May 2015

To: ALL ACTIVE AND NON-MEDICARE RETIREES IN THE FLINT PLUMBING & PIPEFITTING INDUSTRY HEALTH CARE FUND

RE: SUMMARY OF MATERIAL MODIFICATIONS TO RETIREE SELF-PAYMENTS

Dear Participant:

This is a summary of the material changes we’ve made to you Health Care Fund’s benefits and costs.

We’ve made these changes after careful review and consideration of the long-term sustainability of the benefits offered. Rate changes are effective May 1, 2015.

Retirees are required to make monthly self-payments to maintain coverage. The amounts of these self-payments are less than the full cost of providing coverage incurred by the Fund. This difference, between the full cost of coverage and the Retiree self-payment, is referred to as the “Retiree Subsidy.”

Effective May 1, 2015, a Pre-Medicare Retiree who engages in non-bargaining unit work in the plumbing and pipefitting industry (for example, sales, estimating, project manager, or safety), will not receive the Retiree Subsidy and will be required to pay the full cost of coverage. A Retiree has an obligation to notify the Fund Office before he returns to work, or if that is not feasible as soon as possible. Currently, the full cost of coverage is:

Pre-Medicare Retirees with or without spouse/family = $975.00 per month

A Retiree will be eligible for the Retiree Subsidy again the first month following written notice to the Fund Office that he is no longer working, provided there has been no lapse in his Retiree coverage under the Fund. (Once there is a lapse of coverage due to a failure to timely make a self-payment, coverage will terminate and cannot be reinstated.)

If you have any questions, please contact the Fund Office.

Sincerely,

Flint Plumbing & Pipefitting Industry Health Care Fund
Board of Trustees
/lms

The Trustees retain sole discretion to change self-payment rates and coverage at any time. Retiree health benefits are not vested.