

Cement Masons & Plasterers Trust Funds

Physical Address 7525 SE 24th Street, Suite 200, Mercer Island, WA 98040 • Mailing Address PO Box 34203, Seattle, WA 98124
Phone (206) 441-7574 or (800) 732-1121 • Fax (206) 505-9727 • Website www.cementmasonstrust.com

Administered by
Welfare & Pension Administration Service, Inc.

May 31, 2017

**TO: All Active, Retiree and COBRA Participants and Their Dependents--
Cement Masons and Plasterers Health and Welfare Plan (the "Plan")**

RE: Summary of Material Modifications

This is a Summary of Material Modifications describing changes adopted by the Board of Trustees of the Cement Masons and Plasterers Health and Welfare Plan ("Plan"). **This information is VERY IMPORTANT to you and your Dependents.** Please read it carefully and keep it with your booklet dated April 1, 2013.

Benefits for Non-Preferred Providers

Effective February 16, 2017, the Board of Trustees amended the Plan so that the following services provided by a Non-Preferred Provider will be covered at the Preferred Provider coinsurance rate:

If you receive services from a Non-Preferred Provider, and you had no choice in the selection of the provider and did not know the provider was a Non-Preferred Provider, the Plan will pay covered expenses at the Preferred Provider coinsurance rate, which is 80% of the Allowable Charges, as determined by the Plan. Additionally, your 20% share of the coinsurance will apply to your Preferred Provider deductible and out-of-pocket maximum. Any amounts in excess of the Allowable Charges (balanced billed amounts) will not apply to your out-of-pocket maximum. You must submit proof that you had no choice in provider selection and did not know a Non-Preferred Provider would be used.

Changes to Eligibility for Retiree Medical Benefits

The rules used to determine initial eligibility for retiree medical coverage were revised to recognize that Eastern Washington participants may now participate in the Plan. If your retirement effective date is on or after March 1, 2017, you must satisfy the following requirements in order to be eligible for retiree coverage. This change does not affect participants who retired prior to March 1, 2017.

1. You must be at least 55 years of age, or under age 55 and entitled to Medicare due to disability. (Coverage for Retired Participants who are age 55 to 63 is also referred to as the Early Retiree Bridge Program); and
2. You must qualify for retirement from the Cement Masons and Plasterers Retirement Plan or the Washington-Idaho Cement Masons-Employers Retirement Plan, and no longer qualify as an Active or Associate Participant in this Plan; or if you were promoted to a position within the International Union, you must terminate all employment with the International Union; and

3. During the 60 month period immediately preceding your retirement effective date from the Cement Masons and Plasterers Retirement Plan or Washington-Idaho Cement Masons-Employers Retirement Plan (or during the 60 month period immediately preceding your promotion date to the International Union staff) you must accumulate 3,750 hours in work for which contributions are required to this Plan. If you worked under a Local 72 or 478 collective bargaining agreement, you may use hours for which contributions were required to the Washington-Idaho Cement Masons-Employers Retirement Plan to help satisfy this requirement, but only for hours worked prior to July 1, 2016. (For disabled retirees only, the 60 month recency rule will be counted from the earlier of your retirement effective date or the date Social Security determines you were disabled); and
4. You must be covered in this Plan as an Active or Associate Participant of a contributing Employer for at least 48 months during the 60 month period immediately preceding your retirement effective date from the Cement Masons and Plasterers Retirement Plan or Washington-Idaho Cement Masons-Employers Retirement Plan, or immediately preceding your promotion date to the International Union staff. For hours worked prior to July 1, 2016, if you worked under a Local 72 or 478 collective bargaining agreement that did not provide for contributions to this Plan, you will be deemed covered in this Plan for any month in which you worked 130 hours for which contributions were required to the Washington-Idaho Cement Masons-Employers Retirement Plan. COBRA payment months will not count towards accumulating the required 48 months of Active or Associate coverage; and
5. You must have group health coverage in this Plan in the month immediately preceding the month your retirement coverage begins.

To meet the eligibility requirements as outlined in (3) and (4) above, Associate participation will be calculated based on hours reported each month.

Also, disabled retirees under age 63 must exhaust COBRA continuation coverage before they will be eligible for continuation coverage as a retiree.

If you have any questions about these changes, please contact the Administration Office at 1-800-732-1121, option 4.

Sincerely,

**Board of Trustees
Cement Masons and Plasterers Health and Welfare Trust**

MRBC\Imm opetu#8
S:\Mailings\Individual Trust Fund Mailings (SMM, Benefit Changes, etc.)\F16\F16-02 - Mailings - 2017 - 05.31 - SMM - Non-Preferred Providers and Retiree Coverage.docx