

# Amendment No. 7 to the 2020 Summary Plan Description and Plan Document of the NECA-IBEW Welfare Trust Fund

WHEREAS, the Board of Trustees of the NECA-IBEW Welfare Trust Fund (“Fund”) may, pursuant to the terms of the Summary Plan Description and Plan Document (“SPD”), amend to SPD;

WHEREAS, the Board of Trustees desires to amend the Plan as set forth below:

1. Effective January 1, 2023, section of the SPD entitled “Voluntary Hours Donation Program Catastrophic Illness or Injury” shall be amended to read as follows:

## **Voluntary Hours Donation Program Catastrophic Illness or Injury**

Participants may voluntarily donate up to 25% of the number of accumulated hours in the donating Participant's bank as of the date of donation. The program is to give Participants the opportunity to help fellow Participants keep their health insurance in force if they are unable to work because of a catastrophic illness or injury to the Participant or the Participant's Immediate Family. For purposes of this provision, “Immediate Family” includes a spouse, child, step child, adopted child, or parent. There is no limitation on the number of times per year the Participant may donate hours.

In order to help a fellow Participant's family, the program also permits Participants to donate hours in the event of a Participant's death; provided the deceased Participant was eligible for coverage at the time of his/her death.

The program is as follows:


- A donating Participant is limited to 25% of the number of accumulated hours in the donating Participant's hour bank as of the date of the donation;
- Donation must be in full hours;
- The donating Participant must sign the Hours Transfer Form provided by the Fund Administrator. The form will indicate the number of hours to be donated and to whom;
- No Participant may withdraw time donated;
- The catastrophic illness or injury of the Participant or a member of the receiving Participant's Immediate Family or death of the Participant will be verified by the Fund Administrator;

- Hours not used by the receiving Participant will remain in the receiving Participant's hours bank upon his or her return to work. Hours not used by Dependents in the event of a Participant's death shall be forfeited;
- Retirees may donate hours contributions by completing the Hours Transfer Form and submitting the form to the Fund Office;
- A beneficiary of hours may be (i) a Participant who is currently separated from active employment because of the Participant's or Participant's Immediate Family member's catastrophic Illness or Injury and who is not actively accumulating or contributing hours of employment to the Fund, or (ii) the eligible Dependent(s) of a deceased Participant if hours are donated in the event of the Participant's death;
- The aggregate sum of hours that may be donated to a beneficiary, including the Dependent(s) of a deceased Participant, is limited to one year of coverage once in the beneficiary's lifetime.

IN WITNESS WHEREOF, as authorized by the Board of Trustees, this Amendment No. 7 to the Fund's Summary Plan Description and Plan Document, 2020 Edition, is adopted on the 28<sup>th</sup> day of April, 2023.

The Board of Trustees, by:

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Chairman

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Secretary