



Central Midwest Regional Council of Carpenters'

Welfare Fund

P.O. Box 1257, Troy, MI 48099
(800) 700-6756

SUMMARY OF MATERIAL MODIFICATIONS

To: CMRCC Welfare Fund Participants
From: CMRCC Welfare Fund Board of Trustees
Date: June 1, 2025

After careful review, the Trustees have determined that implementing certain plan changes will help strengthen the long-term stability of the Fund and help ensure that future benefits are available for all participants. These changes reflect the Board's commitment to serving the best interests of the Participants today and in the future. Please read this Notice very carefully and save for future reference.

MONTHLY PREMIUM

Currently, a monthly premium is deducted from a Participant's Dollar Bank to maintain eligibility and an additional amount, "the threshold," must be exceeded before additional dollars are credited to a Participant's Dollar Bank. Effective with the September 2025 eligibility month,¹ there will no longer be a separate premium and threshold, only a monthly premium of \$1,250.

RESTRUCTURE OF DOLLAR BANK

Currently, one administrative account, the Dollar Bank, is maintained for each Participant and is used for both eligibility and the reimbursement of medical expenses. Going forward, this Dollar Bank will be separated into an Eligibility Dollar Bank and a Medical Reimbursement Account (MRA). **When this is done, no Participant will lose any amount already accrued in his/her Dollar Bank.**

A Participant's Eligibility Dollar Bank and MRA will be established as follows:

1. Division of the Dollar Bank

- a. The lesser of the participant's current Dollar Bank balance as of July 30, 2025, or three months premium (3x the monthly premium) will be put into the participant's new Eligibility Dollar Bank.
- b. If the Participant's current Dollar Bank exceeds three months' premium, the excess over three months premium will be split 50/50 between the new Eligibility Bank Dollar and the MRA. However, if the deposit of this 50% to the new Eligibility Dollar Bank results in more than 12 months premium, the excess over 12 months premium will go to the MRA.
- c. The above split will be effective as of the September 2025 eligibility month.

Example 1: Participant A's Dollar Bank as of July 30, 2025, equals \$25,000. Three months premium, which is \$3,750, will be put in his new Eligibility Dollar Bank. Half of the remaining \$21,250, which is \$10,625, also will be placed in his new Eligibility Dollar Bank and \$10,625 will be placed in his new separate MRA.

In summary, \$14,375 is placed in his new Eligibility Dollar Bank and \$10,625 is placed in his new MRA (\$14,375 + \$10,625 = \$25,000) effective September 1, 2025.

¹ As a reminder, there is a lag between the work month and the eligibility month. For example, contributions for June work are received in July, processed in August, and provide eligibility for September.

Example 2: Participant B's Dollar Bank as of July 30, 2025, equals \$40,000. Three months premium, which is \$3,750, will be put in his new Eligibility Dollar Bank. Half of the remaining \$36,250 is \$18,125. The most, however, that can be placed in his Eligibility Dollar Bank is another nine months premium, which is \$11,250. Therefore, \$11,250 will be placed in his new Eligibility Dollar Bank and the remaining \$25,000 will be placed in his new separate MRA.

In summary, \$15,000 is placed in his new Eligibility Dollar Bank and \$25,000 is placed in his new MRA ($\$15,000 + \$25,000 = \$40,000$) effective September 1, 2025.

Example 3: Participant A's Dollar Bank as of July 30, 2025, equals \$3,000. All \$3,000 will be placed in his new Eligibility Dollar Bank because the amount is less than three months premium, which is \$3,750.

In summary, \$3,000 is placed in his new Eligibility Dollar Bank and \$0 is placed in his new MRA effective September 1, 2025.

2. Contributions Received for Work Months on or after July 2025

Contributions received for the work months on or after July 2025 (which provide October eligibility) and subsequent months will be allocated as follows:

- a. \$1 per hour of Contributions received will be credited to the Participant's MRA.
- b. The remaining Contributions received will be credited to the Participant's Eligibility Dollar Bank up to a total of 12 months premium, as Eligibility Dollar Banks will be capped at 12 months premium.

3. Late Contributions

If Contributions are received for work months prior to July 2025, these Contributions will be credited to the Participant's Eligibility Hour Bank (as if the Contributions had been timely received) until the Eligibility Hour Bank reaches 12 months premium, in which case the excess will be placed in the Participant's MRA.

4. Self-Payments

When a monthly self-payment is required to maintain eligibility, the self-payment will be automatically deducted from a Participant's MRA if the amount in a Participant's MRA is enough to cover the required self-payment. If the amount in the MRA is not enough to cover the required self-payment, then the Participant will receive a self-pay notice and must pay the entire amount but can use remaining MRA funds as part of this payment.

