

IDAHO PIPE TRADES TRUST

Administrative Office



Idaho Pipe Trades
Health & Welfare Trust
LU 296 & LU 648

Plumbers & Pipefitters
Pension Trust
LU 296 LU 648 LU 41

November 2025

SUMMARY OF MATERIAL MODIFICATIONS

This notice describes important changes to the Idaho Pipe Trades Health & Welfare Plan ("Plan") and Summary Plan Description dated January 1, 2024 ("SPD"). Please keep this notice with your SPD booklet and other Plan records.

Changes for Active Participants

COBRA Rates

Effective January 1, 2026, the self-pay rate for COBRA coverage will increase to \$1,248 per month.

Rates for Lifetime Self-Pay Retirees and Their Dependents

Effective January 1, 2026, Lifetime Self-Pay rates and the years of service requirements for the tiered rates for Retirees and their Dependents are as follows:

2026 Lifetime Self-Pay Monthly Rates	10-14 Years of Participation	15-24 Years of Participation	25+ Years of Participation
Non-Medicare Retiree	\$848	\$678	\$509
Covered Spouse, who is not enrolled in Medicare Parts A and B and has no other health coverage	\$848	\$678	\$509

Medicare Retiree	\$303
Covered Spouse, who is enrolled in Medicare Parts A and B or has other health coverage	\$158
Covered Dependent Child	\$295 per child

The Trustees reserve the right to change eligibility rules, reduce or eliminate benefits or hour bank accruals, or change the Plan entirely, including benefits and coverage provided to retirees and their families. Rights under the Plan do not accrue and do not vest.

The terms of the Plan govern over oral or other written communications (including electronic communications) concerning the Plan. The Plan is not bound by any oral or written communication that conflicts with Plan documents.