

N.E.C.A. LOCAL UNION NO. 313 I.B.E.W.

BENEFIT FUNDS

Fund Office: Zenith American Solutions, Administrator, Rockwood Office Park, 501 Carr Road, Suite 220, Wilmington, DE 19809
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December 2021

RE: Summary of Material Modifications Notice
NECA Local 313 IBEW Health & Welfare Fund
NECA Local 313 IBEW Pension Fund

Dear Participant:

This notice is to advise you of recent Plan changes adopted by the Trustees with regard to the NECA Local 313 IBEW Health & Welfare and Pension Funds ("Funds").

Health & Welfare Fund

1. Allergy Testing

Effective November 1, 2020, allergy testing became a covered benefit, subject to the existing \$35 annual family deductible for diagnostic tests and imaging.

2. Behavioral Health and Dermatology Services via Teladoc

Effective September 1, 2020, behavioral health and dermatology virtual visits are available via telephone or video call. For each virtual visit, a \$10 copayment is required. Behavioral health Therapist, Psychologist, and Psychiatrist appointments are available for covered participants age 18 and older.

3. Medical Reimbursement Allowance (MRA)

Effective for MRA claims received by the Plan on or after May 1, 2021, the time limitation for submitting claims increased from 12 months to 24 months.

The Trustees have voted to continue the \$1,000 annual MRA for 2022. The Fund will continue to consider reimbursement from the MRA of any expense that is defined by the Internal Revenue Service as an allowable medical expense except for medical copayments. Prescription drug copayments remain reimbursable from the MRA.

4. Pre-Medicare Retiree Self-Pay Rate

Effective December 1, 2021, the rate required to maintain coverage as a retiree for pre-Medicare retiree coverage increased to \$1,362.00 per month, consistent with the increase in the hourly contribution rate for active members. There is no change in the monthly self-pay required for retirees eligible for Medicare.

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Pension Fund

1. Future Service Accrual Rate

For pensions that begin on or after January 1, 2021, the Future Service Accrual Rate will be \$115 per service credit. The existing Plan “rate break” provisions will still apply subject to the Plan modification noted below, including a minimum requirement of 200 work hours in Covered Employment in 2020 for this benefit rate to apply for benefit accruals earned prior to January 1, 2021.

If a Participant has a Separation from Service and subsequently returns to Covered Employment, the portion of his pension attributable to Covered Employment prior to the initial Separation from Service and the portion of his pension attributable to Covered Employment after the return to Covered Employment will be computed using the benefit rates in effect at the time of the Participant’s subsequent Separation from Service if such Participant accrues at least 1,600 Hours of Service in each of three separate consecutive rolling twelve (12) month periods, with no overlap.

2. Retiree Increase

For pensioners and surviving spouses whose pension started before December 31, 2020 (and the pension is still in pay status as of November 1, 2021), monthly pension amounts increased by 10% effective with the check issued on January 1, 2021. For pensions that are still in pay status as of December 1, 2021, a retroactive, one-time payment representing the 10% increase was also made for the period January 1, 2021 through November 1, 2021.

If you have any questions about these changes, please don’t hesitate to contact the Fund Office.

Sincerely,

THE BOARD OF TRUSTEES

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