

INLAND

Refrigeration & Air Conditioning

HEALTH & WELFARE TRUST FUND

SUMMARY OF MATERIAL MODIFICATIONS / NOTICE OF SAME SEX MARRIAGE RECOGNITION

Date: November 2014

To: All Plan Participants and Beneficiaries

From: Board of Trustees

Re: Notice of Same Sex Marriage Recognition Under Health & Welfare Plan

In accordance with federal regulations and guidance following the June 26, 2013 decision of the United States Supreme Court in United States v. Windsor, effective September 18, 2013 the Health & Welfare Trust Fund recognizes same sex marriages for all purposes, provided the marriage was lawfully entered into in a domestic or foreign jurisdiction (including one of the United States, the District of Columbia, a United States territory, or a foreign country) which recognized the marriage as valid. This means, for example, that a same sex marriage that was validly entered into in the “state of celebration” will be recognized by the Plan, for all purposes, even if the marriage is not recognized in the state of residence of the participant and spouse.

Any participant who may be impacted by these plan changes is encouraged to contact the Trust Fund Office for more information.

Please keep this Summary of Material Modifications and Notice with your copy of the Summary Plan Description and other important Health & Welfare Trust Fund information. Should you have any questions, contact the Trust Fund Office:



SOUTHERN CALIFORNIA PIPE TRADES ADMINISTRATIVE CORPORATION

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