



SOUTHERN CALIFORNIA IBEW-NECA ADMINISTRATIVE CORPORATION

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SOUTHERN CALIFORNIA IBEW-NECA HEALTH TRUST FUND

Important Notice to Participants

March 2021

Dear Participant:

The Consultant has advised the Board of Trustees that health care costs may rise significantly following the COVID-19 pandemic when normal activities, including elective health care treatment, resumes.

The Union has responded to this advice by allocating additional monies to the Trust Fund in the hopes of prefunding some anticipated increased costs.

The Board of Trustees has reserved to themselves the ability to amend the SPD from time to time and wishes to assure that this prefunding of anticipated increased costs does not adversely impact Participants subject to the proration provisions of Section 4.4.

The Board of Trustees has been advised by the Administrative Fund Office that the earliest date on which the change made by this Amendment may be implemented is April 1, 2021.

Therefore, effective upon adoption Plan Section 4.4 is amended by adding the following language to the conclusion of the existing text:

"In accord with longstanding administrative practice for certain Collective Bargaining Agreements which do not include retiree health plan coverage, the Inside Wireman's Agreement contribution rate is reduced by the then existing hourly contribution for retiree coverage as allocated by the Union. Solely for the period from April 1, 2021 through December 31, 2021 the Inside Wireman's Agreement contribution rates solely for purposes of this Section 4.4 shall be \$11.69. In accord with longstanding administrative practice for certain Collective Bargaining Agreements which do not include retiree health plan coverage, the aforesaid rate is reduced by \$1.25 for purposes of the proration process from April 1, 2021 through December 31, 2021."

This Notice is a Summary of Material Modifications ("SMM") within the meaning of section 104 of the Employee Retirement Income Security Act of 1974. An SMM describes changes to the information provided in the most recent SPD. The SMM describes important changes to the Plan effective as of the date listed above. Please keep this SMM with your SPD for future reference. Please contact the Plan Office if you would like to request a copy of the Plan document, SPD or any SMM relating to the Plan.

**AMENDMENT NO. 8
TO THE SOUTHERN CALIFORNIA IBEW-NECA HEALTH TRUST FUND
ACTIVE HEALTH PLAN**

This Amendment to the Southern California IBEW-NECA Health Trust Fund, Active Health Plan Summary Plan Description ("SPD"), is made by the Board of Trustees of the Southern California IBEW-NECA Health Trust Fund ("Board of Trustees") with reference to the following facts and circumstances:

(1) The Consultant has advised the Board of Trustees that health care costs may rise significantly following the COVID-19 pandemic when normal activities, including elective health care treatment, resumes.

(2) The Union has responded to this advice by allocating additional monies to the Trust Fund in the hopes of prefunding some anticipated increased costs.

(3) The Board of Trustees has reserved to themselves the ability to amend the SPD from time to time and wishes to assure that this prefunding of anticipated increased costs does not adversely impact Participants subject to the proration provisions of Section 4.4.

(4) The Board of Trustees has been advised by the Fund Office that the earliest date on which the change made by this Amendment may be implemented is April 1, 2021.

NOW THEREFORE, effective upon adoption Plan Section 4.4 is amended by adding the following language to the conclusion of the existing text:

"In accord with longstanding administrative practice for certain Collective Bargaining Agreements which do not include retiree health plan coverage, the Inside Wireman's Agreement contribution rate is reduced by the then existing hourly contribution for retiree coverage as allocated by the Union. Solely for the period from April 1, 2021 through December 31, 2021 the Inside Wireman's Agreement contribution rates solely for purposes of this Section 4.4 shall be \$11.69. In accord with longstanding administrative practice for certain Collective Bargaining Agreements which do not include retiree health plan coverage, the aforesaid rate is reduced by \$1.25 for purposes of the proration process from April 1, 2021 through December 31, 2021."

All other terms and conditions of the Southern California IBEW-NECA Active Health Plan shall remain in full force and effect.

Authorized for adoption at the meeting of the Board of Trustees of the Southern California IBEW-NECA Health Trust Fund held on February 4, 2021.

BOARD OF TRUSTEES SOUTHERN CALIFORNIA IBEW-NECA HEALTH TRUST FUND.


James Willson, Chair


Joel Barton, Secretary