

WELFARE, ANNUITY AND APPRENTICESHIP SKILL IMPROVEMENT & SAFETY FUNDS

of the

International Union of Operating Engineers

Local 15, 15A, 15B, 15C & 15D, A.F.L.-C.I.O.

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SUMMARY OF MATERIAL REDUCTION

IMPORTANT NOTICE TO RETIRED PARTICIPANTS OF THE INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 15 WELFARE FUND

Effective January 1, 2025

To all Participants and Eligible Dependents of the International Union of Operating Engineers
Local 15 Welfare Fund

This notice is a Summary of Material Reduction (“SMR”) and provides important information about your benefits under the International Union of Operating Engineers Local 15 Welfare Fund (“Retiree Welfare Fund”). Please read this notice carefully and keep it with your Retiree Welfare Fund Summary Plan Description for future reference.

CHANGES TO ELIGIBILITY RULES FOR DEPENDENT CHILDREN OF RETIREES

Effective January 1, 2025, the Fund will limit coverage of dependent children of retirees to children under age 19. This means that children ages 19-26 will no longer be eligible for coverage. **Coverage for children of active members is not changing.** An internal review of the Fund’s coverage procedures identified that, notwithstanding the fact that the Retiree Only Welfare Plan was exempt from the ACA’s requirement of covering dependent children until the age of 26, the Plan — in fact — was covering such dependent children. This change in the eligibility rule is being made since the coverage of dependent children between the ages of 19 and 26 was never intended for the Retiree Only Welfare Plan.

Any currently covered dependent child between the ages of 19 and 26 on December 31, 2024 will no longer be eligible and the dependent child’s coverage will terminate on January 1, 2025. The dependent child will have the option to continue their coverage for up to 36 months by paying COBRA premium rates.

There is one exception to this limitation. If your dependent child is disabled, the Plan will continue to cover the dependent child after they reach age 19. You will be required to provide a current written statement from the child’s physician indicating: (1) the child’s diagnoses that are the basis for the physician’s assessment that the child is currently mentally or physically disabled; (2) that the child was so disabled prior to reaching age 19; and (3) an assertion that the

child is incapable of self-sustaining employment as a result of that disability. You will also be required to provide proof that the child is dependent chiefly on you and/or your spouse for support and maintenance and is a qualified dependent for purposes of your federal tax return. Proof of the disabling condition as well as dependency must be submitted to the Fund Office prior to the child attaining age 19, or December 31, 2024, whichever is later.

All other rules regarding coverage of dependent children remain the same. Coverage of dependent children is limited to your biological or adopted child, your step child, or a child covered by the Plan pursuant to a Qualified Medical Child Support Order. Spouses and children of your dependent children (your grandchildren) are not eligible for coverage under the Plan.

Please note that these changes will not affect the status of child dependents of active participants.

As always, the Board of Trustees remains committed to providing the best possible Health and Welfare benefits for all of our members. If you have any questions regarding these benefit modifications or any of your benefits, please contact the Fund Office at (212) 255-7657.

Sincerely,

Board of Trustees of the International Union of Operating Engineers Local 15 Welfare Fund

This summary of material modifications (“SMM”) is intended to provide you with an easy-to-understand description of certain changes to the IUOE Local 15 Welfare Fund program of benefits (the “Plan”). While every effort has been made to make this description as complete and as accurate as possible, this SMM, of course, cannot contain a full restatement of the terms and provisions of the Plan. Except to the extent that this SMM modifies the Plan, if any conflict should arise between this summary and the Plan, or if any point is not discussed in this SMM or is only partially discussed, the terms of the Plan will govern in all cases.

The Board of Trustees (or its duly authorized designee), reserves the right, in its sole and absolute discretion, to amend, modify or terminate the Plan, or any benefits provided under the Plan, in whole or in part, at any time and for any reason, in accordance with the applicable amendment procedures established under the Plan and the Agreement and Declaration of Trust establishing the Plan (the “Trust Agreement”). The Trust Agreement and the full Plan documents are at the Fund Office and may be inspected by you free of charge during normal business hours. No individual other than the Board of Trustees (or its duly authorized designee) has any authority to interpret the Plan documents, make any promises to you about benefits under the Plan, or to change any provision of the Plan. Only the Board of Trustees (or its duly authorized designee) has the exclusive right and power, in its sole and absolute discretion, to interpret the terms of the Plan and decide all matters, legal and/or factual, arising under the Plan.

You should keep this Notice together with your Summary Plan Description at all times. The two documents should be read together for an accurate depiction of your current health plan benefits.

ERISA Information

Plan Sponsor: Board of Trustees of the International Operating Engineers Union Local 15 Welfare Fund

Sponsor’s EIN #: 13-6694320

Plan Number: 501

Plan Year: January 1 – December 31