

AMENDMENT NO. 6
TO THE
SUMMARY PLAN DESCRIPTION
OF THE
SOUTHERN CALIFORNIA IBEW-NECA HEALTH TRUST FUND
ACTIVE HEALTH PLAN
(as Restated July 1, 2022)

This Amendment to the Southern California IBEW-NECA Health Trust Fund, Active Health Plan Summary Plan Description ("SPD") (restated as of July 1, 2022, as amended) is made by the Board of Trustees of the Southern California IBEW-NECA Health Trust Fund ("Board of Trustees") with reference to the following facts and circumstances:

- A. The Board of Trustees wishes to amend the SPD to expand the provision regarding reciprocal contributions received by this Plan more than three (3) calendar months from the close of the month in which the hours were worked.
- B. The Board of Trustees wishes to amend the SPD to add Section 4.15, Buy-Up Provision (Self-Payment). The Buy-up Provision will be effective January 2025 work month (May 2025 eligibility month).
- C. The Board of Trustees has reserved to themselves the ability to amend the SPD from time to time.

NOW THEREFORE, effective **January 1, 2025**, the SPD is amended as follows:

- 1. Article 4, **Eligibility and General Plan Provision**, Section 4.4, I.O. Health Reciprocal Agreement and Proration Under Certain Collective Bargaining Agreements is restated as follows:

4.4 I.O. Health Reciprocal Agreement and Proration Under Certain Collective Bargaining Agreements

It is recognized that some Participants fail to qualify for Health coverage because they travel out of the geographic area covered by the Plan. In accordance with national I.O. Guidelines, contributions received from another Health Fund that participates in the I.O. Health Reciprocity Agreement will be credited to the Employee as hours worked. To be eligible for this reciprocity program you must have:

- 1) been eligible under this Plan within six (6) years of the first work month included in the contribution transfer or;
- 2) be a newly organized member of I.B.E.W. Local 11 prior to the date of contribution transfer or;

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3) moved your ticket to I.B.E.W. Local 11 prior to the date of contribution transfer.

When the hourly rate of contributions being transferred to this Plan is less than the hourly rate of contributions paid directly to this Plan under the Inside Wireman's collective bargaining agreement in effect at the time of the contributions transfer, the hours credited to you under this Plan will be prorated in accord with the example shown below. The same method of proration shall apply to provisions in CBAs calling for contributions lower than the standard rate. The Administrative Office can advise you of CBAs subject to this provision.

For example, if a Participant works 150 hours in a reciprocal area where the hourly Health contribution rate is \$9.55, and the Employee designates Local 11 as the Home Fund, with a current hourly Health contribution rate of \$13.64 (Inside Wireman's Agreement of \$15.09 minus the contribution towards the Health Reimbursement Arrangement Account and Supplemental Unemployment Benefit Plan) the hours would be prorated as follows:

Participating local rate \$9.55/ Home local rate \$13.64 = 65.2913%

150 hours x 65.2913% = 97.94 credited Health hours.

Note: There are periodic changes in the employer contribution rate. Check with the Administrative Office for the current rate for your reciprocal area and for the current home local rate.

All reciprocal Contributions received by this Plan more than three (3) calendar months from the close of the month in which the hours were actually worked shall be credited as Hours Worked three (3) calendar months prior to the month in which the Contributions are received rather than the month in which the hours are worked. However, the hours will be applied to:

A. The month in which the hours were actually worked if doing so would provide eligibility by work hours for a month for which a COBRA continuation of coverage payment was made and that COBRA continuation payment shall be refunded.

OR

B. To the current eligibility month if doing so will provide immediate eligibility and is requested by the Participant in writing.

Example: Hours Worked in January and received in April would be credited as worked in January. Hours Worked in January and received in May would be credited as worked in February.

In accord with longstanding administrative practice for certain Collective Bargaining Agreements which do not include retiree health plan coverage, the

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Inside Wireman's Agreement contribution rate is reduced by the then existing hourly contribution for retiree coverage as allocated by the Union.

2. The following section is added to Article 4, **Eligibility and General Plan Provisions** effective January 2025 work month (May 2025 eligibility month).

4.15 Buy-Up Provision (Self-Payment)

Buy-Up provision (self-payment) allows participants to self-pay for short hours to maintain eligibility for health coverage. Participants who do not have the health hours required under this Health Plan to meet eligibility even with the Hours Bank Reserve, can make up to three (3) consecutive monthly self-payments to cover the difference between your health hours and the number of hours needed to satisfy the eligibility requirement.

