

December, 2009

Dear Participants:

This notice is to advise you of important plan changes regarding the Iron Workers Welfare Plan of Western Pennsylvania.

All changes are effective January 1, 2010.

**Changes regarding the Iron Workers Welfare Plan  
Affecting Active and Retired Participants**

- For members of former Local Union No. 772 entitled to the retiree death benefit, the amount in effect on January 1, 2010, will be reduced from \$10,000 to \$7,500.
- For members of former Local Union No. 772 entitled to the Retiree Health Insurance Reimbursement Benefit, the amounts will increase effective January 1, 2010 from \$270/month/single and \$540/month/family to \$400/month/single and \$800/month/family.

**Changes regarding the Iron Workers Welfare Plan  
Affecting Active Participants**

- For members of former Local Union No. 772, the current contribution of .80 cents per hour under the welfare plan for the supplemental medical benefit (“cash bank”) will be eliminated effective January 1, 2010.
- For members eligible for benefits under the Welfare Plan, the weekly accident and sickness benefit for members of former Local Union No. 772 will be increased from \$375 per week to \$425 per week, effective January 1, 2010.
- For all retirements after January 1, 2010, members eligible for the Retiree Health Insurance Reimbursement Benefit will receive this benefit to the earlier of reaching age 65 or 10 years. The spouse (if younger than the member), is entitled to this benefit until the later of the member’s reimbursement period or 5 years. The spouse (if older than the member), is entitled to this benefit until the earlier of the member’s reimbursement period or age 65.
  - For retirements after January 1, 2011, the member will receive this benefit for the earlier of reaching age 65 or 9 years.
  - For retirements after January 1, 2012, the member will receive this benefit for the earlier of reaching age 65 or 8 years.
  - For retirements after January 1, 2013, the member will receive this benefit for the earlier of reaching age 65 or 7 years.

- For retirements after January 1, 2014, the member will receive this benefit for the earlier of reaching age 65 or 6 years.
- For retirements after January 1, 2015, the member will receive this benefit for the earlier of reaching age 65 or 5 years.
- Changes to the Eligibility Provisions
  - For Initial Eligibility, not including the Metal Building Group, you must earn the equivalent of 3 months of coverage at the High Plan family rate within a 12 month period in order to become eligible for coverage. Your coverage will begin on the first day of the month after your Value Bank has been credited with sufficient contributions to satisfy the initial eligibility requirements. Any amounts credited to the Value Bank prior to the 12-month look-back period will be forfeited.
  - For Initial Eligibility for the Metal Building Group, you must earn the equivalent of 3 months of coverage within a 12 month period in order to become eligible for coverage. Your coverage will begin on the first day of the month after your Value Bank has been credited with sufficient contributions to satisfy the initial eligibility requirements. Any amounts credited to the Value Bank prior to the 12-month look-back period will be forfeited.
  - Benefits will be provided through Value Bank deductions once you are eligible to participate. An amount equal to one month's coverage, based on your benefit election, will be deducted from your value bank. The cost of coverage will include medical, prescription drugs, MAP, and administrative expenses. Life insurance and disability coverage will be provided to you at no charge only if your premiums are paid in full directly from your Value Bank. If you self-pay, you have the option of adding life insurance and disability at an additional cost.
  - You will be able to maintain your eligibility for benefits by making self-payments, if you do not have enough in your Value Bank to cover the cost of monthly coverage. If you make a full or partial self payment, the life insurance and disability benefit will not be provided free. You have the option of making an election to purchase life insurance and disability at the time of your self payment. You may continue to make self-payments to maintain coverage as long as your Value Bank is credited with at least 3 months of the cost of the premium coverage you have elected in a rolling 12-month period.
  - Once you lose eligibility, you must meet the initial eligibility requirements in order to reinstate your coverage. If there is a balance in the Value Bank at the time of termination of coverage, this balance can be used to satisfy the reinstatement of eligibility requirement. Once you are reinstated, you will have full and complete use of the existing balance.
  - If you are eligible to participate in the Plan and elect to work for a political subdivision, a signatory employer in a management role or the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, your

- A political subdivision includes a municipality, water authority, board of education or other public entity within the geographic jurisdiction of the Union, in employment of the type covered under a collective bargaining agreement with a contributing employer.
- Proof of insurance through a separate collective bargaining agreement or a letter from the employer must be submitted to the Plan Office for verification.
- If your eligibility was suspended due to your employment status as defined above, you can be reinstated into the Plan for benefit coverage and for Value Bank reimbursement purposes on the first day of the month after your eligibility for coverage is lost in the health plan with the other entity.
  - Proof of termination of insurance must be submitted to the Plan for verification.
- If you are unable to work because of a certified disability, your Value Bank will be credited for each full week of disability. Your Value Bank will be credited by taking your current monthly premium divided by 4.33.
- If a member dies while eligible under the Welfare Plan, the surviving spouse and eligible dependent children will be credited with 6 full months of the required premium to maintain existing coverage. The remaining Value Bank may be utilized to either extend coverage beyond the 6 months or be used for reimbursement of out of pocket medical and prescription drug expenses.
- If a member dies while his Value Bank is frozen, the surviving spouse and eligible dependent children will be able to utilize the Value Bank for benefit coverage and reimbursement purposes beginning on the first day of the month after termination of coverage in the health plan with the other entity.
  - Proof of death and termination of insurance must be submitted to the Plan Office for verification.

If you have any questions regarding these changes, please contact the Plan Office.

Iron Workers Welfare Plan  
of Western Pennsylvania