

PIPE TRADES INDUSTRY HEALTH & WELFARE PLAN
NOTICE TO PLAN PARTICIPANTS

Summary of Material Modification

This Summary of Material Modification (SMM) is provided to inform you of important changes to the Pipe Trades Industry Health and Welfare Plan (the “Plan”). Please take the time to read this notice carefully and keep it with your records. The Plan document provides that the Board of Trustees has the right to amend the Plan for the best interests of the Plan participants and beneficiaries. The Trustees have made the following changes to the Plan.

Prescription Drug Benefits

Effective January 1, 2020, the Plan has been amended to clarify certain prescription drug benefits. This notice serves as a reminder that any in-network, out-of-pocket prescription expense will not be included in or accrue towards your Out-of-Pocket Maximum or your Deductible.

Additionally, specialty drugs require prior authorization through the Clinical Department of the Pharmacy Benefit Manager, Sav-Rx. If approved, specialty drugs are limited to no more than a 30-day supply. Some specialty drugs are included in the Sav-Rx High Impact Advocacy Program. This program manages the use of selected specialty medications to reduce or eliminate the out-of-pocket expense, as well as reducing the cost to the Fund. Your prescription will be filled at the Sav-Rx Specialty Pharmacy and Sav-Rx will facilitate the enrollment into a manufacturer sponsored coupon program, if available.

Wig Benefit

Effective October 1, 2019, the Plan will begin covering wigs if prescribed by a physician as a prosthetic for hair loss due to the following injuries or diseases, or due to treatment of the following diseases:

- Burns resulting in permanent alopecia;
- Lupus;
- Alopecia areata, alopecia totalis, alopecia universalis;
- Fungal infections not responding to a course of anti-fungal treatment resulting in near or complete cranial hair loss;
- Chemotherapy;
- Radiation therapy.

If you are being treated for one of these conditions, the Plan will cover up to two wigs per year. A wig or hairpiece for the diagnosis of androgenetic alopecia (male pattern baldness) is not covered on the basis that this is not considered to be a medical diagnosis.

Prior to this change, the Plan did not cover wigs for any reason.

Please keep this notice with your Summary Plan Description booklet and if you have any questions regarding this change, please contact the Plan’s administrative office.

Sincerely,

BOARD OF TRUSTEES

Statement Regarding Status as a Grandfathered Health Plan

This group health plan believes this plan is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that your plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the Plan Administrator. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.