of carrying the fetus to term for another woman. Expenses for surrogate parenting and surrogate-related expenses may include, among others, expenses for and related to the pregnancy, delivery fees, and complications for the woman who is the surrogate; cryostorage of egg or sperm (longer than one year); adoption; and reversal of sterilization procedures.

Receipt of this Notice does not constitute a determination of your eligibility. If you wish to verify eligibility, or if you have any questions regarding the Plan changes, please contact the Fund Office.

In accordance with ERISA reporting requirements this document serves as your Summary of Material Modifications to the Plan.

Because the Indemnity Plan is a “grandfathered health plan,” we are required by law to provide this notice to you:

This group health plan believes the indemnity medical plan sponsored by **Heat and Frost Insulators of Northern California Local Union 16 Health and Welfare Plan** is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the Affordable Care Act). 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 your 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 which protections 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 Administrative Office.

You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.