Example 1: Monthly Contributions equal \$800, the Employee has a Dollar Bank balance of \$100 and a MRA balance of \$700, and the Premium is \$1,250. The Premium will be satisfied by the \$800 in Contributions, \$100 Bank balance, and a \$350 self-payment that will be automatically withdrawn from the Employee's MRA.

Example 2: Monthly Contributions equal \$800, the Employee has a Dollar Bank balance of \$100 and a MRA balance of \$100, and the Premium is \$1,250. The Employee will receive a self-payment notice for \$350. The Employee can pay the entire \$350 or can pay \$250 and request that the remainder be paid with the \$100 MRA balance.

5. Eligibility Dollar Bank Upon Retirement

When a Participant becomes eligible for Retiree coverage, his/her Eligibility Dollar Bank will terminate and an amount equal to the amount that was in his/her Eligibility Dollar Bank immediately prior to retirement will be credited to his/her MRA. Amounts in the Retiree's MRA can be used to make self-payments.

A Retiree must notify the Fund Office if he/she returns to work. The Retiree will continue to make Retiree self-payments and will be reimbursed out of Contributions received up to the amount of the self-payment. Contributions designated for the MRA will be credited to the MRA. No other amounts will

be credited to the Retiree. However, if a Retiree ceases drawing a pension benefit and informs the Fund Office that he/she desires to re-establish eligibility as an Active Employee, then Contributions will be credited in the same manner as for Actives (i.e. to the Eligibility Dollar Bank and the MRA).

6. Termination of Dollar Bank and MRA

Consistent with current Plan rules, the balance in a Participant's MRA will be cancelled and forfeited the earlier of the date: (a) the Participant is no longer eligible for coverage under the Plan; (b) there has been no activity (employer contributions or claims) for three years; or (c) when considered necessary in the sole and exclusive discretion of the Trustees to meet requirements of applicable law.

All amounts in a Participant's Eligibility Dollar Bank will be cancelled and forfeited if there are no Contributions for 12 consecutive months.

Notwithstanding, the Eligibility Bank and MRA, like all benefits under the Plan, are not vested and may be changed at any time in the sole discretion of the Trustees.

7. Benny Card/MRA Account Temporary Blackout Period

As you know, the Benny Card is a convenient way to access your MRA. To implement the above changes, it will be necessary to suspend the use of your Benny Card from July 30 to August 15, 2025. During this time, if you need to pay medical expenses out of pocket, please retain your receipts and submit these expenses for reimbursement with the enclosed claim form. These will be processed after the blackout period. If you incur medical expenses during this time and can wait until the end of the blackout period to pay them, then you can use your Benny Card to make payment after the end of the blackout period. (If you must enter into a payment plan for covered expenses during the blackout period, we caution that associated financing charges are not eligible for reimbursement.)

PREVIOUSLY MAILED ELIGIBILITY CARDS

Actives/Non-Medicare Retirees and Dependents: As a reminder, new Medical ID cards were distributed by Independence in February 2025. If you have not received a new medical card or would like to request a replacement, call (833) 242-3330 or visit myibxtpabenefits.com.

Medicare Retiree and Dependents: As a reminder new ID Cards for your medical insurance through RetireeFirst-Humana were distributed in December 2024. If you have not received a new medical card or would like to request a replacement, call RetireeFirst at (216) 260-0988 (TTY 711) or toll-free at (833) 217-5306 (TTY 711).

NEW ELIGIBILITY CARDS

- 1. All Participants:** Please be on the lookout for three new ID cards arriving by mail in the coming months:
 - a. **New benefit cards for Dental, Vision, and Hearing** will be mailed in mid-July. The card includes applicable benefits and contact information but is not required by providers for appointments or services.
 - b. **New Prescription Rx Benefit cards** will be mailed in July by Express Scripts (ESI). You must present your new card at your pharmacy for prescriptions filled on or after August 1, 2025. **Your old Rx Benefit Card will not work.**
 - c. **New MRA Benny Cards** will be mailed in August. Along with this new card, you will receive information about a new mobile app and website that can be used for substantiation.

IMPORTANT: As noted above, you should have already received your new Medical ID Cards. You must keep and use these cards for medical services. The new cards listed above are additional cards for Dental, Vision, Hearing, Rx, and MRA Benny cards.

- 2. Former Niles Participants:** If you are in the small group of participants who have Medicare Supplemental benefits, new Medicare Supplement ID cards will be mailed in mid-July.

If you have any questions, please contact the Fund Office at (800) 700-6756.

**CENTRAL MIDWEST REGIONAL COUNCIL
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