August 2026

TO: ALL ACTIVE AND RETIRED PARTICIPANTS

RE: CHANGES TO YOUR HEALTH & WELFARE PLAN BENEFITS

Enclosed is important information regarding your benefits under the Sheet Metal Workers Local 104 Health Care Plan. Please read the information carefully, as your benefits have changed.

1. **RETIREE/SURVIVING DEPENDENTS — Updated Subsidized Self-Pay Rates (Open Groups)**
New retiree/surviving dependent subsidized self-pay rates will go into effect for October 1, 2026 eligibility. The following monthly retiree/widow rates will be effective with retiree self payments due in September 2026 (or deducted from your pension check in September) for October coverage:

INDEMNITY MEMBERS

Age Group	Marital Status	**New Monthly Rate**	Old Monthly Rate
52 – 54	Single	$ 908	$ 894
	Married	1,816	1,788
55 – 64	Single	727	715
	Married	1,454	1,430
65 +	Single	233	233
	Married	466	466
Plus the following if you have dependent children			
	Per child added	$ 322	$ 292

KAISER MEMBERS

Age Group	Marital Status	**New Monthly Rate**	Old Monthly Rate
52 – 54	Single	$ 760	$ 711
	Married	1,520	1,422
55 – 64	Single	608	568
	Married	1,216	1,136
65 +	Single	204	184
	Married	408	368
Plus the following if you have dependent children			
	Per child added	$ 322	$ 292

HUMANA MEMBERS

Age Group	Marital Status	**New Monthly Rate**	Old Monthly Rate
65 +	Single	$ 183	$ 168
	Married	366	336

If you are married, you pay the married rate for the age group that applies to you, regardless of your spouse's age. Unless your spouse is age 65 and up; then you pay the sum of the single rate of your age group and the single rate of the 65 and up age group, until you reach age 65 and up.

Note that all retiree rates in all age brackets are subject to change from time to time, at the discretion of the Board of Trustees.

2. RETIREE/SURVIVING DEPENDENT — Updated Subsidized Self-Pay Rates (Closed Groups)
New retiree/surviving dependent subsidized self-pay rates will go into effect for October 1, 2026 eligibility. The monthly retiree/widow rates will increase, effective with retiree self-payments due in September 2026 (or deducted from your pension check in September) for October coverage, as follows:

Schedule	**New Rate**	Old Rate	Coverage
Schedule 2 (Family w/ Medicare)	$ 434	$ 422	(M/D/V/Rx)
Schedule 4 (Family w/ Medicare)	244	237	(Med only)
Schedule 4 (Family w/o Medicare)	711	691	(Med only)
Schedule 5 (Single w/ Medicare)	201	196	(Med/Rx)
Schedule 5 (Family w/ Medicare)	400	388	(Med/Rx)

3. RETIREES — Updated Unsubsidized Non-Bargaining Rates — The retiree rate will be based on 142 hours times the active contribution rate in effect. Effective October 1, 2026 (*with self-payments due in September 2026 or deducted from your September 1, 2026 pension check*), the unsubsidized self-pay rate for Non-Bargaining retirees will increase as follows:

Age Group	Marital Status	**New Monthly Rate**	Old Monthly Rate
Under Age 65	Single	$ 1,234	$ 1,138
	Married	2,468	2,276
Age 65 and up	Single	494	455
	Married	988	910
Plus the following if you have dependent children			
	Per child added	$ 322	$ 292

4. **<u>RETIREES THAT WERE APPROVED TO RETURN TO WORK FOR THE GOOD OF THE INDUSTRY — Updated Rates</u>** — The retiree rate will be based on 142 hours times the active contribution rate in effect. Effective October 1, 2026 (*with self-payments due in September 2026*), the unsubsidized self-pay rate for Non-Bargaining retirees will increase as follows:

Marital Status	**New Monthly Rate**	Old Monthly Rate
Single	$ 1,234	$ 1,138
Married	2,468	2,276
Plus the following if you have dependent children		
Per child added	$ 322	$ 292

5. **<u>ACTIVES — Updated Subsidized Self-Pay Rate</u>** — The active rate will be based on 15% of 142 hours times the active contribution rate in effect. Effective October 1, 2026 (*with self-payments due in October 2026*), the subsidized self-pay rate for actives will increase as follows:

New Rate	Old Rate
$ 370	$ 341

Note that the subsidized percentage is subject to change from time to time, at the discretion of the Board of Trustees.

6. **<u>ACTIVE — Non-Bargaining Rate</u>** — Effective October 1, 2026 (*with self-payments due in September 2026*), the unsubsidized self-pay rate for Non-Bargaining actives will increase as follows:

New Rate	Old Rate
$ 2,468	$ 2,276

7. **<u>COBRA — Updated Rates</u>** — Effective October 1, 2026 coverage, the COBRA rates are as follows:

Coverage	**New COBRA**	**New COBRA Disability**	Old COBRA	Old COBRA Disability
CORE – Medical & Rx only				
Indemnity	$ 1,759	$ 2,587	$ 1,738	$ 2,556
Kaiser	2,167	3,187	2,108	3,100
Kaiser – Utility Workers	1,003	1,475	978	1,438
Full Benefit Package				
Indemnity	$ 1,884	$ 2,771	$ 1,879	$ 2,763
Kaiser	2,292	3,371	2,250	3,309

This document has been uploaded and is available on the participant website at: www.sheet104fringe.org