

SUMMARY OF MATERIAL MODIFICATIONS

Notice of Changes to the

METAL TRADES BRANCH LOCAL 638 WELFARE FUND

This document is a Summary of Material Modifications (“SMM”) intended to notify you of important updates, effective January 1, 2025, to the Summary Plan Description (“SPD”) and the Summary of Benefits and Coverage (“SBC”) concerning your participation in the Metal Trades Branch Local 638 Welfare Fund (the “Welfare Fund”) plan of benefits. You should take the time to read this SMM carefully and keep it with your copy of the SPD and the SBC. If you have any questions regarding these changes, please contact the Fund Office at (212) 465-8888, Option 4.

This SMM outlines changes to the Plan effective January 1, 2025. Please note Anthem will issue new identification cards for you and your qualifying dependents prior to the end of 2024.

Vision Benefits

Effective January 1, 2025, the annual vision care benefit will increase from \$300 to \$400.

Please note the date of service or purchase must be on or after January 1, 2025, in order to qualify for the new \$400 maximum benefit. If you submit a benefit application on or after January 1, 2025, for services rendered or purchases made *prior to* January 1, 2025, the \$300 maximum will apply.

Dental and Orthodontic Benefits

Effective January 1, 2025, the lifetime maximum benefit for orthodontic treatment will increase from \$3,000 to \$4,000. Please note this new maximum benefit applies to covered individuals receiving orthodontic treatment on or after January 1, 2025. If you or your qualified dependent(s) began receiving orthodontic treatment prior to January 1, 2025, your lifetime maximum benefit will remain at \$3,000.

Effective January 1, 2025, the annual maximum benefit for all other covered dental expenses will increase from \$3,000 to \$4,000.

Co-Payment and Deductible Increases

The Trustees must be mindful of containing health care costs through effective plan design and allocate your contributions to the funds as prudently as possible. Effective January 1, 2025, the following copayments will increase:

- **Provider Office and Clinic Visits:** Co-payments for all provider office and clinic visits will increase to \$30. Office and clinic visits include specialists, chiropractors, cardiac rehabilitation, physical therapy, speech therapy, vision therapy and mental health/alcohol and substance abuse treatment.
Please note the copayments for office and clinic visits have not increased in over twelve years.
- **Urgent Care:** Co-payments for urgent care visits will increase to \$50.
 - It is important to consider the appropriate place of service for care. Please note urgent care facilities cost the Plan as much as three times the cost of a primary care physician office visit.



- **Emergency Room:** Co-payments for emergency room visits for Active Members and Non-Medicare Retirees will increase from \$100 to \$200.
 - o Please note an emergency room co-payment will be waived if you are admitted to the hospital within 24 hours.

Effective January 1, 2025, the MetLife Preferred Dentist Program (PDP) deductible amount for Non-Network Providers will increase as follows:

- Individual: The MetLife PDP deductible amount for individuals will increase from \$100 to \$250.
- Family: The MetLife PDP deductible amount for families will increase from \$200 to \$500.
- Please note the MetLife PDP deductible for In-Network Providers remains \$0.00 for individuals and families. You and your qualifying dependents are encouraged to seek care from the Plan’s Network Providers.

Suspension of Lifetime Coverage

The Plan is not liable for fraudulent claims. In the event you or your spouse submit a fraudulent claim to the Plan, or submit a claim based on a misstatement of fact, you will be financially responsible for the costs incurred by Plan as a result of the fraud or misstatement and you and/or your spouse’s Lifetime Health Coverage shall be suspended until the Plan is repaid. For example, if you fail to notify the Fund Office of your divorce and the Plan pays a claim submitted by your former spouse after your date of divorce, your Lifetime Health Coverage will be suspended until you repay the Plan for all of the costs associated with such fraudulent claim.

THE BOARD OF TRUSTEES OF THE METAL TRADES BRANCH LOCAL 638 WELFARE FUND	
<u>EMPLOYER TRUSTEES</u>	<u>EMPLOYEE TRUSTEES</u>
Shane McMorrow	Robert J. Bartels, Jr.
Scott Berger	Sean Dolan
Anthony Saporito	Cliff Johnsen
Daniel Steffen	Brian Kearney, Jr.

This SMM is intended to provide you with an easy-to-understand description of certain changes to the Metal Trades Branch Local 638 Welfare Fund plan 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. If any conflict should arise between this SMM 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 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 is available upon request at the above address and may be inspected by you free of charge during normal business hours.

No individual other than the Board of Trustees 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 has the exclusive right and power, in its sole and absolute discretion, to interpret the terms of the Plan and decide all matters arising under the Plan.