

TEAMSTERS LOCAL 922-EMPLOYERS HEALTH TRUST

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SUMMARY OF MATERIAL MODIFICATION

To: All Participants, Teamsters Local 922 – Employers Health Trust

From: The Board of Trustees of the Teamsters Local 922 – Employers Health Trust

Subject: Notice of End of the National Emergency and National Public Health Emergency Due to the COVID-19 Pandemic

This Notice announces changes to the Fund's coverage. Please read this document carefully and keep it in a safe place.

1. End of the National Emergency

During the COVID-19 National Emergency, initially effective March 1, 2020, certain procedural deadlines for the Plan, including deadlines for filing claims and appeals, special enrollment, and COBRA elections and premiums were extended until the earlier of (a) one year from the date they were first eligible for relief, or (b) sixty (60) days after the end of the COVID-19 National Emergency (“Tolling Period”). For more information, see <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/faqs/aca-part-58>.

On April 10, 2023, Congress and President Biden ended the National Emergency. Accordingly, affected deadlines were set to run to no later than one year from the date of the claim or by June 9, 2023, whichever is earlier (or as otherwise provided pursuant to DOL guidance). To the extent that the Tolling Period is further extended through DOL guidance, the Plan’s extended deadlines will coincide with the Tolling Period. After that date, all deadlines with respect to the Plan will revert back to the deadlines established and provided in the Summary Plan Description (“SPD”).

If you have questions on the applicable date, please contact the Fund Office.

2. End of the National Public Health Emergency

The COVID-19 National Public Health Emergency (“PHE”) expired on May 11, 2023. The National Public Health Emergency was initially put into effect on January 31, 2020 and last renewed

on February 9, 2023. Pursuant to federal law enacted during the COVID-19 pandemic, the Plan was required to provide coverage of COVID tests (up to 8 tests per participant per month, up to \$12 per test), COVID vaccinations (including vaccines obtained from out-of-network providers), and expanded telehealth coverage during the PHE.

Effective beginning May 11, 2023, the Plan will provide the following coverage:

- The Plan will continue coverage for COVID tests (including over-the-counter tests) at a maximum of eight (8) tests per participant per month, up to \$12 per test.
- The Plan will continue coverage for COVID vaccines received from an in-network provider. The Plan will no longer provide coverage for COVID vaccines received from an out-of-network provider.
- The Plan will provide telehealth benefits for in-network services at the rates provided in the Summary Plan Description.