



# OE3 Trust Funds

Health. Security. Service.

**OPERATING ENGINEERS TRUST FUNDS**

1141 Harbor Bay Parkway, Suite 100, Alameda, CA 94502-6594

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**(800) 251-5014 • OE3TRUSTFUNDS.ORG**

**Date: July 2024**

**To: Participants and Dependents in the Operating Engineers Health and Welfare Trust Fund-Active, Operating Engineers Health and Welfare Trust Fund-Utah Committee, Hawaii Operating Engineers Health and Welfare Trust Fund, and Northern Nevada Operating Engineers Health & Welfare Trust Fund.**

This notice will advise you of material modifications made to the Trust Fund's benefit plan. **This information is VERY IMPORTANT to you and your Dependents.** Please take the time to read it carefully.

## **CHANGES TO ELIGIBILITY RULES EFFECTIVE SEPTEMBER 1, 2024**

The Board of Trustees has decided to change the eligibility rules for the Pensioned Operating Engineers Health and Welfare Trust Fund ("Retiree Health Fund" or "Fund") to ensure that the Retiree Health Fund is available for long-term retired members of Operating Engineers Local 3 who have contributed to the financial health and maintenance of the Fund.

Beginning with pension effective dates on or after September 1, 2024, you are eligible for the Retiree Health Fund, if you meet the following rules for eligibility:

1. You enroll in the Retiree Health Plan within 60 days of your pension effective date or within 60 days of the date that you lose eligibility under the Active Plan;
2. You receive a pension from the Pension Trust Fund for Operating Engineers;
3. You make the monthly payments for coverage;
4. You are a dues paying member of the Union (or paying the equivalent service fee for retired members);
5. You worked at least 10 years in Covered Employment under the **Retiree Health Fund**, meaning that you worked at least 1,000 hours for a Contributing Employer who made contributions on your behalf to the Retiree Health Fund for 10 or more years;
6. You meet one of the following work tests:
  - (a) You worked 2,000 or more hours for Contributing Employers during the 24 months immediately before your pension effective date, for which contributions have been made to the Retiree Health Fund; or
  - (b) You worked 10,000 or more hours for Contributing Employers **during the 120 months immediately before your pension effective date**, for which contributions have been made to the Retiree Health Fund.

Previously, you met the eligibility requirement in (5) above for the Retiree Health Fund if you had 10 years in Covered Employment in the Pension Plan. Now, you must have 10 years in Covered Employment under the Retiree Health Fund. This means that a Contributing Employer must have made contributions to the

Retiree Health Fund during those 10 years of Covered Employment. You will receive credit for each year that you worked 1,000 or more hours for a Contributing Employer that made contributions to the Retiree Health Fund. Partial credit is also granted as follows:

<u>Hours Worked</u>	<u>Retiree Health Fund Credit</u>
Less than 350	None
350-499	1/4
500-749	1/2
750-999	3/4
1000 hours or more	One year

Previously, you met the eligibility requirement in 6(b) above, if you worked 10,000 or more hours for a Contributing Employer since January 1, 2005. Now, you must have worked 10,000 or more hours in the last 120 months immediately before your pension effective date.

As a reminder, hours worked after your pension effective date will not count towards your eligibility for the Retiree Health Fund.

Please keep this important notice with your Plan Document/Summary Plan Description (SPD) for easy reference to all Plan provisions. If you have any questions, please contact the Trust Fund Office at (800) 251-5014. You may also call the Fringe Benefits Office at (800) 532-2105.

Sincerely,

Board of Trustees

**Receipt of this notice does not constitute a determination of your eligibility. If you wish to verify eligibility, or if you have any questions regarding the Plan changes, please contact the Trust Fund Office.**

*In accordance with ERISA reporting requirements, this document serves as your Summary of Material Modifications to the Plan and we are advising you of this Plan change within 60 days of the adoption of this change.*