

SOUTHERN CALIFORNIA PIPE TRADES HEALTH & WELFARE FUND

(Active Plan)

SUPPLEMENT No. 3

To: All Participants
From: Board of Trustees
Date: November 2019
Re: Transitioning Employee Program

KEEP THIS NOTICE WITH THE SUMMARY PLAN DESCRIPTION

The Board of Trustees has amended the Plan as follows:

The Transitioning Employee Program (“Program”) provides Employees transitioning from positions eligible for coverage under an employer-sponsored health plan the ability to participate in the Southern California Health & Welfare Plan (“Plan”) with accelerated eligibility so as to avoid a gap in coverage. The Trustees have amended the Program and clarified its application, effective November 1, 2019, as follows:

- The Program is available to two categories of Employees only: (1) apprentices of a Contributing Employer in a job classification for which contributions to the Plan are not required and who have recently advanced to a job classification requiring contributions to the Plan; and (2) Employees of an employer that recently signed a Collective Bargaining Agreement requiring contributions to the Fund.
- In order to qualify for the Program, an Employee, in either category one or two above, must have been eligible to participate in an employer-sponsored group health plan—paid for, at least in part, by the employer—immediately prior to the Employee being covered by a Collective Bargaining Agreement requiring contributions to the Plan on the Employee’s behalf.
- In addition, the Employee’s dependents will be eligible for coverage under the Program if the Employee is eligible to participate in the Program and the dependents were covered or were offered coverage under the Employee’s previous employer-sponsored health plan.

This Southern California Pipe Trades Health & Welfare 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 Trust Fund Office at (800) 595-7473. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.