



National Automatic Sprinkler Metal Trades

Welfare Fund • Pension Fund

8000 CORPORATE DRIVE • LANDOVER, MD 20785

TRUSTEES

LANCE GUNNELLS, Secretary
JOSHUA SAVITZ
JOSHUA FAULKNER

ROBERT J. COOPER, JR, Chairman
KRISTOPHER D. WINGET
CARL J. WESTBY



TOLL FREE
(800) 638-2603

TELEPHONE
(301) 577-1700

ANNA E. BOSMANS, Administrator

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*To All Participants in the National Automatic Sprinkler ("NAS") Metal Trades Welfare Fund
From the Board of Trustees*

Introduction

This notice summarizes certain features of the NAS Metal Trades Welfare Fund and recent changes to the benefits it offers to participants and dependents. We encourage you to read this notice carefully and to contact the Fund Office if you have any questions.

Medical Coverage

In general, the Fund pays the percentages for benefits below after you meet the applicable deductible:

	<u>Fund Pays / You Pay</u>	
In-Network		
Plan A	70%	/ 30%
Plan B	70%	/ 30%
Plan C	65%	/ 35%
Out-of-Network		
Plan A	55%	/ 45%
Plan B	50%	/ 50%
Plan C	50%	/ 50%

100% Coverage

The Fund covers certain In-Network services at 100% (instead of the standard rates listed above) with no deductible. These services include:

- MDLive (for virtual doctor visits).
- Routine annual physical examinations.
- Preventive Services required by law as listed on the Fund's website at www.nasifund.org.

Importance of Designating a Primary Care Physician

Consultation with a Primary Care Physician, or PCP, on an ongoing basis could help you better manage your health over time, prevent chronic conditions, detect potentially life-threatening issues, and improve health outcomes. In addition, it is more cost effective for everyone—participants and the Fund—if you visit your PCP rather than an emergency room for treatment that can be provided by a PCP. However, the Trustees understand

that, occasionally, time is of the essence and treatment from a PCP is not feasible or appropriate under certain circumstances.

Prescription Drug Coverage (Active & Pre-Medicare)

OptumRx is the pharmacy benefit manager for all participants with active and pre-Medicare retiree coverage. In general, for Plans A, B, and C, OptumRx covers generic non-specialty drugs at 70%, preferred brand (including specialty) drugs at 70%, and non-preferred brand drugs at 60%. Prescription drugs are not subject to any deductible; however, they are subject to a separate out-of-pocket maximum from that of your medical claims. Specialty drugs must be filled through OptumRx's specialty pharmacy.

Increased Out-of-Pocket Maximums

Effective January 1, 2026, the out-of-pocket maximums for covered prescription drugs will increase from \$500/individual and \$1,000/family to \$1,250/individual and \$2,500/family. Once you reach your out-of-pocket maximum, the Fund pays 100% for covered prescriptions for the remainder of the year, in accordance with applicable Plan rules.

No GLP-1 Coverage for Weight Loss or Sleep Apnea

The Fund has seen a surge in expenses resulting from prescriptions for GLP-1 medications such as Zepbound. These drugs are sometimes prescribed for weight loss, obstructive sleep apnea, diabetes, and cardiovascular disease.

Effective for prescriptions filled on and after January 1, 2026, the Fund will not cover GLP-1 medications prescribed for weight loss or obstructive sleep apnea. The Fund will continue to cover Medically Necessary GLP-1 medications prescribed for: (1) diabetes when you have a documented diagnosis of Type 2 diabetes, or (2) cardiovascular disease when you have a documented risk of cardiovascular disease and a documented

cardiovascular incident, subject to prior authorization from OptumRx and all applicable Plan provisions.

Elimination of VSP Vision Benefits

Effective January 1, 2026, the Welfare Fund will no longer offer vision benefits through Vision Service Plan (VSP). For Medicare-eligible participants, Aetna® will continue to cover one routine vision exam every twelve months at no charge.

Dental – Increased Deductible and Lower Annual Max

Effective January 1, 2026, the deductibles for dental benefits will increase from \$75/individual and \$225/family to \$150/individual and \$450/family.

Effective January 1, 2026, the Fund will pay up to \$2,000 in covered dental benefits per person per calendar year. Currently, the annual maximum is \$3,000. Upon reaching the \$2,000 annual maximum, you will be responsible for additional costs until the following year.

Changes for Medicare-Eligible Participants

Effective January 1, 2026, the Aetna® Medicare Advantage Prescription Drug (MAPD) Plan for Medicare-eligible participants will transition to an Aetna® Medicare Advantage (MA) plan (medical coverage) and an Aetna® Medicare Rx plan (pharmacy coverage) offered by SilverScript. This change is being made to address the increasing cost of coverage.

Two ID Cards; No GLP-1 Coverage for Weight Loss

But for the elimination of coverage for GLP-1 medications for weight loss, your coverage will remain the same; however, you will have a separate ID card for each plan. Be sure to bring both medical (MA) and prescription (PDP) ID cards with you. You will not need new prescriptions.

Maximum Annual Payment for Prescription Drugs

During 2026, the maximum amount you can pay for covered prescription drugs will be \$500.

