

**SUMMARY OF MATERIAL MODIFICATION  
TO THE PLAN OF BENEFITS  
OF  
ROOFERS LOCAL NO. 74/NO. 203 WELFARE TRUST FUND  
(July 1, 2014)**

A. General. This is a summary of material modification regarding the Plan of Benefits, Roofers Local No. 74/No. 203 Welfare Trust Fund (the “Plan”). This summary of material modification supplements the Summary Plan Description (the “SPD”) previously provided to you. You should retain this document with your copy of the SPD.

B. Sponsor Information. The legal name, address and federal employer identification number of the Sponsor are:

Board of Trustees  
Roofers Local No. 74/No. 203 Welfare Trust Fund  
2800 Clinton Street  
West Seneca, New York 14224  
(716) 828-0488

EIN: 16-0836163

C. Summary Description of Modifications. The Board of Trustees has amended the Plan, effective July 1, 2014, as follows:

**Medical Reimbursement Benefit**

The Affordable Care Act prohibits “stand-alone” health care accounts. Stand-alone health care accounts are accounts that provide medical reimbursement benefits without being offered in connection with group health insurance.

Therefore, beginning July 1, 2014, you will not be entitled to medical reimbursement benefits under your Medical Reimbursement Account unless you are enrolled in health insurance coverage through the Roofers 74/203 Plan or through your spouse’s or parent’s employer.

If you are enrolled in your spouse’s or parent’s plan, that plan must provide “Minimum Value.” A health plan provides Minimum Value if the health plan’s share of the total allowed cost of benefits is at least 60 percent (i.e., has an actuarial value of at least 60 percent). If you do not enroll in coverage under the Plan, you will be eligible to use your Health Care Account only if you present your enrollment card in your spouse’s or parent’s group health plan and provide a copy of that plan’s Summary of Benefits and Coverage (SBC) indicating that it meets the Minimum Value standard.

Any Employer contributions that were credited to your Medical Reimbursement Account prior to December 31, 2013 are “grandfathered” and may continue to be used as before.

Under the new law, if you have any balance in your Medical Reimbursement Account, you are prohibited from receiving a premium assistance tax credit to purchase health insurance coverage

through the new health insurance Marketplace. You may wish to forfeit the Medical Reimbursement Benefit under your Account if the premium assistance tax credit is more valuable. You will have the option upon your retirement to permanently opt out of the Medical Reimbursement Benefit. If you opt out of Medical Reimbursement coverage at retirement your entire Medical Reimbursement Account will be forfeited.

Please note that health insurance coverage under Tricare, Indian Health Services, Medicare, or Medicaid is not considered group health insurance.

### **COBRA Premiums**

If you lose health coverage under circumstances entitling you to elect COBRA coverage under the Plan, you may apply your Medical Reimbursement Account to the payment of monthly COBRA premiums until you have exhausted your Account. You can then continue COBRA coverage for the allowable period of time on a self-pay basis.

### **Chiropractic/ Massage Therapy Benefits**

Chiropractic and massage therapy benefits will be subject to a combined limit of 40 visits per calendar year. There is no longer a dollar limit on these benefits provided that charges are Reasonable and Customary as defined in the SPD.

### **Children's Vision Benefit**

Dependent children under age 19 will be entitled to one pair of glasses or contacts, and one vision exam each year, subject to a total vision benefit of \$150 per calendar year.

### **Children's Dental Benefit**

The Plan will cover 80% of the cost of one routine exam, x-rays and cleaning every six months for dependent children under age 19, subject to a total dental benefit of \$1,000 per calendar year. Orthodontic and cosmetic dental work are excluded from coverage.

You have the option to opt out of dental and vision coverage upon written notice to the Fund Administrator at any time.

Please contact Bernie Magney, Fund Administrator, if you have any questions.