



# SOUTHERN CALIFORNIA PIPE TRADES HEALTH & WELFARE FUND

## SUPPLEMENT No. 2

To: All Participants  
 From: Board of Trustees  
 Date: March 2026  
 Re: HRA Allowance Forfeiture Changes

**KEEP THIS NOTICE WITH THE SUMMARY PLAN DESCRIPTION**

Effective March 1, 2026, the Board of Trustees has amended the Plan to allow for the return of forfeited Health Reimbursement Arrangement Allowances, subject to the conditions set forth below.

In addition, previously forfeited HRA Allowances will be reinstated, subject to the conditions set forth below, if you submit a written request to the Fund office by **September 1, 2026**. This change amends the 2025 Summary Plan Description as follows:

### **SECTION**

## **6. HEALTH REIMBURSEMENT ARRANGEMENT (HRA)**

...

### **D) Forfeitures**

If no contributions have been received within 24 months, no claims have been filed for 24 months, you are not currently drawing a benefit from the Retirement Fund, and if you do not respond to a letter sent to your last known address by the Fund Office, your HRA Allowance will be forfeited to the Fund.

A forfeiture may be reversed in full, or in part, if you submit a written claim for the HRA Allowance and either:

- i) Remain actively employed under any United Association agreement or in other employment for a United Association Local or other United Association affiliated organization;
- ii) Have transitioned to a non-collectively bargained position for a signatory employer; or
- iii) Have retired through the Southern California Pipe Trades Retirement Fund.

The reinstatement of forfeited Allowances will be on a sliding scale, based on the Fund's receipt of a valid HRA Allowance reinstatement request, as follows:

- i) 100% reinstatement if the request is received within two years of April 1<sup>st</sup> of the year following the forfeiture effective date;
- ii) 66% reinstatement if the request is received within three years of April 1<sup>st</sup> of the year following the forfeiture effective date; or
- iii) 33% reinstatement if the request is received within four years of April 1<sup>st</sup> of the year following the forfeiture effective date.

Forfeited Allowances will not be reinstated more than four years after April 1<sup>st</sup> of the year following the forfeiture date. The forfeiture date is December 31<sup>st</sup> of the year prior to the HRA Response Form deadline.

This Southern California Pipe Trades Health & Welfare Fund believes this Active 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 the Active 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 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 <https://www.healthcare.gov/health-care-law-protections/grandfathered-plans/>. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

**KEEP THE FUND OFFICE INFORMED OF YOUR ADDRESS.**

If the Fund office does not have your current address, you will not be informed about important changes to your benefits and you may not receive all the benefits to which you are entitled. You can obtain a Change of Address Form from [www.scptac.org](http://www.scptac.org), or from the Fund office or your Local Union office. You may also use this QR code to complete a Change of Address Form.



You should also promptly advise the Fund office of any change in your family status, such as marriage, divorce, or death.