

## IMPORTANT NOTICE

### Summary of Material Modifications

**To:** All Active and Non-Medicare Eligible Participants

**From:** Board of Trustees of the Metal Trades Branch Local 638 Welfare Fund

**Date:** December 2021

**Re:** Important Information regarding your Benefits

*This notice concerning health coverage under the Metal Trades Branch Local 638 Welfare Fund (the "Plan") is a Summary of Material Modifications ("SMM") intended to notify you of important changes made to the plan of benefits of the Metal Trades Branch Local 638 Welfare Plan. Please attach this SMM to your Summary Plan Description ("SPD") for future reference. If you have lost or misplaced your copy of the SPD, you may request another copy from the Fund Office. Questions regarding this SMM can be directed to the Fund Administrator at (212) 465-8888. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272.*

### OPPORTUNITY FOR COBRA REIMBURSEMENT

The Welfare Plan currently offers Participants and their families, whose coverage under the Welfare Plan would otherwise end due to a certain event (called "Qualifying Events" by the law), the opportunity to elect to temporarily continue their group health coverage ("COBRA Continuation Coverage"). A Qualifying Event includes losing coverage under the Welfare Plan due to a reduction in hours worked.

Effective January 1, 2022, a Participant who loses coverage under the Welfare Plan due to a reduction in hours worked and elects COBRA Continuation Coverage will be reimbursed for one (1) COBRA premium payment if the Participant notifies the Fund Office and meets the following requirements:



- (1) The Participant has earned at least ten (10) years of credited service in the Metal Trades Branch Local 638 Pension Fund;
- (2) The Participant was covered by the Welfare Plan on the day before coverage ended;
- (3) The Participant is enrolled in COBRA continuation coverage;
- (4) The Participant is re-employed in Covered Employment within six (6) months of coverage ending and provides proof of such reemployment to the Fund Office; and
- (5) The Participant was not reimbursed by the Plan for a COBRA premium payment within the last five (5) Plan Years.

If you think you may be eligible for this reimbursement, it is your responsibility to contact the Fund Office.

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**THE TRUSTEES OF THE  
METAL TRADES BRANCH LOCAL 638 WELFARE FUND**

<b>Michael Mulvaney (Co-Chairman)</b>	<b>Jerome Morreale (Co-Chairman)</b>
<b>Daniel Mulligan</b>	<b>Jennifer Dehardt</b>
<b>Clifford Ryder, Jr.</b>	<b>Marc Newman</b>
<b>James Sheeran, Jr.</b>	<b>Anthony Saporito</b>

**ERISA Information**

**Plan Sponsor:** Board of Trustees of the Metal Trades Branch Local 638 Welfare Fund  
27-08 40<sup>th</sup> Avenue, 2<sup>nd</sup> Floor Long Island City, NY 11101-3725  
(212)465-8888, option 4

**Sponsor's EIN Number:** 13-6211854

**Plan Number:** 501

**Plan Year Ends:** June 30

This SMM is intended to provide you with an easy-to-understand description of certain changes and/or clarifications to the Plan. While every effort has been made to make this description as complete and as accurate as possible, this SMM, of course, cannot contain a full restatement of the terms and provisions of the Plan. If any conflict should arise between this SMM and the Plan, or if any point is not discussed in this SMM or is only partially discussed, the terms of the Plan will govern in all cases.

The Board of Trustees or its duly authorized designee, reserves the right, in its sole and absolute discretion, to amend, modify or terminate the Plan, or any benefits provided under the Plan, in whole or in part, at any time and for any reason, in accordance with the applicable amendment procedures established under the Plan and the Agreement and Declaration of Trust establishing the Plan (the "Trust Agreement"). The Trust Agreement is available at the Fund Office and may be inspected by you free of charge during normal business hours.

No individual other than the Board of Trustees (or its duly authorized designee) has any authority to interpret the Plan documents, make any promises to you about benefits under the Plan, or to change any provision of the Plan. Only the Board of Trustees (or its duly authorized designee) has the exclusive right and power, in its sole and absolute discretion, to interpret the terms of the Plan and decide all matters arising under the Plan.