

AMENDMENT # 2025-1

**FOR
HEAT & FROST INSULATORS AND ASBESTOS WORKERS
HEALTH AND WELFARE TRUST FUND
SUMMARY PLAN DESCRIPTION
FOR ELIGIBLE ACTIVE MECHANICS AND THEIR DEPENDENTS
REVISED JANUARY 2023**

The Following Early Retiree Section shall be added to the SPD effective January 1, 2025:

Who is Eligible for the Early Retiree HRA starting January 1, 2025?

An Early Retiree and Spouse are eligible for the Early Retiree HRA based on age and service. In order to be eligible for the Early Retiree HRA, the Early Retiree must be receiving a monthly pension benefit under the Western States Allied Workers Pension Plan as follows:

1. The Early Retiree must have at least 30 Benefit Credits at retirement, and
2. Must retire directly from active service on or after January 1, 2024.

When Coverage Starts and Ends

The HRA benefits for the Early Retiree and Spouse begin when the Early Retiree attains the age of 60. Coverage will terminate the end of the month in which the Early Retiree attains age 65 or returns to active employment. For the Spouse, coverage will terminate:

1. Coincident with the Early Retiree's termination date of coverage regardless of his/her age, or
2. At the end of the month in which the Spouse attains age 65, if the Early Retiree has not yet attained age 65.

Health Reimbursement Arrangement Benefit Account

Starting January 1, 2025, the HRA account will be \$417/month subject to the following terms:

1. The HRA account will be funded at the beginning of each month.
2. A separate HRA account is provided to the Early Retiree and his/her Spouse in the amount of \$417 per month each. Account balances for the Early Retiree and Spouse are tracked separately.
3. The funds remaining in the HRA account are forfeited at the end of the calendar year after allowing for a 90 day runout period to submit expenses for reimbursement. (i.e., 2025 calendar year expenses must be submitted no later than March 31, 2026). Any remaining funds are returned to the general assets of the Health and Welfare Trust.

4. If an Early Retiree is no longer eligible (e.g., returns to work), the funds remaining in the Early Retiree and Spouse's HRA accounts are forfeited at the end of the month. There will be a 90 day runout period to submit expenses for reimbursement that were incurred prior to termination of eligibility.

What Expenses are Reimbursable through the HRA?

Qualified medical expenses will be limited to Individual Insurance Premiums for Medical and Prescription Drug plans purchased by an Early Retiree and/or his/her spouse.

Submitting Claims for Reimbursement

BeneSys will administer the HRA and issue reimbursement by check or direct deposit upon submission of proof of payment of eligible expenses. Expenses may be submitted monthly.

The Trustees have the sole discretion to terminate this program at any time. Any amount remaining in an individual's HRA account is not vested and shall be returned to the general assets of the Health and Welfare Trust.

Chairperson



Michael Patterson

Co-Chairperson



Patrice Reynolds

Dated: 2/27/25