



Welfare, Pension and Annuity Funds

THE SHEET METAL WORKERS' LOCAL NO. 73 WELFARE FUND

PLAN A FOR ACTIVE MEMBERS

PLAN C (BARGAINED) FOR ACTIVE MEMBERS

PLAN FOR RETIRED MEMBERS

Notice of Important Changes to the Plans

December 3, 2021

Dear Participant:

The Board of Trustees of the Sheet Metal Workers' Local No. 73 Welfare Fund Plan A for Active Members ("Plan A"), the Plan C (Bargained) for Active Members ("Plan C (Bargained)") and the Plan for Retired Members ("Retiree Plan") (collectively, the "Plans") is providing this Notice to make you aware of changes to your benefits under the Plans. Please read this Notice carefully. The changes are all effective as of February 1, 2022.

EXCLUSION OF COVERAGE OF GENE THERAPY

The Plans are amended to clarify that all gene therapy treatments, including gene therapy prescription drugs regardless of where such drugs are administered, are excluded from coverage.

LOSS OF GRANDFATHERED STATUS

As a result of clarifying that gene therapy treatments and prescription drugs are excluded from coverage, the Plans will lose grandfathered plan status. Consequently, except as provided below, the Plans are amended to comply with the requirements of the Affordable Care Act ("ACA") for non-grandfathered plans as follows:

- Removal of the Plans' statement of grandfathered status.
- The Plans will now cover preventive care services (including preventive care immunizations) in-network at 100% without any cost sharing, which will replace any immunizations covered under the Plans' existing Wellness Benefit. Such preventive care services include, but are not limited to, the following: cholesterol screening, certain immunizations, certain cancer screenings, certain STD screenings, depression screenings, contraceptives for women, well-woman, well-baby and well-child visits, breastfeeding support and counseling, autism screening for children at 18 and 24 months, and vision screening for children. A full list of the preventive services for all adults, women and children can be found at <https://www.healthcare.gov/coverage/preventive-care-benefits/>.
- The Plans will now include the ACA patient protections, including coverage of out-of-network emergency room services at in-network rates.
- The Plans will now cover routine patient costs as part of approved clinical trials.
- The Plans will comply with the ACA's enhanced internal claims and appeals procedures and offer external review for final adverse benefit determinations that involve medical judgment or a rescission of coverage.

Note that with respect to the Retiree Plan, the changes required due to loss of grandfathered status will not apply to any Medicare eligible retirees since those individuals receive their medical coverage from the Sheet Metal Workers' National Health Fund (SMW+).

Because some of these changes impact the Plans' Summary of Benefits and Coverage (SBC), we have updated the SBC for the Plans, effective as of February 1, 2022 and have posted them on the Funds' website at <https://www.sm73funds.org/news/>. A copy of your relevant SBC will also be mailed to you separately.

QUESTIONS?

If you have any questions about these changes or the information in this Notice, please call a Customer Service Representative at 708-449-7373, ext. 3.

Sincerely,

The Board of Trustees

This announcement serves as a Summary of Material Modifications (SMM) for the Sheet Metal Workers' Local No. 73 Welfare Fund Plan A For Active Members, Plan C (Bargained) for Active Members and the Plan for Retired Members. Full details are contained in the documents that establish the Plans' provisions. If there is a discrepancy between the wording here and the documents that establish the Plans, the document language will govern. Please keep this SMM with your Summary Plan Description (SPD) for future reference.