

AMENDMENT NO. 1
to
THE HEALTH AND WELFARE PLAN
OF
NATIONAL EMPLOYEES HEALTH PLAN

(As Amended and Restated Effective November 1, 2017)

The Health and Welfare Plan of National Employees Health Plan, as amended and restated effective November 1, 2017, is hereby temporarily amended effective as of March 1, 2020 in compliance with the Joint Notice of the Employee Benefits Security Administration (Department of Labor) and the Internal Revenue Service (Department of the Treasury), published in the Federal Register on May 4, 2020, 85 FR 26351, and any subsequent amendments thereto:

I. Article 13, HIPAA Requirements Relating to Enrollment and Portability of Benefits, is hereby amended by adding the following paragraph at the end of said Article:

To the extent required by the Joint Notice of the Employee Benefits Security Administration (Department of Labor) and the Internal Revenue Service (Department of the Treasury), published in the Federal Register on May 4, 2020, 85 FR 26351, in calculating the timeframes set forth in this Article, the Board of Trustees shall disregard the “Outbreak Period,” as that term is defined in the Joint Notice, and in any subsequent amendments thereto.

II. Article 15, Continuation Coverage Under COBRA, is hereby amended by adding a new Section 15-11 at the end of said Article as follows:

Section 15-11 Temporary COVID Outbreak Amendment

To the extent required by the Joint Notice of the Employee Benefits Security Administration (Department of Labor) and the Internal Revenue Service (Department of the Treasury), published in the Federal Register on May 4, 2020, 85 FR 26351, in calculating the timeframes set forth in this Article, the Board of Trustees shall disregard the “Outbreak Period,” as that term is defined in the Joint Notice, and in any subsequent amendments thereto.

III. Article 18, Claims Procedures, is hereby amended by adding a new Section 18-10 at the end of said Article as follows:

Section 18-10 Temporary COVID Outbreak Amendment

To the extent required by the Joint Notice of the Employee Benefits Security Administration (Department of Labor) and the Internal Revenue Service (Department of the Treasury), published in the Federal Register on May 4, 2020, 85 FR 26351, in calculating the timeframes set forth in this Article, the Board of Trustees shall disregard the “Outbreak Period,” as that term is defined in the Joint Notice, and in any subsequent amendments thereto.

IV. The amendments set forth in this Amendment 1 shall automatically expire and be repealed upon the close of the Outbreak Period. The effects of said amendments shall nonetheless continue with regard to any notice or claim with respect to which a timeframe was required to be modified under the Joint Notice.

EXCEPT AS HEREIN AMENDED THE PLAN DOCUMENT SHALL REMAIN IN FULL FORCE AND EFFECT.

IN WITNESS WHEREOF, the Board of Trustees has caused this Amendment to be adopted this 12th day of November, 2020, to be effective March 1, 2020.

UNION TRUSTEES

EMPLOYER TRUSTEES