The Buy-Up provision is subject to the following rules and conditions:

1. **Eligibility for Buy-Up Period:**
 - a. The Buy-up option is only available if the participant was eligible for coverage in the preceding month (i.e. was previously eligible for coverage).
 - b. Participant must have a minimum of 100 health hours (after proration) reported and paid on their behalf in the Buy-Up month and does not have enough hours in the Hours Bank Reserve to qualify for coverage (i.e., the Hours Bank Reserve is exhausted before calculating the short hours).
 - c. Participant may Buy-Up hours for up to three (3) consecutive months in a rolling 12-month period. The three (3) consecutive months begin when the participant first becomes eligible for the Buy-Up benefit. The participant may only buy the short hours that month, no additional hours will be allowed.

Example 1: Participant buys-up in January, February and March: Participant is eligible for buy-up again the following January.

Example 2: Participant buys-up in October and November, chooses not to buy-up for December (or has sufficient health hours for December eligibility such that the buy-up is not necessary): The Participant receives only two buy-up months and is not eligible for buy-up again until the following October.

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Example 3: Participant is eligible for the buy-up in April and doesn't buy-up the short hours for April: Participant is not eligible for the buy-up again until the following April.

- d. A Participant who reciprocates a minimum of 100 health hours (after proration) to the Southern California IBEW-NECA Health Trust Fund in the Buy-Up month and does not have enough hours in their Hours Bank Reserve to qualify for coverage (i.e., the Hours Bank Reserve is exhausted before calculating the short hours) may have the ability to buy up to 60 health hours in one month in a rolling 12-month period if doing so will help achieve eligibility.
- e. The total maximum a Participant may buy-up in a rolling 12-month period is 60 health hours.

2. **Calculation and Payment of Buy-Up:**

The following applies to the calculation and payment of the Buy-up option:

- a. The Participant's self-payment to Buy-Up the short hours is calculated using the current Inside Wireman health contribution rate (excluding Health Reimbursement Arrangement Account and Supplemental Unemployment Benefit Plan) at the time of the Buy-up or the Alternate Kaiser Permanente Plan rate (excluding Health Reimbursement Arrangement Account), if applicable, times the number of hours needed for eligibility.

Example: A participant works 110 hours (and has no Hours Bank Reserve) and needs an additional 10 hours to qualify. The self-payment is 10 hours X \$13.64 = \$136.40.

- b. The minimum a participant may buy-up is one whole hour (i.e. no fraction of an hour will be permitted).
- c. The due date for Buy-Up self-payment is the last day of the eligibility month for which the payment is being made. Benefits will not become effective until buy-up self-payment is received. Participants may use their HRA account to pay for the Buy-Up self-payment.
- d. A Buy-up payment shall be refunded for month in which late reciprocal hours or delinquent contributions credited to the Hours Bank Reserve and those hours provide eligibility by work hours for a month for which a Buy-Up payment was made.

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3. Exclusions:

A Participant is not eligible for the buy-up option if:

- a. Receiving a pension from the Southern California IBEW-NECA Pension Plan;
- b. Classified as a Designated Working Member;
- c. Employed by an employer and permitted to receive increased wages in lieu of health coverage;
- d. Declined to reciprocate contributions to the Southern California IBEW-NECA Health Trust Fund while employed by an Employer that contributes to a trust fund or fund that is signatory to the International Reciprocal Agreement;
- e. Eligibility is terminated due to Non-Covered Electrical Employment.

3. Article 7, Health Reimbursement Arrangement, Section 7.2, Loss of Eligibility is restated as follows:

Once a Participant and/or eligible dependent ceases to be eligible under the Active Health Plan, no subsequently incurred expenses may be reimbursed until you regain eligibility. However, you may use funds in your HRA account to pay COBRA premiums, retiree self-payments, or to pay for the Buy-Up self-payment option (if applicable). Spouses ceasing eligibility due to divorce or dependents due to age lose all rights to HRA reimbursement and may not use any HRA account balance of a Participant for COBRA premiums because the HRA account is always held by the Participant. A deceased Participant's rights pass to eligible dependents at the time of death (See Article 7.5 COBRA Continuation Coverage).

All other terms and conditions of the Summary Plan Description and Plan, shall remain in full force and effect.

Executed this 5 day of Dec 2024 at Pasadena, California.

BOARD OF TRUSTEES
SOUTHERN CALIFORNIA IBEW-NECA HEALTH TRUST FUND

By:  _____

Chairman – Eric Cartier

By:  _____

Secretary – Robert Corona