

Sacramento Independent Hotel, Restaurant and Tavern Employees Trust Funds

Date: January 4, 2022

To: All Plan Participants

From: Board of Trustees of the Sacramento Independent Hotel, Restaurant And Tavern Employees Welfare Plan ("PLAN")

Re: SUMMARY OF MATERIAL MODIFICATIONS ("SMM") & ANNUAL OPEN ENROLLMENT DELAY

The Board of Trustees of the Sacramento Independent Hotel, Restaurant and Tavern Employees Welfare Plan ("Plan") is pleased to inform you that because the COVID-19 public health emergency is still ongoing, the temporary accelerated eligibility rules have been extended through February 2022 for certain Participants as described below. If you will be losing your Trust subsidized coverage, you can requalify for Health and Welfare benefits as early as January 1, 2022 by working the minimum number of required hours in December 2021 and January 2022 (providing for eligibility in the month of February 2022). You do not have to wait the normal one-month period (also known as the lag month) between your work month and eligibility month. This temporary, accelerated eligibility provision will remain in effect until further notice. The Trustees will review whether to continue this provision at their next Board meeting in February 2022.

AMENDMENTS

ARTICLE IV. Subsection 6- COVID-19 Impact on Covered Employment (Temporary Extension Through FEBRUARY 2022)

The Board of Trustees has extended the temporary accelerated eligibility rules through February 2022. This means a Participant who originally was eligible for subsidized coverage who worked in covered employment during February 2020 that provided coverage during April 2020 and who would otherwise lose covered under the Plan because of a lack of Covered Employment due to the COVID-19 public health emergency and/or the failure of an Employer to make the required contributions to the Plan such Participants can requalify for health and welfare benefits as early as January 1, 2022 by working the minimum number of required hours in December 2021 and January 2022 (providing for eligibility in the month of February 2022). In addition, a qualifying participant returning-to-work would not have to wait the normal one-month period (also known as the lag or skip month) between his/her work month and eligibility month. This temporary, accelerated eligibility provision will remain in effect until further notice. The Board of Trustees will review whether to continue this provision at their next scheduled meeting on February 8, 2022.

As the impact of the COVID-19 pandemic is ever changing and given the financial impact to the Plan, this means any time after February 2022 the Board of Trustees and/or its delegates can decide whether or not to extend this continued coverage based on the circumstances related to the pandemic.

Please contact this office if you have any questions.

**IMPORTANT NOTICE ABOUT ENROLLMENT CHANGE OPTIONS & OPEN ENROLLMENT
DELAY**

- ➔ Please note the Annual Open Enrollment for this year has been postponed. However, if you would like to change your enrollment options for you and/or your eligible Dependent(s) under the Plan effective with February 2022 eligibility based on your December 2021 hours worked, please contact the Trust Fund Office as soon as possible and request an Enrollment Change Form. **The completed Enrollment Change Form must be received by the Trust Fund Office by no later than January 31, 2022.** If you do **not** want to make any changes to your current election of coverage option, your current election will roll into the next year unless you affirmatively elect to change election options and submit a completed Enrollment Change form by January 31, 2022.

- ➔ As a reminder, if you experienced a life changing event such as marriage, birth or adoption of a child you can special enroll your dependent in the Plan. This is called Special Enrollment. If these circumstances apply to you, you must enroll your dependent within 30 days of the date of marriage or birth/adoption of a child and must provide evidence such as a marriage certificate or birth certificate. Please contact the Trust Fund office for more information.

IN ACCORDANCE WITH THE REQUIREMENTS OF THE EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974, AS AMENDED ("ERISA"), THIS DOCUMENT SERVES AS A SUMMARY OF MATERIAL MODIFICATIONS ("SMM") TO THE PLAN AND SUPPLEMENTS THE RESTATED SUMMARY PLAN DESCRIPTION/PLAN DOCUMENT THAT HAS BEEN SEPARATELY PROVIDED TO YOU. YOU SHOULD RETAIN THIS DOCUMENT WITH YOUR COPY OF THE RESTATED SUMMARY PLAN DESCRIPTION/PLAN DOCUMENT.