Contact RetireeFirst for Help with Aetna®

RetireeFirst remains the member advocate for all Medicare-eligible participants covered by Aetna®. If you have an issue with your physician, prescriptions, prior authorizations, referrals, or your coverage, or if you have any questions, contact RetireeFirst at 855-433-1675 or members@laborfirst.com. RetireeFirst has informational videos available on its website, including one about prior authorizations and referrals (retireefirst.com/nasi/).

Contact the Fund Office for Help with Other Issues

You are still covered by the NAS Metal Trades Welfare Fund, but Aetna® is responsible for administering your health and pharmacy benefits. The Fund Office remains responsible for eligibility, retiree premiums, and all other benefits.

Contribution Rates

There are three Plans of Benefits provided by the NAS Metal Trades Welfare Fund. Effective January 1, 2026, the hourly contribution rates for each Plans are as follows:

- Plan A \$6.60/hr
- Plan B \$6.30/hr
- Plan C \$5.75/hr

Monthly Cost of Pre-Medicare Retiree Coverage

Effective January 1, 2026, under Plan A, the monthly self-payment amount for pensioners and beneficiaries who are not yet eligible for Medicare will increase from \$160 to **\$170**.

Effective January 1, 2026, under Plan B, the monthly self-payment amount for pensioners and beneficiaries who are not yet eligible for Medicare will increase from \$150 to **\$160**.

Monthly Cost of Medicare Retiree Coverage

Effective January 1, 2026, under Plan A, the monthly self-payment amount for pensioners and beneficiaries who are eligible for Medicare will increase from \$140 to **\$150**.

Effective January 1, 2026, under Plan B, the monthly self-payment amount for pensioners and beneficiaries who are eligible for Medicare will increase from \$130 to **\$140**.

MDLive

The NAS Metal Trades Welfare Fund continues to provide 100% coverage for telemedicine services through MDLive for the Fund's active and retired participants who are not yet eligible for Medicare. MDLive provides access to a physician, licensed in your state, any time of day or night, even on weekends and holidays. MDLive is appropriate for non-emergency ailments such as sore throat, asthma, fever, flu, as well as certain behavioral health issues. While the cost of the "virtual visit" is covered in full, you will be responsible for costs arising from your virtual visit, like your portion of the cost of any medication you are prescribed during the visit.

Download the mobile app and sign up now before you need it since you might not feel like doing so once you are sick. Visit MDLive.com/bcbsil or follow the MDLive link on the Fund's website or mobile app.

Mental Health Coverage

The Trustees understand that your mental health is an important part of your overall health. Mental health benefits and behavioral health services are available through Blue Cross Blue Shield and MDLive.

For Medicare-eligible participants, Aetna® provides 100% coverage for therapists and psychiatrists who accept Medicare. Aetna® also offers mental health services available through Teladoc. Please contact RetireeFirst at

855-433-1675 if you require assistance with accessing these services.

Finally, if you or someone you know is experiencing a mental health crisis, help is available. The national suicide and crisis hotline can be reached by calling or texting 988.

Flu Shots and Other Immunizations

Remember to get your seasonal flu shot from your physician or at your local participating pharmacy. Most immunizations, including flu shots, are covered at 100% when using an In-Network provider.

Notification Requirement Upon Divorce

You must notify the Fund Office that you have been divorced within 60 days of the divorce. If notice of your divorce is not provided to the Fund Office in this time frame, and as a result, benefits are paid to an ineligible dependent, the Fund may recover those benefits by treating such benefits as an advance to you and deducting such amounts from benefits which become due to you until the entire amount of benefits erroneously paid is recovered.

Women's Health and Cancer Rights Act of 1998

The NAS Metal Trades Welfare Plan, as required by the Women's Health and Cancer Rights Act of 1998, provides benefits for mastectomy-related services, including all stages of reconstruction and surgery to achieve symmetry between the breasts, prostheses, and complications resulting from a mastectomy, including lymphedema. Call the Fund Office at 1-800-638-2603 for more information.

Summary of Benefits and Coverage

Summaries of Benefits and Coverage for Plans A, B, and C, as well as a list of covered Preventive Services, can be found on the Fund's website at www.nasifund.org.

NAS Metal Trades and NASI Funds Mobile App

In an effort to provide easy access to important information about your benefits, the NAS Metal Trades and NASI Funds offer a mobile app for handheld devices.



Use the QR code, above, or visit your device's app store and search for "NASI Benefit Plan" to download the app.

This letter is intended as a non-technical summary of certain features and recent changes to the rules of the NAS Metal Trades Welfare Fund, so it does not contain all the details. In the event of a discrepancy between this letter and the official Plan document, the official Plan document, as interpreted and applied solely by the Trustees pursuant to their exclusive discretionary authority, will prevail. The Trustees reserve the right to modify the official Plan

document and the benefits offered by the NAS Metal Trades Welfare Fund at any time. Notwithstanding the foregoing, in the case of a discrepancy between this letter and the official plan documents for Medicare-eligible participants covered by Aetna®, those official plan documents, as interpreted and applied by Aetna®, will prevail.