

WELFARE & PENSION FUNDS, ANNUITY FUND, VACATION FUND, APPRENTICESHIP, SKILL IMPROVEMENT & SAFETY FUND

of the

International Union of Operating Engineers

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

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IMPORTANT REMINDERS TO ALL RETIREES:

1. The Plan requires members and participants to immediately furnish in writing any information that may affect your eligibility for coverage or the Fund Office's ability to properly administer you and your family's benefits. This would include but is not limited to a member or participants change in marital status or insurance status. If a retired member returns to work, you must notify the Fund office and Central Pension Fund of the date of your reemployment. Additionally, you must notify both the Fund office and Central Pension Fund when you cease to be actively employed.
2. Be advised that the Summary of Benefit Coverage (SBC) is available on the Funds website, www.iuoe15funds.org . If you would like the Fund to mail a copy of the SBC to you, please do not hesitate to contact the Welfare Fund office at 212-255-7657.
3. Prior approval must be obtained annually prior to beginning or continuing treatment for any and all Mental Health and Substance Abuse benefits.

Plan Changes for Pension Members and their eligible dependents who are not Eligible for Medicare

In order for the Welfare Fund to manage rising prescription costs the following plan changes have been made:

1. As of January 16, 2015 quantity and age limits are in effect for certain medications, such as ED, ADHD and Dermatological medications.
2. As of September 2014 Specialty and Compound medications required prior approval.
3. As of January 1, 2015, members will be able to fill two (2) 1-30 day supply of maintenance medication at pharmacies. After the second fill, members will need to fill a 90 day supply at CVS pharmacies and/or mail order pharmacies.

Women's Health and Cancer Rights Act

The Women's Health and Cancer Rights Act (the "Act"), provides that any group health plan or health insurance issuer that provides medical and surgical benefits with respect to a mastectomy must also provide coverage for reconstructive surgery following the mastectomy. Specifically, if a participant or beneficiary is receiving benefits in connection with a mastectomy, the plan must also provide coverage for:

- reconstruction of the breast on which the mastectomy was performed;
- surgery and reconstruction of the other breast to produce a symmetrical appearance; and
- prostheses and physical complications at all stages of mastectomy, including lymphedemas.

This coverage is subject to all of the Fund's rules regarding benefits, including the Fund's annual deductibles and coinsurance provisions.

Please note that this Fund already provides coverage for the items listed above and did so prior to the enactment of the Act and will continue to provide such coverage. Nonetheless, federal law requires the Fund to notify you of this coverage.

Note: If you return to work and qualify for Active coverage, the terms of the Active participant's plan will become applicable. Under the Active Plan, the Welfare Fund Trustees believe the Active 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 the 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 at 212-255-7657. 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.

If you have any questions regarding this information or your coverage under the Plan please contact the Fund Office at 212-255-7657.

Wishing you and your family peace and good health during the holiday season and in the coming year.

The Trustees of the Welfare Fund