

SUMMARY OF MATERIAL MODIFICATIONS
August 28, 2020

This notice contains important information regarding recent changes to the Southern California Local Union 831 – Employer Health Fund (the “Health Fund”). Please keep this notice with your Health Plan documents.

Exhibit Builders and Tradeshow Employers / Employees

Due to the unprecedented challenges as a result of COVID-19/coronavirus, the Trustees have revisited the temporarily reduction of the required hours in order to be eligible for the Health Plan benefits for the last eligibility quarter of 2020. Due to the financial situation of the Health Plan it has been determined that for the last quarter of 2020 the required hours for eligibility will be reduced by 20% for Exhibit Builders and Tradeshow employers/employees. This reduction applies for three months beginning with the eligibility month of October (October, November and December). Therefore, the required hours for those months will be as follows:

Level 1	=	Reduced from 140 to 112 hours
Level 2	=	Reduced from 120 to 96 hours
Level 3	=	Reduced from 100 to 80 hours
Level 4	=	Reduced from 80 to 64 hours

The reduction on the monthly flat rate premium by 20% for all Tradeshow and Exhibit Builders employers for three months has also been extended (work months of September, October and November 2020) effective for eligibility months of November, December 2020 and January 2021. The extended monthly flat premium will be **\$1,295.20**. This reduction only applies to Exhibit Builders and Tradeshow employers and employees. It does not apply to anyone else paying a monthly flat rate premium.

Since the COBRA rates and the Buy-Up amounts are determined based on the required hours for eligibility, these rates will be reduced accordingly for the three months effective October 2020 eligibility month.

COBRA and Buy-Up Monthly premiums for Tradeshaw and Exhibit Builders Effective for the Eligibility Months of October 2020 – December 2020			
Level 1	Level 2	Level 3	Level 4
Reduced from \$1,498.00 to \$1,198.00	Reduced from \$1,284.00 to \$1,027.00	Reduced from \$1,070 to \$856.00	Reduced from \$856.00 to \$685.00

To be eligible for the Buy-Up option a Participant must have at least 50% of the hours required for the Level Option they are under to qualify for the Buy-Up option.

The Trustees continue to retain the discretion to amend, modify, terminate or revoke this plan should circumstances warrant it.

If you have any questions concerning these changes or your Health Fund benefits, please contact the Trust Fund Office at (626) 279-3080.

Grandfathered Status Notice

The Southern California Local Union 831 — Employer Health Fund believes this plan is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that your plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the plan administrator at 1055 Park View Dr. Suite 111, Covina, CA 91724 or (877) 572-7005. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at (866) 444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

